

BYLAWS OF AERO LODGE NO. 735

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

Affiliated with the

Tennessee State Council of Machinists
District Lodge No. 711, IAM
Tennessee State Labor Council
and the
Central Labor Council of Nashville and Middle Tennessee

ARTICLE I

Section 1. This Lodge shall be known as Aero Lodge 735, International Association of Machinists and Aerospace Workers, and shall meet once a month. The meeting will be held on the second Tuesday at 4:15 p.m., except when the meeting date falls on a generally recognized holiday, in which event a substitute day of meeting shall be set at the preceding meeting. Quorum shall be fifteen (15) members.

Section 2. Special meetings shall be called by the President as per the IAM Constitution. When special meetings are called, members shall be notified by shop bulletin and no other business shall be transacted except that for which the meeting was called.

ARTICLE II

MEMBERSHIP

Section 1. The initiation fee for this Lodge shall be an amount equal to regular monthly dues. No application will be entertained unless recommended by one (1) or more members of Aero Lodge No. 735.

Section 2. All applications for membership shall be handled in accordance with the IAM Constitution.

Section 3. Rejected candidates shall have the amount deposited on their applications returned to them.

Section 4. The Application Committee, after duly studying the application, shall designate the dues book to be issued the applicant. Such designation shall be determined in the following manner: For skilled crafts - "A" classification, Journeyman book; "B" classification, Specialist dues book; "C" classification, Production Worker dues book. All Production Workers will be issued a Production Workers dues book. No lower classification dues book shall be issued except in case of error in the original issue.

Approved: 6-16-09

Effective: 7-1-09

Section 5. All reinstatements submitted to this Lodge shall be accompanied by a fee of \$100.00 with the exception of persons returning to work from lay-off status. Persons returning from lay-off shall submit reinstatement request within 30 days of said recall and request shall be accompanied by a fee equal to one month's dues. All reinstatements, including Honorary Withdrawal Cards, submitted to this Lodge shall be voted on by Local Lodge Membership.

Section 6. Any member of this Lodge who is unemployed shall pay the minimum cost of unemployment dues, in conformance with Article G of the IAM Constitution.

ARTICLE III

Section 1. The monthly dues of this Lodge shall equal to two (2) times the hourly earnings of each Local Lodge member, plus \$1.10.

Section 2. All special levies and fines shall be due within thirty (30) days after levied. If not paid within that time, the Secretary-Treasurer shall notify those in arrears, in writing, and should they fail to make payment after such written notice, their membership shall be cancelled regardless of the date to which their dues are paid.

Section 3. Five percent (5%) of all dues collected by this Lodge shall be set aside as an Emergency Fund in accordance with the provisions of the IAM Constitution.

Section 4. No donation of any nature will be made by members of this Lodge in excess of \$10.00, unless prior recommendation to donate is made by a majority of the Executive Board.

Section 5. Members and/or representatives attending IAM-Sponsored functions and function approved by Local Lodge may receive an incidental expenses allowance not to exceed \$20.00 per day.

ARTICLE IV

SUSPENDED MEMBERS

Section 1. Any member of this Lodge owing an amount equal to two (2) months dues by non-payment of same, stands suspended from all benefits of this Lodge and shall be dropped from the rolls.

ARTICLE V

BENEFITS AND RELIEF

Section 1. In the event of the death of a member of this Lodge, the President, Vice President or Secretary-Treasurer shall attend the funeral, if possible. In the event neither can attend, some member will be requested to attend in the name of the Lodge. If time is lost attending such funeral, the member or officer attending shall be reimbursed for time lost by Aero Lodge No. 735.

Section 2. In the event of the death of a member or a retired member of this Lodge, the Lodge will present a Memorial Bible to the family.

ARTICLE VI

ELECTION OF OFFICERS

Section 1. (a) To be eligible to qualify as a candidate for officer of Local Lodge No. 735, a member must have been a member in good standing for one (1) year previous to his nomination and have attended at least fifty percent (50%) of the regular Lodge 735 meetings held during the 12-month period ending the date of close of nominations for Local Lodge officer.

(b) At the regular meeting of nomination of officer or committee, member must be present to accept nomination or must submit a letter of acceptance prior to nomination to the Recording Secretary.

Section 2. At the regular meeting in November, this Lodge shall nominate a President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor-Sentinel and Board of Trustees. The election of such officers shall be held at the regular meeting in the month of December. Installation of officers shall be held at the regular meeting in January. All officers shall be elected for a period of three (3) years.

Section 3. In the elections of Officers and/or Business Representatives, the President shall appoint at least three (3) Tellers to assist in conducting the elections in a fair and impartial manner. All voting shall be held in the Lodge room where regular meetings are held. The polls will open at 5:00 a.m. and close at 7:00 p.m.

The Lodge may use voting machines in these elections (providing said machines can be mechanically adjusted to prevent single shot or bullet voting).

The Tellers shall be paid their regular straight time rate in conducting the elections.

Section 4. Members who reside in outlying districts more than twenty-five (25) miles from the designated balloting place, members who are either confined because of verified illness, on vacation, or on official IAM business approved by the Local Lodge, District Lodge or Grand Lodge, as the case may be, shall be furnished absentee ballots on written request per the IAM Constitution.

Section 5. Any vacancy occurring in the office of President because of death, resignation or incapacity or other cause shall be filled for the unexpired term by the Vice President. All other vacancies in the officers listed in Section 2 of this Article shall be filled in the following manner: If at least one-third of said term has expired, the vacancy shall be filled by Presidential appointment with the Executive Board approval; If at least one-third of said term has not expired, the vacancy shall be filled by special called election.

ARTICLE VII

THE EXECUTIVE BOARD

Section 1. The Executive Board of Aero Lodge No. 735 shall consist of the following: President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor-Sentinel, Chaplain, three (3) Trustees, three (3) members-at-large, and the Plant Grievance Committee members, all of whom shall be nominated and elected at the same time and in the same manner as the Local Lodge officers.

Section 2. The President shall be the Chairman and the Recording Secretary shall be the Secretary of the Executive Board. The Recording Secretary shall record the proceedings of all regular meetings and these minutes shall be read at the regular meetings of the Lodge. Meetings shall be called by the chairman from time to time as the affairs of the Lodge require consideration by the Board. Meetings must be called by him upon the request from a majority of the officers composing the Board.

Section 3. An elected Executive Board Officer, realizing that his/her participation on the board, is essential, in order for the business and affairs of Local Lodge 735 to function in an effective and efficient manner shall attend all regular monthly Executive Board meetings. However, if absent is unavoidable, he/she shall be excused from the meeting upon approval by President of Local Lodge 735 or his appointed representative. It is understood however, that if an Executive Board Officer is absent from two (2) consecutive monthly Executive Board meetings, that officer will be deemed to have resigned his/her position on the board. Upon, such circumstance being forced upon the remaining officers of the board, the President shall present another member, deemed in good standing, to the remaining members of the Executive Board to be voted on for approval. Upon that approval, the newly appointed officer will complete the remainder of the resigning officers term of office.

DUTIES AND POWERS OF THE EXECUTIVE BOARD

1. To act in case of emergency for the Lodge between its meetings to take care of the interests of the Lodge and subject to the approval of the Lodge.

2. In an emergency, the Executive Board shall have the authority to obligate the Lodge to the extent of \$50.00.

3. Informational meetings may be scheduled by the Executive Board for the benefit of the membership engaged on the night shifts. No formal action must be taken at these meetings on any matters acted upon by the membership at the regular meetings. Specific recommendations may be formulated regarding problems confronting the night membership for transmittal to the regular Local Lodge meetings. The President will act as Chairman and the Recording Secretary of the Local Lodge will serve as Secretary.

ARTICLE VIII

DUTIES OF OFFICERS

Section 1. The duties of the President shall be as defined in the IAM Constitution, and he shall perform such other reasonable duties as the business of the Lodge shall necessitate. The President shall automatically become a member of all Negotiating Committees. For the faithful performance of his duties, he shall be compensated in the amount of \$250.00 per month for expenses.

(a) The President shall appoint a Communicator and Educator.

Section 2. The duties of the Vice President shall be as defined in the IAM Constitution; and for the faithful performance of his or her duties, the Vice President shall be compensated at the rate of \$12.00 per day for each day the Vice President serves in the capacity of the President or in the absence of the President. This is for expenses, to be deducted from the President's expense account.

Section 3. The duties of the Recording Secretary shall be as defined in the IAM Constitution, and for the faithful performance of his or her duties, he or she will be compensated in the amount of \$75.00 per month for expenses.

Section 4. The duties of the Secretary-Treasurer shall be as defined in the IAM Constitution, and for the faithful performance of his or her duties, he or she will be compensated in the amount of \$100.00 per month for expenses.

Section 5. The duties of the Conductor-Sentinel shall be as defined in the IAM Constitution.

Section 6. The duties of the Trustees shall be as defined in the IAM Constitution.

Section 7. The duties of the Communicator shall be as defined in the IAM Constitution.

Section 8. The duties of the Educator shall be as defined in the IAM Constitution.

ARTICLE IX

FUNDS

Section 1. All monies shall be deposited in a bank and shall not be withdrawn without the consent of this Lodge. Said funds shall be deposited in the name of Aero Lodge No. 735, International Association of Machinists and Aerospace Workers. All funds derived from entertainments given by this Lodge are the property of this Lodge and shall be handled as outlined in the IAM Constitution.

Section 2. No savings account shall exceed the guaranteed insurance established by the Federal Reserve System.

ARTICLE X

COMMITTEES

Section 1. The Chairman of any committee shall notify the members thereof, within forty-eight (48) hours after such appointment, to meet at such time and place as is agreed upon. The first appointment of a committee shall be considered Chairman of such committee, unless otherwise delegated. Committee reports shall be entered upon the minutes of the meeting of the Lodge.

Section 2. The President shall appoint the majority and the Vice President the minority of all committees, except Departmental Committeemen who shall be elected by a majority of the union members in said department or shop. If necessary, the President shall appoint a Departmental Committeeman. Committeemen or committees shall be required to have specific authorization to absent themselves at the expense of the Lodge in the performance of union business by the President. Payment of time off will be paid by the Lodge upon presentation of an itemized bill. The term of service for Departmental Committeemen shall be for one (1) year.

MANNER OF ELECTION OF DEPARTMENTAL COMMITTEEMEN

Section 3. The first week in March, the President shall appoint three (3) Tellers and they shall conduct the election of Departmental Committeemen in the following manner: The Tellers will make available to all union members within the respective departments a blank ballot with the instructions to write the name of a nominee on the ballot. When these ballots have been counted by the Tellers, the three (3) members receiving the highest number of votes shall be declared the nominees. Not later than two (2) working days following the date of nominations, an election shall be held in the following manner: The Tellers shall make available to each union member within the department where election is being held a ballot with instructions to vote for one (1) of the three (3) nominees, the candidate receiving the highest number of votes shall be declared the

committeeman in that department, and the candidate receiving the next highest number of votes shall be declared the duly elected alternate committeeman for that department.

Section 4. Plant Grievance Committee members shall be nominated and elected by their respective shifts at the same time and in the same manner as the officers of the Lodge. Any member working under the jurisdiction of Lodge 735 is eligible to serve on this committee. The President and Vice President shall automatically become members of the Plant Grievance Committee. The President shall serve as Chairperson and shall make the assignments to the most appropriate zones.

Section 5. An elected Plant Committeeperson and/or Departmental Committeeperson who is absent from two (2) consecutive regular or Committeeperson's meetings of the Lodge without being excused therefore, and if there is no controversy as to the refusal to excuse being proper, such committeeperson shall be deemed to have resigned his/her position. To be eligible for nomination for Plant Grievance Committeeperson a member must have attended fifty percent of the Lodge meetings held during the twelve month period ending the date of nominations. To be eligible for nomination for Plant Grievance Committeeperson and/or Departmental Committeeperson, a member must be a member in good standing one year prior, and cannot be a leadman and/or leadperson. If a Committeeperson accepts a lead person position or leadperson pay, such Committeeperson shall be deemed to have resigned his/her position.

Section 6. Committee Chairmen will render a complete report of their activities when called upon to do so. If no report is made by any committee appointed within two (2) consecutive meetings of the Lodge, this committee shall be considered inactive and another committee may be selected.

Section 7. The Union Safety Committee shall be elected every three (3) years at the regular election of officers. Three (3) members of this Committee shall be elected from the day shift. The second shift shall elect one (1) member to serve on the committee and the third shift shall likewise elect one (1) member to serve on this Committee. The nominees for each of the above categories receiving the highest number of votes will be declared the Union Safety Committee.

Section 8. A Strike Committee, consisting of fourteen (14) members, shall be selected immediately following the meeting at which the membership voted to strike (in accordance with the IAM Constitution) in the following manner: 1. The President shall appoint two (2) members from the day shift and one (1) member from the night. 2. Six (6) members shall be elected by the day shift membership from the day shift. 3. Three (3) members shall be elected by the night shift members from the night shift. 4. One (1) member shall be elected by the four (4) ten's shift. 5. One (1) member shall be elected by the three (3) twelve's shift. The duties of the Strike Committee will terminate at the close of the strike.

Each day the Strike Chairman serves, the Local will allow a reasonable amount for meals while performing his/her duties upon presentation of receipts and an allowance of \$5.00 for gasoline within a ten mile radius. Outside the ten mile radius an allowance of twenty cents (.20) per mile for gasoline expense for all miles traveled.

A Finance Committee, consisting of three (3) members, shall be elected by and from within the Strike Committee and their duties shall be to approve expenditures of any nature which is considered expenses incurred by the strike and submit same to the Secretary-Treasurer for payment. All checks shall be signed by the President and Secretary-Treasurer of Lodge 735.

Section 9. A Legislative Committee, composed of three (3) members, shall be appointed in conformance with Article X, Section 1 of these bylaws, and their duties shall be as defined in the IAM Constitution.

Section 10. Members employed on the night shift shall be represented on all committees by a night shift member where practical.

Section 11. Tellers for any and all elections shall be paid for all hours lost from work at Vought Aircraft when performing their duties as such Tellers at the same hourly rate of pay they would receive at Vought Aircraft while performing their regular duties.

Section 12. (a) A Negotiating Committee, consisting of at least nine (9) members, shall be elected prior to the opening of contract and wage negotiations by Local Lodge 735 with Vought Aircraft. To be eligible to qualify as a candidate for Negotiating Committee, a member must have been a member in good standing for one (1) year previous to his/her nomination. The President of Local Lodge 735 shall automatically be one (1) member of and Chairman of this committee. The remaining members of the committee shall be elected as follows: One (1) from Inspection, Machine Shop, Maintenance, Bond Shop, Production Control, Tooling, and two (2) from Aircraft Section. The President will act as the Chairman of the Committee and will not represent the section of his present occupation.

(b) After a strike is declared, each day the Negotiating Committee is in negotiations, the Local will pay up to a maximum of \$6.00 for meals for each committee member. Committee members shall submit such receipts for reimbursement. During the strike, committee members will be paid \$3.00 for gasoline, within a 10-mile radius. Members outside of the 10-mile radius shall receive 17¢ per mile for gasoline expenses for all miles traveled.

Section 13. An Educational Committee, consisting of at least three (3) members, shall be appointed in conformance with Article X, Section 1, and their duties shall be to inform the membership as to current events, political education and other duties as outlined by the Executive Board or President.

Section 14. An Auditing Committee of three (3) shall be elected by the Local Lodge at the regular meeting in March of each year, all of whom shall serve for one (1) year. Officers of the Local Lodge are not eligible to election as members of the committee. The committee shall immediately after the close of each quarter proceed with the work of examining the books and accounts of the Local Lodge for the preceding 3-month period. However, at the option of the Local Lodge, audits may take place semiannually (at the close of June and December).

Section 15. To be eligible to qualify as a candidate for Plant Grievance Committee of Local Lodge No. 735, a member must have been a member in good standing for one (1) year previous to his nomination and have attended at least fifty percent (50%) of the regular Lodge 735 meetings held during the 12-month period ending the date of the close of nominations.

Section 16. A Building Committee consisting of at least three (3) members shall be appointed in conformance with Section 1 of this Article. Their duties shall be to oversee and take care of the Building and other duties as outlined by the Executive Board or President of the Lodge.

Section 17. A Human Rights Committee, consisting of at least three (3) members shall be appointed in conformance with Article X, Section 2, and their duties shall be defined in the IAM Human Rights Manual.

ARTICLE XI

UNION LABEL

Section 1. All work done for the Lodge and all purchases made for the organization shall bear the Union label when such is possible.

ARTICLE XII

Section 1. No member shall be allowed to enter or retire from the Lodge room during initiations, reading of minutes, or opening exercises. Officers must be at their respective stations and members are requested not to leave their seats during the above exercises.

Section 2. Members are requested to refrain from whispering and talking during the meeting and while matters are under debate.

Section 3. Members desiring to make a motion shall rise and be recognized by the Chair.

Section 4. Members shall be privileged to speak once on any matter under discussion, and shall not be given the privilege of the floor again until all other members desiring to speak on the subject have had an opportunity to do so. Debates shall be limited to five (5) minutes.

Section 5. Each member, while speaking, shall confine himself to the question under debate and avoid all personal, indecorous or sarcastic language.

Section 6. Members when arising to a point of order must state their point, and the point of order shall not be used as a means to disturb the speaker having the floor. Prefacing motions or a point of order will not be permitted.

Section 7. Members are urged to familiarize themselves with Parliamentary Law as set forth in the IAM Constitution so that they may be able to speak intelligently on any subject coming before the Lodge. NOTE: Be brief and to the point.

ARTICLE XIII

AMENDMENTS

Section 1. Any increase in the amount of initiation and reinstatement fees, Emergency Funds, and Local Lodge dues must be handled on the basis of the procedures specified in the IAM Constitution.

Any other amendments to these bylaws must be handled on the basis of the following procedures:

(a) All proposals must be in writing, signed by not less than five (5) members, and referred to a Bylaws Committee appointed by the President.

(b) Must be read as proposed at two (2) consecutive meetings. Immediately following the second reading, the Bylaws Committee shall submit their recommendations.

(c) Reasonable advance notice must be given to the membership of the time, date and place of the second reading, and vote to be taken on the Bylaws Committee's recommendations.

(d) Each proposal must be considered and voted upon separately. A majority affirmative vote by those present and voting is needed for adoption.

(e) Triplicate copies of approved proposals, together with the master copy of bylaws shall be referred to the International President for approval and designation of an effective date.

Section 2. Nothing in these bylaws shall be construed or applied in a manner that will conflict with the provisions of the IAM Constitution. All matters arising and not specifically covered by these bylaws shall be governed by the IAM Constitution.

ARTICLE XIV

BONDING

Section 1. All Officers, employees or other individuals in this Local Lodge who are responsible for, or handle funds of or for the Local Lodge, shall be bonded in accordance with the IAM Constitution and the IAM Policy relating thereto.

**Approved for and in behalf of
International President**