

BY-LAWS

INDUSTRIAL UNION OF MARINE AND SHIPBUILDING WORKERS OF AMERICA DISTRICT LODGE 4 INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO

(GENERALLY REFERRED TO AS INDUSTRIAL UNION OF MARINE AND SHIPBUILDING WORKERS OF AMERICA, IAM DL 4; OR DL4, IAM; OR IUMSWA DL4, IAM)

PREAMBLE

The Preamble of our former union, to wit: The Industrial Union of Marine and Shipbuilding Workers of America (IUMSWA) stated:

We of the Marine and Shipbuilding Workers of America strive for a better, richer and more rewarding life for the wage earners in our shipyards and allied maritime industries.

We pledge ourselves without regard to race, creed, color, sex, age, national origin or ancestry, to labor unitedly to organize the working men and women in our industries.

We shall at all times combat the forces which seek to undermine our nation.

With divine guidance, grateful for our honorable past, confident of meeting the challenges of the future, we proclaim these Bylaws.

It is with the same spirit that we now enter into our relationship with the International Association of Machinists and Aerospace Workers (IAM), AFL-CIO.

ARTICLE I

Name, Purpose, Jurisdiction, Authority

Section 1. - NAME

The name of this Union formed into a District Lodge of the IAM shall be known and called the Industrial Union of Marine and Shipbuilding Workers DL 4, IAM. It may also be sometime referred to as IUMSWA/IAM-DL4, or DL 4, IAM.

Approved: 11-1-12
Effective: 11-1-12

Section 2. - PURPOSE

It is the purpose of this District Lodge to reestablish the long and proven history of our former national union, both for service and dedication to our respective and prospective membership. It is also our purpose to improve the standard and general living conditions of all workers in the industries and enterprises under its jurisdiction through organization, education, and collective actions.

Section 3. - JURISDICTION

Jurisdiction shall extend to all workers employed in the shipbuilding, ship repair, marine maintenance industry, industries producing marine equipment, and in allied enterprises and industries. The entire State of Maryland with the exception of Local Lodge 2424, the District of Columbia, Fairfax, Fauquier, Loudoun, Prince William and Arlington Counties and the City of Alexandria Virginia. This jurisdiction shall include all machinists, specialists, automotive workers, mechanics, spray painters, bodymen, service salesmen; parts warehouse employees, dispatchers, cashiers, appliance repairmen, production workers, helpers, apprentices, taxi drivers, and technical and clerical employees working in conjunction with the trade with the exception of those within the jurisdiction of the Air Transport and Railroad Lodges. Any member elected or appointed to a full-time office in this District Lodge or in any of its affiliated Local Lodges shall continue to be eligible for membership in his Local Lodge affiliated with this District Lodge. (Hereinafter, "he" or "him" also includes "she" or "her".)

Section 4. - AUTHORITY

This District is the highest tribunal of the International within its jurisdiction as defined by the Grand Lodge under District Lodge authority and shall have full authority and control of all affiliated Local Lodges. Bylaws of affiliated Local Lodges shall not contain any provisions contrary to these Bylaws and the IAM Constitution. A copy of all proposed amendments to affiliated Local Lodge Bylaws shall be submitted to the District Lodge for their action prior to submission to Grand Lodge as outlined in the IAM Constitution.

Foreman and other supervisory or managerial employees who are not employed in a bargaining unit represented by this District Lodge and/or any of its affiliated Local Lodges, irrespective of their job title, shall not be eligible for membership in these affiliated Local Lodges and shall be deemed to have withdrawn from membership on the date they are promoted to such nonbargaining unit position. If such person should later return to active employment in a bargaining unit represented by this District Lodge and/or any of its affiliated Local Lodges, he shall be required to pay the Local Lodge's reinstatement fee before he is readmitted to membership.

All legislative powers shall be reserved to IUMSWA/IAM-DL4, except as hereinafter provided, it's executive and judicial powers shall be vested in the Executive Board of District Lodge 4.

ARTICLE II

Meetings, Delegates

Section 1. - MEETINGS

This Organization shall be formed and function as provided for in the IAM Constitution and shall hold semi-annual meetings in the month of April and the month of October of each year, at a place to be determined by a majority vote of the Delegates.

Section 2. - SPECIAL MEETINGS

Special meetings may be called by the Directing Business Representative, President, or at the request of the majority of the delegates of the affiliated Local Lodges and in such case, all delegates must be notified, in writing, at least one (1) week in advance of such meeting and of the purpose of such meeting.

No business shall be transacted at such special meeting, except that for which the meeting was called.

Section 3. - QUORUM

Fifty-one percent (51%) of the delegates from a majority of the affiliated lodges in good standing shall constitute a quorum. Each delegate, or in his absence each alternative delegate, shall be entitled to one (1) vote.

Section 4. - DELEGATES

The District Lodge Delegate Body shall be composed of elected delegates from each of the affiliated Local Lodges, based upon the following scale, whose duties shall be to transact any and all business properly brought before the delegate body:

1000 members or less	1 delegate
1001 - 2000 members	2 delegates
2001 - 3000 members	3 delegates
3001 - 4000 members	4 delegates
4001 - 5000 members	5 delegates
5001 and above	6 delegates (Maximum)

There shall be an equal number of elected alternates as delegates from each of the affiliated Local Lodges whose duty it shall be to take the place of an accredited delegate in his absence. The number of Local Lodge delegates shall be determined by the per capita paid to the District Lodge, semi-annually, in the months of December and June of each year.

Section 5. - SELECTION

Delegates and alternates shall be elected for a four (4) year term by the Local Lodges so that said delegates are ready to be seated at the first regular District meeting in the month of January on the presentation of credentials from their Local Lodge properly signed and sealed by the Recording Secretary.

If there is any downward adjustment in delegate(s), or alternate(s) during the four year term, pursuant to Section 4 of this Article II the delegate(s) and alternate(s) (elected) who received the least votes shall be excused as delegate(s) or alternate(s).

If there is any upward adjustment in delegate(s) or alternate(s) pursuant to Section 4 of this Article II and any delegate(s) or alternate(s) have been excused as per the above paragraph, they will be reinstated as a delegate(s) or alternate(s) before any Local Lodge holds an election to adjust the number of delegate(s) or alternate(s).

No member shall be eligible to be nominated as a delegate or alternate to represent the members of the Local Lodge unless he has been a fully paid-up member of his Local Lodge in continuous good standing for twenty-four (24) months immediately proceeding the month in which the nominations for delegates are made. Any new Local Lodge not in existence more than twenty-four (24) months at the time of the election of delegates may decrease such period for the life of the Local Lodge.

No person shall be eligible to be seated as a delegate of any Local Lodge unless he has continued to be a full paid-up member in good standing in his Local Lodge throughout the period between his nomination and election as a delegate and the District meeting.

The Directing Business Representative and the Business Representatives shall not be eligible to represent Local Lodges as delegates or alternates to the District Lodge. When in attendance at District meetings, they shall have a voice to counsel and advise but are not privileged to vote.

Section 6. - ABSENCE OF DELEGATES

In the event of absence of any delegate from two (2) consecutive meetings of the Delegate Body, unless excused by the Chairman, the Lodge he represents shall be notified, in writing, and instructed to have an accredited delegate in attendance at the next District meetings. The Recording Secretary of each Local Lodge shall furnish its delegate with credentials properly signed by him with the seal of the Local Lodge impressed and shall notify the District Lodge Recording Secretary immediately upon their election. Delegates must present their credentials showing that they have met all the obligations with respect to their eligibility as delegates.

Section 7. - ORDER OF BUSINESS

The order of business for the District Lodge meeting shall be as follows:

1. Pledge to the Flag.
2. Roll Call of Officers and noting of absentees.
3. Presentation of Credentials.
4. Reading of Minutes and acting on same.
5. Report of the Secretary-Treasurer, including receipts, disbursements, communications and bills.
6. Reports of Delegates.
7. Reports of Committees.
8. Report of Directing Business Representative.
9. Anything for the good and welfare.
10. Unfinished business.
11. New business.
12. Adjournment.

ARTICLE III

District Lodge Officers

Section 1. - OFFICERS

The Officers of this District Lodge shall consist of a President, Vice President, Recording Secretary, Secretary-Treasurer, Sergeant-at-Arms, and a Board of three (3) Trustees, to be elected from the Delegate Body.

Section 2. - NOMINATIONS

The nomination, election and installation of the District Lodge Officers will be held at the regular meeting of the District Lodge in the month of January in the appropriate year. The Recording Secretary shall prepare a proper ballot containing the names of nominees in alphabetical order.

Section 3. - ELECTION

The above Officers shall be elected by secret ballot by the duly qualified delegates at the regular meeting of the District Lodge in January of the appropriate year and they shall be installed immediately thereafter to a four (4) year term.

Section 4 - TELLERS

The District President shall appoint a Tellers Committee who shall conduct the District Lodge election. The Tellers Committee shall consist of three (3) seated delegates not running for any office of the District.

ARTICLE IV

Duties of Officers

Section 1. - PRESIDENT

It shall be the duty of the President to preside at all meetings of the District Lodge and to decide all questions and disputes that may arise where no provisions exist under these Bylaws or the IAM Constitution, countersign all checks properly drawn by the Secretary-Treasurer and enforce all of the laws of the Association applicable to the District Lodge and members thereof. He shall appoint all committees as provided for in the IAM Constitution and these Bylaws or as are authorized by action of the District Lodge. On roll call vote (secret ballot) the President may vote, but when a "yea" or "nay" vote is taken, the President shall cast the deciding vote to break a tie. He shall perform such other duties as may be required by these Bylaws and the IAM Constitution.

For the faithful performance of his duty, he shall be paid a salary of \$150.00 per month.

Section 2. - VICE PRESIDENT

It shall be the duty of the Vice President to assist the President in preserving order at District Lodge meetings and in the absence of the President; he shall assume the duties of the President.

Section 3. - RECORDING SECRETARY

It shall be the duty of the Recording Secretary to keep a correct record of the proceedings of all District Lodge meetings; draw up all orders passed by the District Lodge; attest same by signature; present all communications and bills pertaining to District Lodge affairs; and to conduct correspondence as instructed by the lodge and only by the lodge. He shall forward to each affiliated Local Lodge and Eastern Territorial Office a correct copy of the proceedings of the District Lodge after each meeting.

Section 4. - SECRETARY-TREASURER

It shall be the duty of the Secretary-Treasurer to collect all per capita tax, fines, assessments, or other, and all monies due the District Lodge; to transact all business with the bank designated by the District Lodge; to keep a correct account of all receipts and disbursements and to make a report at each meeting of the financial standing of the District Lodge; and at the close of each six (6) month period, present his books to be audited by the Auditing Committee. He shall give his receipt of all monies and deposit same in a bank of sound financial standing in the name of the District Lodge. He shall pay all orders properly drawn on him by check, which check shall be countersigned by the President or

Vice President, either signature to be valid. He shall furnish blank financial reports to each affiliated Local Lodge; such reports are to be filled out by the Secretary-Treasurer of each affiliated Local Lodge and returned to the District Secretary-Treasurer at the end of each month accompanied by per capita tax as set forth herein.

For the faithful performance of his duties, he shall receive \$150.00 per month.

Section 5. - TRUSTEES

The Board of Trustees shall have charge of all property belonging to the District Lodge; shall see that all of the books are properly kept and, at the expiration of each six (6) month period, shall assist the Auditing Committee in the examination of all books and accounts and verify the report of the Auditing Committee by attaching their signatures thereto.

Section 6. - SERGEANT-AT-ARMS

It shall be the duty of the Sergeant-at-Arms to examine all books of the delegates and visiting members present and report same to the District Lodge President; he shall take a position at the inner door and allow no one to enter without a book in good standing or having permission of the Delegate Body. He shall introduce all visiting committees and briefly explain the purpose of their visit.

Section 7. - THE EXECUTIVE BOARD

The District Executive Board shall be composed of the President, Vice President, Recording Secretary, Secretary-Treasurer, Sergeant-at-Arms and the Board of Trustees.

The Executive Board is empowered with the supervision of all matters pertaining to the District Lodge between meetings of this Lodge and, at the next regular meeting of the District Lodge; they shall make a report of their actions for approval. The Executive Board shall meet at least one (1) hour before the delegate meeting.

Any single expenditure which occurs between delegate meetings over \$500.00 must be approved by a poll of the Executive Board. This poll will be done by the District Lodge 4 President or the District Lodge 4 Secretary-Treasurer and documented in the delegate meeting minute's book. Any single expenditure which occurs between delegate meetings under \$500.00 shall be approved by the Directing Business Representative and reported to the delegates under normal and customary expenses.

Special meetings of the Board shall be called by the President or the Directing Business Representative, or at the request of a majority of the members of the board.

Section 8. - BONDING

All Officers and employees of this District Lodge, or any of its affiliated Local Lodges who handle any sums of union money shall, upon assuming their duties, be bonded by a national bonding company as provided by the IAM and the additional premiums of such bonds, if any, shall be paid by the District Lodge or the affiliated Local Lodges of which they are Officers or employees.

ARTICLE V

Business Representatives

Section 1.

The District Lodge shall be divided into two regions, Region 1 and Region 2, and shall be represented by a Directing Business Representative, up to two (2) Assistant Directing Business Representatives, and Business Representative(s) in each Region, in a number determined by the needs of the District Lodge upon approval by the District Lodge and the International. The term of service for the Directing Business Representative and the Business Representative(s) shall be for four years. The Directing Business Representative and Business Representative(s) will be elected by referendum vote of both Regions.

To ensure that the District is represented in a diverse manner throughout its jurisdiction Business Representatives will be elected under the following two (2) provisions.

(1) The maximum number of Business Representatives elected from any Local Lodge affiliated with the District shall be three (3).

(2) Each Region will be given an allotment of Business Representative(s) approved by the District Lodge and the International. Based on this allotment, the candidate(s) from Region (1) and Region (2) receiving the highest number of votes in the referendum election shall be declared elected.

The Directing Business Representative and Business Representatives shall have a voice but no vote in the meetings of the District, and are not eligible for any office within the gift of the District Lodge or any Local Lodge.

(a) Assistant Directing Business Representative (s)

The Directing Business Representative may at his/her discretion assign up to two (2) Business Representatives as his/her Assistant Directing Business Representative (s). Not more than one (1) of which can come from either region of the District Lodge.

Section 2.

At the first meeting in the month of October of the election year, each affiliated Local Lodge shall nominate one candidate for the Directing Business Representative's position, and six (6) candidates for the positions of Business Representative(s), four (4) candidates from Region 1 and two (2) candidates from Region 2. Candidates may be nominated in any affiliated Local Lodge or several Local Lodges. However, no Local Lodge shall nominate more than three (3) candidates from any one Lodge of the District for the positions of Business Representative. In the event more than three (3) candidates of any single Local Lodge receive nominations from affiliated Local Lodges of the District only the three (3) nominees receiving the highest number of votes in the Referendum Election described in Section 6 of this Article V shall be declared elected. The Recording Secretary of the Local Lodge shall notify the District Recording Secretary in writing over the seal of the Local Lodge, of the name of its nominee(s), prior to November 1st of the election year - due and proper notice shall be given to the membership relative to the impending nominations. Due and proper notice shall be a mailing from the District Lodge Recording Secretary to the home mailing address of each member of all the Local Lodges affiliated with the District Lodge. Said mailing shall be mailed no later than August 31, of each election year. Said notice shall include the date and location of the Local Lodge meeting where the nominations will be conducted, the positions being nominated including the delegate position from each Local Lodge and the date and location of the referendum election to be held on the second Wednesday of December of the election year.

Section 3.

To be eligible for the position of Directing Business Representative and Business Representative(s), a member must be in continuous good standing of an affiliated Local Lodge for at least two (2) years prior to his nomination, must be actively employed under a collective bargaining agreement coming under the jurisdiction of this District or employed by the District or one of the affiliated Local Lodges, and free from delinquencies of any nature to a Local, District or Grand Lodge. (Members on strike or victimized shall be exempt from the provision of this two year clause.) The names of nominees that do not fulfill this requirement shall not appear on the ballot. In order to be eligible to appear on the ballot for the position of Directing Business Representative or Business Representative a candidate must receive the endorsements from a minimum of three (3) of the Local Lodges affiliated with the District Lodge.

Section 4.

Acceptance of Nominations: The District Recording Secretary shall prepare a form and send same by Registered or Certified Mail to each nominee whose name is furnished to him by the Recording Secretary of the Local Lodge nominating him. The nominee shall fill in this form and sign same, and return by Registered or Certified Mail of his acceptance or declination of the endorsement for nomination, to the District Recording Secretary within seven (7) calendar days from the date the candidate received his letter notifying him/her of his nomination. The form shall have a place for the following; (a) name, card number and Local Lodge number; (b) address and telephone number; (c) a place for signature and a

statement by the Recording Secretary of the Local Lodge certifying the current dues standing of the nominee.

Section 5.

Ballots for the election of Directing Business Representative and Business Representative(s) shall be prepared by the District Recording Secretary. All ballots shall bear the insignia of the organization, and be so arranged that a voter may with ease designate his choice by marking a cross (X) opposite the name of his choice. Ballots shall be perforated so that the names, address, lodge and card number of the member voting may be detached. The ballot shall contain a serial number. The District Recording Secretary shall supply all affiliated Local Lodges, free of cost, with a sufficient number of such ballots before the first (1st) day of December, and no other ballots shall be used. He shall furnish the Local Lodge Election Committee tally sheets in duplicate upon which shall be tabulated the votes of the members of the Local Lodges. One (1) tally sheet shall be returned to the Recording Secretary of the District Lodge and one (1) shall be retained by the Local Lodge Recording Secretary. Absentee ballots shall be issued and voted in accordance with Article B, Section 4 of the IAM Constitution. At the option of the Local Lodge, voting machines may be used in place of paper ballots, and candidates shall be listed alphabetically.

Section 6. - ELECTION BY REFERENDUM

The election of the Directing Business Representative and Business Representative(s) shall be held by referendum vote on the second Wednesday in December in the Lodge room or Local Lodge hall where the regular Local Lodge meetings are held, and upon no other day, or in any other place. All members of the affiliated Local Lodges shall be notified by mail, or shop bulletin, through a uniform notice by the District Recording Secretary of the time and place of the election. Qualifications to vote shall be set forth in the IAM Constitution. The nominees for the above positions who receive the highest number of votes shall be declared elected, provided however that no more than three (3) nominees from a single Local Lodge shall be declared elected.

Section 7. - DUTIES OF THE DIRECTING BUSINESS REPRESENTATIVE

The Directing Business Representative shall have full power and authority to administer the affairs of the District Lodge. He shall assign Business Representatives to duties and locations in which he deems are in the best interest of the membership, and to other assignments he feels are in the best interest of the organization. He shall be the Chief Organizer of the District Lodge and shall have full control of all District Lodge Representatives and of all organizing, and he shall ensure that the District operates as a true District as recognized by the Grand Lodge. He shall be directly responsible to the District Delegate Body and the Grand Lodge as outlined in the IAM Constitution. He shall attend all meetings of the District Executive Board and Delegate Body. He shall sign all contracts with the employers in the name of the District Lodge, and see that they are uniform as possible in character in order to establish uniform competitive conditions within the District. The Directing Business Representative, with the approval of the Executive

Board and the District Lodge, shall determine the size of the staff and personnel required to service the District. Salaries and expenses of the District Lodge personnel shall be determined by the Directing Business Representative subject to the approval of the Executive Board and the District Delegate Body.

All travel expenses will be approved by the Directing Business Representative and reported to the delegates as normal and customary expenses.

Directing Business Representative has the authority to authorize payment of lost time for Local Lodge members participating in District Lodge approved activities.

The Directing Business Representative shall be empowered with the authority to select the personnel of the District office subject to the approval of the Executive Board and the Delegate Body and shall have authority to discharge members of his personnel or to reduce the size of the personnel at any time he deems advisable in the best interests of the District Lodge and affiliated Local Lodges, and the members thereof, with the approval of a majority of the Executive Board and the Delegate Body. A vacancy occurring in the position of Directing Business Representative shall be filled for the duration of the unexpired term of office by appointment from among one of the Assistant Directing Business Representatives. Should agreement not be reached between the Assistant Directing Business Representatives on which shall fill the vacant Directing Business Representative the District Executive Board shall make the selection from among the Assistant Directing Business Representatives.

(a) ASSISTANT DIRECTING BUSINESS REPRESENTATIVE(S)

The Assistant Directing Business Representative(s) shall report directly to the Directing Business Representative. He/she shall have the duty under the direction of the Directing Business Representative to handle all of the business of the Region from which they reside. In addition to the Assistant Directing Business Representative(s) responsibilities the Assistant Directing Business Representative(s) shall also serve a Business Representative for the District and their Region.

Section 8. - SALARY OF DIRECTING BUSINESS REPRESENTATIVE

For the faithful performance of his duties, the Directing Business Representative shall receive a weekly salary of \$2,228.04 effective January 1, 2011. This salary shall be increased each succeeding year on the 1st of January as outlined in Article XI, Section 1 of the IAM Constitution.

a. ASSISTANT DIRECTING BUSINESS REPRESENTATIVE(S)

For the faithful performance of his/her duties the Assistant Directing Business Representative(s) salary shall be \$2,055.81 per week. This salary shall be increased each succeeding year on the 1st of January as outlined in Article XI, Section 1 of the IAM Constitution.

Section 9. - DUTIES OF BUSINESS REPRESENTATIVE(S)

It shall be the duty of each Business Representative to investigate all grievances, as provided for in the Local Lodge Agreement that may arise within the area of his assignment and endeavor to adjust same to the best advantage of the organization and the members involved. He shall be responsible for the conduct of negotiations of collective bargaining agreements covering wages, hours and working conditions of all Local Lodges to which he is assigned. He shall use his best endeavors to organize all employees within the District's territory who are eligible for membership in the IAM. He shall counsel and confer with the District as may be necessary and shall submit a report of his activities at each staff meeting. He shall carry out other duties as assigned by the Directing Business Representative or Assistant Directing Business Representative which fall within his duty to properly serve the members. Any vacancy in a position of Business representative during his/her term of office or any additions to the number of Business Representative(s) shall be filled for the remainder of the unexpired term by appointment by the Directing Business Representative. Any such appointment must be ratified by a majority of the District Executive Board at the next regularly scheduled Executive Board Meeting. Any reduction in the number of Business Representative(s) shall be decided by the Directing Business Representative who shall take into consideration the best interests of the District and the membership. Such decision shall be subject to ratification by the District Executive Board at the next regularly scheduled Executive Board meeting.

Section 10. - SALARIES OF THE BUSINESS REPRESENTATIVES

For the faithful performance of their duties, the Business Representatives shall receive a weekly salary of \$1,921.85 effective January 1, 2011. This salary shall be increased each succeeding year on the 1st of January by the percentage increase in the weighted average hourly earnings on a union-wide basis as outlined in Article XI, Section 1 of the IAM Constitution. Any newly elected or appointed Business Representative may at the discretion of the Directing Business Representative be paid a salary of twenty percent (20%) less than the full salary of a Business Representative for a period not to exceed two (2) years from his/her date of hire.

Section 11. - Travel Expenses of District Staff

Gasoline for District Lodge 4 business will be paid separately by District Lodge 4.

Section 12. - Per Diem and Travel District Lodge 4

Per Diem for any member on authorized District Lodge 4 business will be set equivalent to the amount set by the Grand Lodge. Any member of District Lodge 4 traveling on District Lodge business authorized by the Directing Business Representative or the Executive Board shall be reimbursed for mileage at the maximum rate allowed by the Federal Internal Revenue Service.

ARTICLE VI

Local Lodges

Section 1.

The granting and revoking of all Local Lodge charters is governed by the Constitution of the IAM. In the event of any revocation of an affiliated Local Lodge charter, the members of said Local Lodge shall be transferred to other affiliated Local Lodges as the Executive Council of the IAM may prescribe.

Section 2.

Each Local Lodge has the authority to draw up its own Bylaws, and from time to time, by a two-thirds vote of the members present and voting, to make amendments thereto, provided such Bylaws and such amendments are not conflicting with any provisions of the IAM Constitution or the Bylaws or policies of District Lodge 4. Before such Bylaws, or any amendments thereto, may be adopted or be deemed to be valid, they must be submitted and approved by the District Lodge and the International President of the IAM.

A proposed amendment to a Local Lodge's Bylaws which is approved or defeated cannot be proposed and/or resubmitted to a vote of the Local Lodge's members for a period of at least one year, except if the proposed amendment was to amend the amount of Local Lodge dues and/or initiation fees to be paid to the Local Lodge, such proposed amendment may again be proposed and voted upon without restriction as to any elapsed period of time.

Section 3.

(a) Each Local Lodge must hold a general membership meeting at least once a month. These meetings may be suspended during any month in which a Local Lodge is involved in a strike which has been sanctioned by the IAM.

(b) Each Local Lodge may incorporate within its own Bylaws a provision making it mandatory, as a qualification for nomination and election to any office or other position of responsibility or authority in the Local Lodge, that the members shall, over a period not exceeding 12 months prior to the month in which nominations are made, attend at least 50

percent of the general membership meetings provided, however, that a Local Lodge must provide in its Bylaws that a member's reasonable excuse for nonattendance at such meetings will be accepted. Local Lodges may provide, in their Bylaws, for qualification provisions less stringent than set forth in this section.

Section 4.

The Local Lodge Secretary-Treasurer shall send a monthly report to the District Lodge on official report sheets of the activities of the Local Lodge, the number of members employed, the conditions and prospects of work in the industry, and such other information as it is important for the District Lodge to have in industries coming under its jurisdiction, and as the District Lodge, may from time to time request.

Section 5.

(a) Membership dues shall include the following financial obligations due and owing by a member or applicant for membership:

1. Initiation or reinstatement fees, as the case may be.
2. Monthly fees (herein referred to as "dues" or "monthly dues").
3. Per Capita tax for the District Lodge and the Grand Lodge (G) of the IAM.
4. Special fees (herein referred to as "assessments") levied by the District Lodge or any of this District Lodge's subordinate bodies in accordance with the provision of these bylaws and the IAM Constitution.

(b) So long as the District Lodge is newly organizing or reorganizing any Local Lodge or the workers in any locality, the initiation fee shall be fixed by, payable to, and the property of the District Lodge. In all other cases, the amount of the initiation or reinstatement fee, which amount shall not be less than \$50.00 nor more than \$500.00, shall be fixed by, payable to, and the property of the Local Lodge provided that \$25.00 of each such fee shall be the property of and shall be transmitted to the District Lodge. An official initiation stamp or card shall be issued for all members upon payment of the initiation or reinstatement fee.

(c) Effective January 1, 2013 Local Lodge dues shall be as follows:

1. The minimum amount of monthly membership dues a Local Lodge may charge its members shall be an amount equal to the Grand Lodge and District Lodge Per-Capita Taxes plus \$7.00 per month to be retained for the operation of the Local Lodge. Local Lodges may in their by-laws provide for dues higher than this amount but in no case shall they charge an amount lower than this amount. The amount of the grand Lodge and

District Lodge Per-Capita will be adjusted every January 1 in an amount prescribed by the IAMAW Constitution in ARTICLE VII Section 4 and ARTICLE XXII Section 9 and the dues amount of the Local Lodges shall be adjusted accordingly.

2. The dues of each Local Lodge shall be adjusted upon ratification of each succeeding contract based on a minimum of 1 1/2 times the predominately applicable first Class Mechanic's rate of pay including COLA, or the equivalent thereof, negotiated by that Local Lodge.
3. Questions pertaining to the First Class Mechanic's rate shall be determined by the District Lodge.
4. Subject to prior approval by the District Lodge, each Local Lodge may in its Bylaws provide for dues higher than the First Class Mechanic's rate, however, the amount of per capita shall not be thereby increased.

Dues shall be payable the first of each month (or if the first be a Sunday or a legal holiday, then on the second) to the Financial Secretary or other duly designated officer of the Local Lodge to which the member belongs, the payment of which shall be indicated by the issuance to the member of an official dues stamp, or noting payment on member's dues card.

The Per Capita tax paid by the Local Lodges to District Lodge 4 shall be an amount equal to 40% of the Per Capita tax paid to the Grand Lodge.

All Grand Lodge per capita tax shall be transmitted to the GST of the IAM, and all District Lodge per capita shall be transmitted to the Secretary-Treasurer of the District Lodge. These per capita taxes shall be transmitted by the affiliated Local Lodge collecting the member's dues as received by the said Local Lodge.

The remainder of each member's dues shall remain with the affiliated Local Lodge; provided as set forth above, no Local Lodge shall at any time withhold the per capita tax for either the Grand Lodge or the District Lodge.

Subject to the provisions of Section 2 of this Article, a Local Lodge may increase its membership dues only if a majority of the members in good standing voting on the question favor such increase by secret ballot vote at a special or regular membership meeting, provided reasonable notice has been given that an increase in dues will be voted upon at such meeting.

In case of a member of an affiliated Local Lodge whose dues are to be withheld from his wages by his employer, pursuant to the provision in the collective bargaining agreement covering such member, his dues shall be payable on the day on which the dues so withheld are remitted to his Local Lodge by such employer.

Section 6.

(a) All delegates, committee members, Officers and/or representatives traveling on duly authorized business of any Local Lodge shall be allowed not more than the actual cost of transportation and in case of overnight travel the actual cost of sleeping accommodations at their point of destination; and a sum not to exceed \$50.00 per day to cover all other expenses.

(b) The Secretary-Treasurer of each Local Lodge shall, on or before the tenth day of each month, prepare in duplicate and file in the office of the District Lodge a financial statement, on forms furnished by the District Lodge covering the cash receipts and disbursements of his Local Lodge, together with the receipts and issuance of per capita tax and initiation stamps for the period of the preceding calendar month. Each monthly report must be accompanied by a remittance for the District Lodge per capita tax on the dues collected from the membership during the period covered by the report, together with the portion of the initiation and/or reinstatement fees collected from members for the period covered by the report. All other amounts due the District Lodge from any Local Lodge for supplies or services shall be paid within two weeks from the date of transmission of the same to the Local Lodge.

(c) The District Lodge, in the case of any Local Lodge which is expending its funds in excess of its income or in a manner contrary to the policies of the District Lodge, or which fails to comply with any of the obligations set forth in Article VI, shall have the right to prepare an operating budget for such Local Lodge and to appoint a Financial Administrator for such Local Lodge, whose approval and signature upon checks shall be obtained for each expenditure to be made by such Local Lodge. Such operating budget and the decisions of the Financial Administrator must be complied with by the Local Lodge.

Section 7.

Each Local Lodge shall elect a President, a Vice President, a Recording Secretary, a Treasurer, a Financial Secretary, a Conductor, a Sentinel and a Board of Trustees consisting of three members. A Local Lodge at its option may combine the positions of Financial Secretary and Treasurer and elect a Secretary-Treasurer to fulfill the functions of both offices.

The positions of Conductor and Sentinel may also be combined in which case the Local Lodge shall elect a Conductor-Sentinel who will perform the functions of both offices.

Any member of the Local Lodge who has been in continuous good standing for two years, prior to the nomination shall be eligible for election as a Local Lodge officer. Such election shall take place biennially or triennially, as may be provided by the Local Lodge's Bylaws.

Section 8.

(a) Whenever a Local Lodge has a sufficient number of members in a plant or locality to justify it, the Local Lodge shall constitute the members in each department (or in one or more departments or parts of departments, as the Local Lodge may provide in its Bylaws), in the plant or plants, into administrative subdivisions of the Local Lodge (but such administrative subdivisions are not administrative subdivisions of this District Lodge) for the purpose of handling grievances and similar matters for the members. The members of the Local Lodge in each departmental subdivision shall elect from among their number one member to act as Shop Steward and members to act respectively as Secretary and Treasurer, as well as 2 alternates. Members so elected shall, under the supervision and control of the Local Lodge, perform the function of soliciting membership in the Local Lodge among the employees working in the department; presenting grievances on behalf of such employees; and shall perform such similar functions as the Local Lodge's Bylaws may provide.

(b) Without limiting the authority of the District Lodge, a Local Lodge's Executive Board, Official Board or Grievance Committee, as a Local Lodge may in its Bylaws provide, shall finally determine whether a grievance not satisfactorily resolved at the prior steps of the Grievance Procedure will be submitted to arbitration. Such final determination by the Local Lodge's Executive Board, Official Board or Grievance Committee, shall not be appealable.

Section 9.

(a) Each Local Lodge shall have an Executive Board of at least 10 members, including the Officers of the Local Lodge. In those Local Lodges where departmental administrative subdivisions have been established, the five members selected as Steward, Secretary, Treasurer and alternates, plus the Officers of the Local Lodge, shall be the members of the Executive Board; provided however, that where a Local Lodge has jurisdiction over more than one plant, the District Executive Board, may, upon request of that Local Lodge, approve a provision for that Local Lodge's Bylaws that its Executive Board shall consist of the Local Lodge Officers and such of the five members elected by the departmental subdivisions as Steward, etc., as would constitute a practical and representative board. Upon the approval of such provision, it shall become a part of that Local Lodge's Bylaws, and be deemed consistent with these Bylaws.

(b) Any Steward, Secretary, Treasurer and alternate of a departmental subdivision who is to serve on a Local Lodge's Executive Board shall be nominated and elected by the members of such subdivision in good standing at nominations and elections conducted in accordance with the provisions of Section 17 of this Article VI. If a Local Lodge's Bylaws so provide, such nominations and elections may both be held at the same meeting of the departmental subdivision but, in that event, the official Board of Local Lodge, in consultation with the Officers of each of the Local Lodge's departmental subdivisions, shall fix and announce the dates on which such meeting of each of the

departmental subdivisions shall be held. A member who desires to be a candidate for one of the above offices in his departmental subdivision and who may desire the Local Lodge to mail his campaign literature to the members of his departmental subdivision, must in writing notify the Local Lodge's Recording Secretary, at least 30 days before the date on which the meeting for nominations and election in his departmental subdivision is to be held, of his intention to become a candidate for office, and the time limits set forth in Subsection (g) and (h) of Section 17 of this Article VI shall be counted from the date on which the Local Lodge's Recording Secretary receives notification of the member's intention to be a candidate.

Section 10.

The Executive Board of the Local Lodge shall administer the affairs of the Local Lodge, and generally act as the governing body of the Local Lodge between meetings of the general membership of the Local Lodge.

Section 11.

Local Lodge Officers shall deposit all Local Lodge funds in a bank under the name of the Local Lodge. No expenditures shall be made or expenses incurred by, or on behalf of any Local Lodge, except upon the authorization of the Local Lodge's membership. Payments for such expenditures shall be by check only and such checks shall be signed by the President and Treasurer, or in their absence by the Vice President and/or the Financial Secretary, of the Local Lodge. Only members losing time from work on authorized union business shall be reimbursed for wages actually lost.

Despite any motion or resolution, or Bylaws provision, heretofore or hereafter adopted by any Local Lodge, restricting the purpose for which any fund of the Local Lodge derived from membership dues is to be used or expended, or specifying the manner in which the expenditure, or authorization of the expenditure, or any such funds may be made, it shall be the duty of such Local Lodge and of each of its Officers to use such fund or any part thereof, if other monies of the Local Lodge are not available, for the prompt payment of any indebtedness of the Local Lodge to the IAM or this District Lodge, even though doing so would require an action not consistent with such motion, resolution or Bylaw provision.

Section 12. The financial records of each Local Lodge shall be audited by the GLA's of the IAM as required by the IAM Constitution, directed by the GST of the IAM or upon approved request of the District Executive Board. The membership of each Local Lodge and each Local Lodge's Bylaws shall provide for audits by the Local Lodge's Auditing Committee on at least a semi-annual basis. The Treasurer and/or Financial Secretary of each Local Lodge must comply with their duties as set forth in the IAM Constitution and further must present a complete detailed financial statement to the Local Lodge membership meeting at least every month.

All Local Lodge's and their financial officer shall only use such bookkeeping systems and financial records as are approved by the IAM and the District Executive Board.

Section 13. The approval of a strike, method or declaring a strike, and the settlement of a strike shall be in accordance with applicable provisions of the IAM Constitution and policies.

Section 14. The Local Lodge Officers shall produce the books of the Local Lodge for inspection when requested by a Grand Lodge or District Lodge officer. Failure to comply with such request within 48 hours shall render the Local Lodge Officers liable to suspension.

Section 15. Prior to any affiliated Local Lodge entering into negotiations with an employer for a successor collective bargaining agreement or for a major modification of an existing collective bargaining agreement, the Officers of such Local Lodge must notify this District Lodge, in writing, and request District Lodge representation at the meetings. No agreement or amendment to any agreement between this District Lodge and any Local Lodge and an employer shall become effective or be deemed to be valid, unless said agreement or amendment (A) names this District Lodge as a party to the agreement; (B) has been approved by the District Executive Board; and following such approval, (C) has been ratified by the vote of the majority of those members to be covered by the agreement who vote on the question.

Section 16. Professional and technical employees in industries and enterprises under this District Lodge jurisdiction may be organized.

Section 17. In every case in which these Bylaws or a Local Lodges Bylaws require that any office or position in a Local Lodge shall be filled by an election of the membership, nominations and elections shall be conducted in accordance with IAM Constitution and the following provisions:

(a) At the meeting at which nominations are to be made, every member in good standing and present at said meeting shall be given ample opportunity to nominate the candidates of his choice for any and all offices for which nominations are to be made. Every member in good standing shall be eligible to be a candidate for, and to hold office, provided, however, that such member shall have complied with all of the provisions contained in the IAM Constitution, these Bylaws, and in the Local Lodge's Bylaws relating to eligibility and qualification for nomination and election to the office or position to be filled. A member who is in good standing in two Local Lodge's shall be eligible to be a candidate from and to hold office or a position or responsibility only in that Local Lodge through which he first became a member of the IAM.

(b) No member can be nominated for an office unless present at the nominations meeting, unless such member has given prior written notice of intention to accept said nomination.

(c) Every member in good standing shall have the right to vote for and otherwise support the candidate or candidates of his choice without being subject to penalty, discipline or improper interference or reprisal of any kind. No member whose membership dues have, at the time stipulated for such deduction, been actually deducted from his wages by his employer pursuant to his voluntary authorization, as provided for in a collective bargaining agreement with this District Lodge, shall be declared ineligible to vote at an election or to be a candidate for office by reason of alleged delay or default in the payment of such dues.

(d) Any person nominated for office shall not be considered a bona fide candidate eligible for election or entitled to the rights and privileges or candidates provided herein unless he possesses all of the qualifications and has complied with all of the requirements of eligibility for nomination and election contained in the IAM Constitution, these Bylaws, and in the Local Lodge's Bylaws.

(e) Where a Local Lodge's Bylaws so require, the nominations and elections of the Officers of the departmental subdivisions shall be held at a single meeting of each departmental subdivision; in all other cases, the meeting for elections shall be held not earlier than 30 days and not more than 91 days after the date of the nominations meeting. Not less than 15 days prior to the election, notice thereof shall be mailed to each good standing member at the last home address reported by him to the Local Lodge.

(f) Every bona fide candidate shall have the right, not earlier than 30 days and not less than five days prior to an election, in which he is a candidate, to inspect a single time a list containing the names and last reported address of all members of the Local Lodge, which list shall be maintained and kept at the office of the Local Lodge if the Local Lodge has an office, or at the place in which the officer responsible for maintaining the membership list keeps the books and records. However, no candidate shall have the right to copy or photocopy any of the information contained on such list. Whenever a Local Lodge has an office, inspection of membership list shall be made during the regular hours in which the office is open for business and in the presence of an authorized official of the Local Lodge. In cases where the Local Lodge does not have an office, such inspection shall be during such reasonable hours as may be designated by the Local Lodge officer who has custody of such records.

It shall be an offense against District Lodge 4 and against his Local Lodge, punishable by discipline provided for in the IAM Constitution, for any candidate to disclose to anyone not a member of the IAM any information contained upon the membership list, except in a protest filed by him against the election procedure.

(g) The Local Lodge shall, upon the request of a bona fide candidate, mail to the members of the Local Lodge entitled to a vote in any election, the campaign literature of said candidate. Subject to the following conditions:

1. The request must be in writing delivered to the Recording Secretary of the Local Lodge not more than 30 days after the date of the meeting at which he was nominated.
2. There shall not be more than one mailing on behalf of any candidate.
3. No material shall be mailed until the candidate shall have paid, by cash or by certified check payable to the order of the Local Lodge, an amount fixed by the Local Lodge's Executive Board for clerical and other expenses of the mailing.
4. All mailing shall be under applicable regulations of the United States Post Office.
5. Campaign literature must not be libelous, scurrilous or defamatory.
6. The campaign literature shall not exceed a weight of two ounces per copy, and shall be enclosed in unsealed envelopes with the required postage thereon when delivered to the Local Lodge's Recording Secretary.
7. There shall be no discrimination in favor of or against any candidate with respect to the mailing of campaign literature or the expense or payment of expenses in connection with such mailing.
8. Any privilege in connection with the mailing of campaign literature extended to one candidate shall be made available to all other candidates on the same terms and conditions.

- (h)
1. A bona fide candidate who requests a Local Lodge to mail any campaign literature shall submit a copy of such literature to the District Lodge office, by certified or registered mail postmarked not later than 10 days after the date of the meeting at which he was nominated.
 2. The District Lodge President shall, within five days after receipt of such campaign literature notify the candidate and the Recording Secretary of the Local Lodge of his ruling as to whether said campaign literature contains any statements in violation of clause (5) of Subsection (g) of this section.
 3. If the District Lodge President does not, within five days after the literature has been received by him, rule that the proposed campaign

literature contains prohibited statements above described, then said Secretary of the Local Lodge shall, not later than seven days prior to the date of the election, and subject to and in accordance with the conditions set forth in this Section 17, cause such literature to be sent by first class mail to the members of the Local Lodge entitled to vote in the election.

4. Within five days after the District Lodge President mails to the candidate and to said Secretary of the Local Lodge a statement of the respects in which the campaign literature violates clause (5) of Subsection (g) of this Section 17, the candidate may, by certified or registered mail, submit a protest to the District Executive Board at the District Lodge office. Upon receipt of such protest, the latter shall be promptly referred to a Standing Committee on Conduct of Elections designated by the District Executive Board. Said Committee shall promptly examine and evaluate the questioned campaign literature, the District Lodge President's ruling, and the candidate's protest. The ruling of the committee shall be made and communicated in writing to the candidate and to the Local Lodge's Secretary, not more than 10 days after the candidate's protest was mailed. If the Committee overrules the District Lodge President, the campaign literature shall be distributed, if the candidate has complied with other requirements contained in Section 17. In the event that the candidate does not file a protest as above prescribed, or if the Standing Committee affirms the ruling of the District Lodge President, the campaign literature shall not thereafter be distributed by the Local Lodge unless the prohibited statements are deleted from the campaign literature and the other requirements contained this Section 17 are fulfilled.

(i) Funds or monies in the possession, or raised under the auspices of the Local Lodge shall not be used to promote the candidacy of any candidate in any election conducted under these Bylaws or under a Local Lodge's Bylaws. However, a Local Lodge's funds may be expended by the Local Lodge for notices, factual statements of issues not involving candidates, and for all other necessary for the holding of an election.

(j) Elections must be by secret ballot and

1. Each member in good standing who fulfills the requirements of the IAM Constitution, these Bylaws and the Local Lodge's Bylaws, for the right to vote shall be entitled to one vote.
2. (a) In the election of the Local Lodge Officers and the Local Lodge Executive Board as set forth in Article VI, write-in votes shall not be permitted.

(b) If there is only one candidate for a Local Lodge office referred to in "2. (a)" directly above, there shall be no need to conduct an election for such office and in such event the Local Lodge Recording Secretary shall cast a ballot for the candidate who is unopposed who shall then be elected to the office without the necessity of conducting an election for that office.

(k) In all elections conducted pursuant to this Section 17:

1. Each candidate shall have the right to designate a member in good standing of the Local Lodge as an observer at the polls and at the counting of ballots.
2. The votes cast by the members in the Local Lodge shall be counted and the election results of such election, including the number of votes cast for each candidate, shall be reported to, and duly recorded in the minutes of, the election meeting, if any, or of the next regularly scheduled membership meeting of the Local Lodge within five days after the election. The election results shall be transmitted to the District Lodge President for publication in the District Lodge's Official journal, unless the Local Lodge certifies to the District Lodge President within five days after the election that the election results were published in a local labor publication mailed to the home address of every member in the Local Lodge.
3. The Recording Secretary of the Local Lodge shall preserve for not less than one year the election ballots and all other records pertaining to the election.

l) No candidate shall be installed in office or, if installed, be permitted to continue in office if, after charges filed and a hearing held in accordance with the provisions of the IAM Constitution, it is found that any employer or employer association, or any person acting on behalf of any employer or employer association, has directly or indirectly financed or otherwise assisted the candidate's efforts to obtain nomination or election.

ARTICLE VII

Bylaw Amendments

Section 1.

Any amendments to, or changes in, the Bylaws of the District Lodge, must be in writing, read at a regular meeting of the District Lodge and shall lay on the table until the next regular meeting before being adopted or rejected by a standing vote after a recommendation from the Bylaws Committee.

Section 2.

All proposed amendments, alterations, deletions or additions shall be submitted to Grand Lodge for approval by the International President, and they shall be effective on the date approval is granted.

Section 3.

Nothing in these Bylaws shall be construed or applied in a manner that will conflict with the provisions of the IAM Constitution. All matters not covered by these Bylaws shall be governed by the IAM Constitution.

ARTICLE VIII

Rules of Order

Section 1.

Unless otherwise provided by the IAM Constitution, these Bylaws or affiliated Local Lodges' Bylaws, and all questions of procedure shall be decided in accordance with Robert's Rules of Order.

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