

BYLAWS
LOCAL LODGE NO. 2319
INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS
TAMPA, FLORIDA

ARTICLE I - NAME AND PURPOSE

Section 1. This Lodge shall be known as Tampa Air Line Lodge 2319 of the International Association of Machinists and Aerospace Workers.

Section 2. This Lodge shall be maintained for the purpose of securing and maintaining a high level of wages and working conditions comparable to the high skill and degree of responsibility required of its members.

ARTICLE II - MEMBERSHIP

Section 1. The membership of this Lodge shall be composed of employees whose duties are maintenance, supply and related personnel of the Air Lines accepted by the membership.

Section 2. The jurisdiction of this Lodge shall be throughout Florida where no other Local Lodge of the IAM for Air Line employees is geographically located closer to the said employees eligible for membership in the IAM.

ARTICLE III - GOVERNMENT OF THE LODGE

Section 1. The government of this Lodge shall be by the membership in regular or called meetings; by the Executive Board between meetings, subject to the membership's approval at the next regular meeting.

Section 2. The regular meeting of this Lodge shall be held on the third Tuesday of each month at 7:30 p.m., except when the meeting date falls on a generally recognized holiday, in which event a substitute day of meeting may be set at the preceding meeting.

Section 3. The quorum of this Lodge shall be as addressed in the IAM Constitution Article D, Section 3.

Approved: 9-19-05
Effective: 10-1-05

Section 4. The meetings of this Lodge shall be for no longer than a 22 hour duration without the consent of the majority of members present.

Section 5. The Order of Business shall be as set forth in the IAM Constitution.

Section 6. Rules of Order shall be as set forth in the IAM Constitution.

Section 7. Special meetings shall be called by the President in accordance with the IAM Constitution. No business shall be transacted at any special meeting that is not specifically stated in written request to call a special meeting.

Section 8. No funds of this Lodge shall be appropriated at any special meeting except at a special meeting where all members have been notified by mail, seven (7) days prior to such meeting and then only by a two-thirds (2/3) majority vote of the members present.

Section 9. The Lodge shall provide suitable quarters, the use and hours to be determined by the Executive Board.

Section 10. For the good of the Lodge, the President and the Executive Board may use the name and/or number of this Lodge in public print or news media without securing special permission.

ARTICLE IV - NOMINATIONS AND ELECTIONS OF OFFICERS

Section 1. Officers of this Lodge shall consist of a President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor, Sentinel and a Board of Trustees, consisting of three (3) members.

Section 2. Term of Office: All Officers shall be elected for a three (3) year term. The nominee receiving the highest number of votes for any office shall be declared duly elected to that office.

Section 3. Qualifications for Office: Same as IAM Constitution. To be eligible to run for office or to hold office, a member must have been a member of this Lodge for one (1) year and attended at least 50% of the regular Lodge meetings held during the twelve (12) month period ending the date of close of nominations, unless regular working hours have conflicted, or have been excused from attending by the Lodge, with the exception of newly organized plants or shops.

Section 4. Nominations & Elections of Officers: Nominations shall be held at the regular meeting in September of every third year. Any member nominated for office shall signify acceptance, otherwise, their name will not appear on the ballot. No member shall

run for more than one (1) office. Officers shall be elected at the regular meeting in October following nominations.

Section 5. Not less than fifteen (15) days prior to the elections, notice of time and place by mail, authorized publication or by other dependable means, shall be mailed to each member qualified to vote, at his last known address.

Section 6. The installation of officers shall take place at the 1st meeting of the Local Lodge in January following elections. The ceremony of installation shall be conducted by an officer or Representative of the IAM.

Section 7. Any vacancy occurring in the office of the President, shall be filled by the Vice President for the unexpired term.

All other vacancies of office between elections covering Officers of this Lodge, shall be filled by appointment by the President of the Lodge, whenever the remainder of the unexpired term is fifty (50%) percent or less, subject to the approval of the Local Lodge Executive Board.

ARTICLE V - OFFICERS AND DUTIES

Section 1. The duties of all Officers shall be the same as those provided in the IAM Constitution.

Section 2. The President by virtue of his office shall be a standing Delegate and/or Representative when the Lodge representing the entire membership is directly involved except to Grand Lodge Conventions.

Section 3. In the event any Officer of this Lodge absents himself from three (3) consecutive meetings without being excused therefore, and if there is no controversy as to refusal to excuse being proper, such Officer shall be deemed to have resigned his office. The vacancy shall be filled by appointment by the presiding Officer in accordance with Article IV, Section 7. Should such Officer contend the refusal to excuse him for such absence is improper, the presiding Officer shall prefer charges against him, charging him with conduct unbecoming an Officer, on the basis of his absence without excuse found acceptable to the Lodge, and he shall be tried in accordance with applicable provisions of the IAM Constitution.

ARTICLE VI - EXECUTIVE BOARD

Section 1. The Executive Board of this Lodge shall consist of the elected Officers of the Lodge. The Chairman or the Chief Steward (where no Chairman exist) of the Shop Committee from each Air Line or Unit represented by this Lodge shall be part of the Executive Board with voice only, but shall have no voting rights on the Executive Board.

The Communicator and Educator shall also be part of the Executive Board, with voice only, but shall have no voting rights on the Executive Board.

Section 2. The duties of the Executive Board shall be to conduct the business of the Lodge between regular meetings and the planning for the good and welfare of the Association. The Executive Board shall have the authority to act for the Lodge in case of an emergency, whenever in the opinion of the majority of the Board members in attendance deem it necessary, provided that each member of the Board is notified as early as possible of the said meeting.

Section 3. The Executive Board shall meet each month, the day and time to be determined by the majority of the Executive Board members at a regular Executive Board meeting.

Section 4. A majority of the members of the Executive Board, who are not excused, shall constitute a quorum to transact business, action by the Board shall be reported to the Lodge at the next regular meeting and adoption of the report shall be the equivalent to ratification of the Boards actions.

ARTICLE VII - FUNDS OF THE LODGE

Section 1. The initiation and reinstatement fees of this Lodge shall be as follows:

Initiation	\$75.00
Reinstatement	\$75.00

Section 2. The monthly dues of this Lodge shall be a uniform rate equal to two (2) times the weighted average hourly earnings of members covered by the collective bargaining agreements under the Local Lodge jurisdiction in accordance with the IAM Constitution, plus \$1.10.

Any increase of per capita tax by the Grand Lodge, shall automatically impose a parallel increase upon the membership of the Local Lodge.

Any increase or decrease of per capita tax by any District Lodge representing membership of the Local Lodge, shall automatically impose a parallel increase or decrease upon the membership of that District so affected.

Section 3. The funds of this Lodge shall be deposited in a bank, insured by the Federal Government, in the name of this Lodge as a General Fund, unless hereinafter provided for. All checks shall be countersigned by the President of the Lodge and the Secretary-Treasurer.

Section 4. The salary of the Secretary-Treasurer shall be thirty (30) cents per stamp sold per month effective 5/1/93.

Section 5. Under no circumstances shall any loan be advanced to any person(s) except duly elected or appointed Representatives or Delegates of this Lodge, and such unused funds shall be returned and an itemized statement rendered at the next regular meeting of the Lodge, after the return of such authorized Representative and/or Delegate.

Section 6. A. In case of the death of a member's father, mother, wife, husband or child, the Secretary-Treasurer shall order an appropriate floral offering, not to exceed \$40.00, excluding wire charges and taxes, when notified in time.

At the request of the member affected or family member affected, in lieu of the floral offering, the Secretary-Treasurer may send a memorial to a charity of their choice or present them with a memorial Bible.

In the event of the death of a member, the Local Lodge shall present the member's family with a union made bible.

Subject to the approval of the membership at a regular meeting, the Executive Board of this Lodge shall select the company offering the most reasonable price for the union made bible.

B. In case of a birth to a member, the wife of a member, or in case of a confining illness to a member, the Local Chairman shall forward an appropriate card to fit the occasion, when notified in time.

Section 7. Members, after having received a delinquency notice, are expected to submit a dues tender through the current month to the Secretary-Treasurer of Local Lodge No. 2319. Failure to do so shall cause the matter to be placed before the Executive Board of the Local Lodge.

Section 8. Members appointed or elected and authorized to conduct approved Local Lodge business and losing time in such service shall submit an itemized statement of the lost time to the Local Lodge before receiving reimbursement. It is the policy of this Local lodge that such payment shall be an amount equal to actual lost wages to perform the business of the Local Lodge. No member may alter his/her work schedule once receiving authorization to conduct Local Lodge business for the purpose of increasing his/her compensation from the Local Lodge.

Members appointed or elected and authorized to conduct approved Local Lodge business which requires overnight lodging away from home, shall be paid the maximum allowable per diem according to current IRS guidelines and Publication 1542.

Members appointed or elected and authorized to conduct approved Local Lodge business which does not require overnight lodging, shall be paid \$20.00 per day to cover incidental expenses.

Members appointed or elected and authorized to attend IAM-sponsored classes or functions at the William W. Winpisinger education and Technology Center shall be paid full per diem on the day they leave home and the day they return only. A \$20.00 per day incidental expense allowance shall be paid for all days spent at the Technology Center.

Members appointed or elected and authorized to conduct approved Local Lodge business and use their personal vehicle for transportation shall be paid mileage equal to the maximum allowable rate per current IRS guidelines.

Members appointed or elected and authorized to conduct approved Local Lodge business, which requires public transportation, or overnight lodging shall be reimbursed these actual expenses when an itemized statement along with all receipts is submitted to the Local Lodge.

Members authorized to conduct approved Local Lodge business and who incur extraordinary expenses such as parking fees, purchase of office supplies or postage shall be reimbursed these actual expenses only after submitting a statement to the Local Lodge itemizing each expense, with attached receipts and receiving approval from the membership.

Section 9. A. For the faithful performance of their duties the following officers shall receive the equivalent of their monthly dues in addition to the amounts listed below, as a monthly incidental expense allowance effective 4/1/88:

President	\$100.00
Vice President	\$ 50.00
Recording Secretary	\$ 75.00
Secretary-Treasurer	\$100.00

B. However, these officers must maintain their membership in good standing and attend all meetings of this Lodge in order to receive their monthly incidental expense allowance, unless excused by the Executive Board of this Lodge.

Section 10. Chief Stewards/Chairpersons of the Shop Committees in each Shop within the jurisdiction of this Lodge, shall receive a monthly incidental expense allowance equivalent to the amount of their monthly dues, for the faithful performance of their duties.

However, they must maintain their membership in good standing and attend all meetings of this Lodge in order to receive their monthly incidental expense allowance, unless excused by the Executive Board of this Lodge.

Section 11. Unemployment stamps will be issued by the Local Lodge, in accordance with the IAM Constitution, for a period not to exceed six months, the cost of which shall be borne by the Local Lodge. After that six month period, if the member is still out of work, it shall be their decision to either continue to pay unemployment dues or to apply for a withdrawal card.

Section 12. The newsletter editor shall be compensated \$70.00 per month for faithful performance of his duties as editor.

Section 13. Tellers shall be compensated \$35.00 for faithful performance of their duties as teller of elections.

ARTICLE VIII - EMERGENCY FUND

Section 1. This Lodge shall maintain a separate fund to be known as "IAM Airline Lodge No. 2319 Emergency Fund".

Section 2. At the end of each quarter the Secretary-Treasurer shall deposit one dollar (\$1.00) per dues paying member on the Lodge roster at the end of each quarter, from the Lodge General Fund Account into the Lodge Emergency Fund Account. The funds of the Emergency Fund Account shall be deposited in a bank or savings and loan association, insured by the Federal Government, in a savings account in the name of IAM Airline Lodge 2319 Emergency Fund. All withdrawals from this account must first be approved by the membership and shall be countersigned by the President and the Secretary-Treasurer of the Lodge.

Section 3. The funds of the Emergency Fund shall be used only after the provisions of the IAM Constitution have been complied with.

Section 4. At any time while Strike or Victimized Benefits are being paid from the Emergency Fund Account, and the Fund is reduced by fifty percent (50%) by payment of such benefits, such benefits as are being paid from the Fund shall be reduced by fifty percent (50%).

Section 5. Once the balance of the Emergency Fund exceeds \$50,000, future deposits will be made to the Lodge's "General Savings Fund". If the Emergency Fund balance falls below \$50,000, deposits will be made into the Emergency Fund until the fund balance exceeds \$50,000.

Section 6. The purpose of the Emergency Fund would be to pay those members, who are on strike for more than one week, a benefit of \$50.00. This benefit will be paid only to those members who participated in the strike and performed the duties offered by the strike captains. After two weeks on strike, the benefit will be paid by the Grand Lodge at the level per the Grand Lodge Constitution.

ARTICLE IX - COMMITTEES

Section 1. These Committees shall be the regular standing Committees of this Lodge, and shall be appointed by the President of the Lodge at the first regular meeting in January of each year, except as herein provided for.

1. Audit Committee
2. Bylaw Committee
3. Human Rights Committee
4. Community Service Committee
5. Education Committee
6. Entertainment Committee
7. Health and Welfare Committee
8. Legislative and Political Committee
9. Organizing Committee
10. Safety Committee

Section 2. All other Delegates representing this Lodge shall be elected by a majority vote of the membership in attendance at either a regular or special meeting, except as herein provided for.

ARTICLE X - DELEGATES

Section 1. Any member of this Lodge must have been a member in good standing of this Lodge for one (1) year and attended at least fifty percent (50%) of the regular Lodge meetings held during the twelve (12) month period ending the date of the close of nominations unless regular working hours have conflicted, to serve as a Delegate or Representative to Conventions, Schools or other functions of this Lodge's participation, except as provided for herein.

Section 2. Members of this Lodge who are working as a group at a permanent base station more than fifty (50) miles from the Lodge are exempt from attending fifty percent (50%) of the regular lodge meetings held during the twelve (12) month period ending the date of the close of nominations and are eligible to serve as a Delegate or Representative to Conventions, Schools or other functions of this Lodge's participation.

ARTICLE XI - SHOP COMMITTEE/GRIEVANCE COMMITTEE

Section 1. In contested elections except for newly organized shops or plants and where the existing "Agreement", District Bylaws or the IAM & AW Constitution does not conflict, the membership employed in each shop or plant under the jurisdiction of this Lodge shall elect during the month of October of every third year, commencing in 2006, the Shop Stewards/Grievance Committee/Chairperson as deemed necessary by the Lodge Executive Board.

In the month of August of every third year, the Lodge President shall call a special order of business during the August, Lodge Executive Board meeting, for the purpose of determining the number of Shop Stewards deemed necessary for each shop and setting up the necessary machinery for their election and the election of the Grievance Committee.

Section 2. All candidates receiving the highest number of votes shall be declared elected.

Section 3. This body shall have no legislative power in the Lodge.

Section 4. The general duties of the Shop Stewards/Grievance Committee shall be to investigate and process all grievances in accordance with the respective "Agreements" and IAM & AW policies, and to handle such other matters with the general management for the welfare of the respective members as are referred to the Shop Committee/Grievance Committee.

In the case of alleged wrongdoing by a Shop Steward, Committee Member or Chairperson, charges shall be preferred against him/her under the appropriate provisions of the IAM & AW Constitution alleging conduct unbecoming a union Representative.

Section 5. Qualifications and Elections: Shop Steward

A. Shop Steward shall have been a member in continuous good standing in this Lodge for six (6) months prior to nomination, except when approved by the Lodge Executive Board.

B. Shop Stewards shall be elected by and from the membership on his/her shift, as established by the Lodge Executive Board, unless in conflict with the existing "Agreement", District Bylaws or IAM & AW Constitution.

C. In the event a Shop Steward vacates his/her shift, he/she automatically relinquishes his/her position as a Steward. The Grievance Committee Chairperson shall appoint a member to replace the Steward, to serve the remainder of the unexpired term. Whenever rotating shifts are in effect, a Stewards position shall not be

considered vacated when his/her's crew moves from one starting time to another starting time, due to normal shift rotation. However, a Steward shall relinquish his/her position if he/she doesn't move with his/her crew.

Section 6. Qualifications And Elections - Grievance Committee

A. Grievance Committee member shall have been a member in continuous good standing in this Lodge for one (1) year prior to nomination, and have attended 50% of the Lodge meetings in the previous twelve (12) months prior to nomination, except when approved by the Lodge Executive Board.

B. The Grievance Committee shall consist of three (3) members (Chairperson included) and shall be elected by and from the membership throughout their respective group, as established by the Lodge Executive Board, unless in conflict with the current "Agreement", District Bylaws or the IAM & AW Constitution.

Section 7. Qualifications And Elections - Grievance Committee Chairperson

A. Grievance Committee Chairperson shall have been a member in continuous good standing in this Lodge for one (1) year prior to nomination, served as a Steward/Grievance Committee members/Grievance Committee Chairperson member for one (1) year in this Lodge and attended fifty percent (50%) of the Lodge meetings in the previous twelve (12) months prior to nomination, unless regular working hours have conflicted.

B. Grievance Committee Chairperson's are to be elected during the month of October of every third year from the newly elected Grievance Committee. The Chairperson shall be the member receiving the most votes of those elected to the grievance committee, unless in conflict with the existing "Agreement", District Bylaws or the IAM&AW Constitution.

C. In the election of any Grievance Committee Chairperson who is to serve as a non-voting member of the Lodge Executive Board, a fifteen (15) day notice must be served on the membership prior to the election.

D. In the event a Grievance Committee Chairperson's position is vacated, the position shall be filled by appointment by the Lodge President, whenever the remainder of the unexpired term is fifty percent (50%) or less, subject to the approval of the Lodge Executive board, otherwise, a proper election shall be held for the position.

Section 8. Duties - Shop Steward/Grievance Committee Member

A. Shall attend all Shop Steward meetings unless too ill or have an excuse acceptable to the Grievance Committee Chairperson.

B. Report all violations of the "Agreement" and take prompt action to preserve its integrity.

C. Report all cases of sickness, disability, death and births within his/her group.

D. Report unsafe working conditions to the Grievance Committee Chairperson, who shall report same to the respective Shop Safety Committee.

E. Shall accept all training offered by the Lodge or the respective District.

F. Shall assist the Grievance Committee Chairperson by actively participating in all programs set forth by the IAM & AW, inasmuch as the Lodge Shop Steward/Committee Members are the Union's line of communication between the membership and the IAM & AW.

Section 9.

Duties - Grievance Committee/Chairperson

A. The duties of the Grievance Committee and the Chairperson shall be to handle all grievances in the proper steps in accordance with the existing "Agreement" and the respective District. It is the duty of all members of the Grievance Committee to attend all meetings of the Committee and the Lodge and they shall all accept training offered by the Lodge and the respective District.

B. The Chairperson shall be a non-voting member of the Lodge Executive Board and shall attend all meetings of the Lodge, unless too ill or he/she has an excuse acceptable to the Lodge Executive Board.

C. The Chairperson shall be a member of the Shop Employee Safety Committee, unless in conflict with the existing "Agreement" or the respective District policy.

D. The Chairperson shall appoint a Steward/Committee member to fill a vacancy created by an inactive Steward/Committee member.

E. The Chairperson shall appoint a replacement when he/she is to be absent for more than three (3) consecutive days. Any appointed Chairperson serving as a non-voting member of the Lodge Executive Board, must have been approved by the Lodge Executive Board. Additional appointments may be made when the need is established by the Lodge Executive Board.

F. The Chairperson may require a complete report from all Stewards and Grievance Committee members' activities under his/her jurisdiction.

G. The Chairperson shall be held responsible for the Stewards/Committee members performance of their duties. In the event of the failure of a Steward/Committee member to perform his/her duties in a proper manner, the Chairperson shall make a report to the Lodge Executive Board and the respective District in writing with a recommendation to correct the situation by replacement or otherwise. The Steward/Committee member shall be informed of the report prior to action is taken.

H. The Chairperson shall see that all bulletins issued through the proper channels are properly posted. He/she shall be responsible for the proper maintenance of the shop bulletin boards in his/her department.

I. The Chairperson shall give a full and complete report of his/her and the respective Committee's activities to the Lodge at the regular monthly Lodge meetings.

J. The Chairperson may appoint additional Stewards where the need occurs after the Steward elections, subject to the approval of the Lodge Executive board.

K. The Chairperson by virtue of his position shall be a standing delegate or representative whenever his/her's respective shop or group is directly involved and it isn't in conflict with the Lodge Bylaws, District Bylaws and the IAM & AW Constitution.

ARTICLE XII - SAFETY COMMITTEE

Section 1. Safety Committee - The membership of the Lodge Safety Committee shall consist of the Chief Steward/Chairperson from each department at each location where the Lodge has members.

Section 2. The duty of the Safety Committee will be to see that all applicable state and municipal safety and sanitary regulations and the Federal Occupational Safety and Health Act are complied with, as well as, to make recommendations for the maintenance of proper standards of safety.

ARTICLE XIII - BONDING OF OFFICERS

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

ARTICLE XIV - AUDITS

Section 1. Audits shall be performed at the expiration of June and December in the manner set forth in the IAM Constitution.

- Section 2. A. An Auditing Committee of three shall be nominated and elected by the Lodge membership.
- B. The term of office for Auditors shall be for one year.
- C. Auditors shall be paid \$35.00 for faithful performance of their duties as Auditor.

ARTICLE XV - 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. During the month of May and prior to June 1 of every year, the membership will be advised by the Recording Secretary by bulletin board of the possibility of amendments, changes, additions and or deletions to these bylaws. All proposed changes to the bylaws 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.

An amendment that is defeated cannot be resubmitted for a period of not less than three (3) months.

Section 2. After the Local Lodge Bylaws changes have been approved by the membership of the Lodge, upon notification of the approval by the Grand Lodge, the Bylaws shall be put into effect at the next regular meeting of the Lodge.

ARTICLE XVI - POLICY

Section 1. 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.

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