

BYLAWS OF DISTRICT LODGE NO. 8
INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
AFL-CIO
CHICAGO, ILLINOIS

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ARTICLE I

SECTION 1 - NAME AND JURISDICTION:

This Lodge shall be known as District No. 8, International Association of Machinists and Aerospace Workers, AFL-CIO.

The boundary will be the greater Chicago Area, Northern Illinois, Lake County, Indiana and all jurisdictions that have labor agreements with District Lodge 8. Also, included are all Local Lodges assigned to District Lodge 8 for servicing.

All Lodges of the International Association of Machinists and Aerospace Workers, AFL-CIO, within the prescribed territorial area shall be affiliated with District No. 8 and pay to it the full per capita tax prescribed except Lodge Nos. 701, 126, and all Railroad and Air Transport Lodges.

SECTION 2 - PURPOSE:

This District Lodge is established and chartered by the Grand Lodge of the International Association of Machinists and Aerospace Workers for the purpose of securing mutual protection, harmonious action and close cooperation in all matters relating to the trade; to organize the unorganized under the jurisdiction of the District Lodge; to establish and maintain uniform wages and working conditions and render the maximum protection and service to its members.

Political activity is an important facet of trade-union activity; therefore, this District Lodge must give leadership and coordination for our members.

SECTION 3 - LOCATION OF HEADQUARTERS:

The Headquarters of District Lodge No. 8 shall be maintained in the Greater Chicago Area, within the territorial jurisdiction of the District.

SECTION 4 - BUSINESS AGENCIES, NEGOTIATION OF CONTRACTS:

District Lodge No. 8 shall maintain a sufficient number of Business Agencies to service the membership of its affiliated Local Lodges within its jurisdiction. All agreements for affiliated Local Lodges within its jurisdiction shall be negotiated, signed, and maintained in the name of District No. 8, IAM, AFL-CIO, by an authorized Business Representative.

ARTICLE II

SECTION 1 - MEETINGS - TIME AND PLACE:

The regular meeting of District Lodge No. 8 shall be held on the second Monday of each month at the District Lodge Headquarters in Greater Chicago, Illinois at 7:00 P.M. Should a holiday interfere, the Executive Board shall change the date unless previously decided at a regular District Lodge meeting; in such case, each delegate shall be notified.

SECTION 2 - QUORUM:

A quorum for District Lodge No. 8 meetings shall consist of not less than thirty percent (30%) of the delegates and officers.

SECTION 3 - SPECIAL MEETINGS:

Special meetings shall be called by the President with the approval of a majority of the Executive Board, or by petition of thirty percent (30%) of the delegates. Calls for special meetings shall be sent to each delegate at least four (4) days before the time of the meeting by the District office. The call must state the purpose of the meeting and no other business may be transacted at such special meeting. Full requirements for a quorum at such meetings must be met.

SECTION 4 - ORDER OF BUSINESS:

The regular Order of Business shall be consistent with the IAM Constitution.

SECTION 5 - DELINQUENCY:

Delegates from all Local Lodges, in order to participate as a delegate in any meeting of the District Lodge, shall have their dues paid for the month preceding the month in which the meeting is held and have their stamped dues book in their possession at the meeting for inspection. Any delegate not having his or her dues book can only participate in the meeting after a satisfactory explanation is made to the rest of the delegates in attendance, and a vote taken to allow participation in the meeting.

SECTION 6 - COMPLAINTS OF MEMBERS:

The District Lodge shall turn over any complaint to the Complaint Committee for proper adjudication. No complaint will be acted upon if it is not signed by the complainant.

ARTICLE III

SECTION 1 - DELEGATE QUALIFICATIONS:

A delegate, in order to be seated in this District, must be a member in continuous good standing of a Lodge or Lodges affiliated with District No. 8 of the International Association of Machinists and Aerospace Workers, AFL-CIO, for a period of not less than two (2) years (except newly organized Local Lodges) and he shall not be a member of any organization dual or antagonistic to the International Association of Machinists and Aerospace Workers, AFL-CIO, and must be employed in a shop or plant under the jurisdiction of the International Association of Machinists and Aerospace Workers, AFL-CIO.

SECTION 2 - ELECTION, NUMBER AND AUTHORITY OF DELEGATES:

The District shall be composed of elected delegates from the affiliated Local Lodges. Local Lodges with 500 or less members are entitled to one (1) Delegates. Local Lodges with 501 -1,000 members are entitled to two (2) Delegates and Local Lodges with over 1000 members are entitled to five (5) Delegates . For this purpose "members" shall mean all members. Adjustment will be made each January.

Delegates to District Lodge No. 8 shall be elected by secret ballot from the affiliated Local Lodges as provided for in the IAM Constitution. The delegates' term shall be designated by the Local Lodge. The delegates shall be elected at the same time and same manner as the Local Lodge officers.

The Recording Secretary of all Local Lodges shall, over the Seal of the Lodge, notify the Secretary-Treasurer of the District, the names, card numbers and addresses of its delegates.

Final authority, in all decisions and policies of District Lodge No. 8 shall be vested in the District delegates and any vote of such delegates and officers on such decisions and policies shall be final and binding, except such decisions may be appealed to the International President.

SECTION 3 - ABSENT DELEGATES:

In the event any elected delegate absents himself from two (2) consecutive meetings of the Body to which he was elected, without being excused therefore, and if there is no controversy as to his excuse being proper, such delegate shall be deemed to have resigned his office.

(a) Should such delegate contend the refusal to excuse him for such absence is improper, the presiding officer shall prefer charges against him, charging conduct unbecoming a delegate on the basis of his absence without excuse found

acceptable to the membership, and he shall be tried in accordance with applicable provisions of the IAM Constitution.

The Local Lodge affected, upon written notice from the District Secretary-Treasurer, shall select a new delegate for the unexpired term.

ARTICLE IV

SECTION 1 - EXECUTIVE BOARD

The District Lodge Executive Board shall be composed of the officers of District Lodge NO. 8.

SECTION 2 - FUNCTIONS:

The executive board is empowered to act upon urgent matters pertaining to the District Lodge between meetings, subject to the approval of the District delegates.

SECTION 3 - MEETING:

If necessary, the executive board may arrange for a meeting on the second Monday of each month, at the District Lodge Headquarters. If a Holiday should occur on the second Monday of the month, the executive board may select another day during that week for their meeting.

Special meetings of the executive board shall be called upon the written request of the Directing Business Representative or the Business Representative acting in the Directing Business Representative's capacity during his absence. All Business Representatives shall be notified of the time and place of any and all meetings of the District Executive Board.

SECTION 4 - VACANCIES:

In the event any Executive Board member absents himself from two (2) consecutive meetings of this District Lodge without being excused therefore, and if there is no controversy as to his excuse being proper, such Executive Board member shall be deemed to have resigned his office.

The President, with the approval of the Executive Board, shall fill all vacancies occurring in the District Lodge office due to death, resignation, or incapacity or other cause for the unexpired term, except for the President, which shall be filled by the Vice President of the District Lodge.

(a) Should such Executive Board member contend the refusal to excuse him for such absence is improper, the presiding officer shall prefer charges against him, charging conduct unbecoming an Executive Board member on the basis of his absence without excuse found acceptable to the membership, and he shall be tried in accordance with applicable provisions of the IAM Constitution.

ARTICLE V

SECTION 1 - OFFICERS, EXECUTIVE POWERS:

The officers of District Lodge No. 8 shall be President, Vice-President, Secretary-Treasurer, three (3) Trustees , Conductor and Sentinel.

SECTION 2 - PRESIDENT:

The President shall preside at all meetings, preserve order in accordance with Robert's Rules of Order, and enforce the provisions of these bylaws and the IAM Constitution. He shall decide all questions or disputes not controlled by the laws and policies of the International Association of Machinists and Aerospace Workers; in case of a tie, he shall cast the deciding vote; appoint officers pro tem and all committees not otherwise provided for; and act as ex-officio member of all committees. He shall countersign all orders and checks drawn on all accounts in the name of the District Lodge.

For the faithful performance of his duties he shall receive \$100.00 per month, effective January 1, 2001.

SECTION 3 - VICE-PRESIDENT

In the absence of the President, the Vice-President shall preside at all meetings of this District Lodge, perform all duties and be vested with all powers of the President.

For the faithful performance of his duties he shall receive \$50.00 per month, effective January 1, 2001.

SECTION 4 - SECRETARY-TREASURER

He shall perform the combined Constitutional duties of Recording Secretary, Financial Secretary and Treasurer.

The Secretary-Treasurer shall keep a correct record of all the proceedings of the District Lodge No. 8 and Executive Board meetings. He shall draw all orders passed by the District Lodge and attest same by affixing his signature.

It shall be the duty of the Secretary-Treasurer to receive all monies due affiliated Local Lodges such as dues, initiation fees, reinstatement fees, unemployment dues and strike stamps.

He shall transact all business after making a record of same, he shall deposit all funds in the name of the District Lodge in a bank of sound financial standing. He shall keep a systematic account of all receipts and disbursements and pay all bills approved at each regular meeting by the District Lodge. He shall keep on file all receipted bills and shall submit his books and papers to the Auditing Committee at the semi-annual audit in July and January. He shall send a copy of the semi-annual audit report to all affiliated Local Lodges, the General Vice President, General Secretary-Treasurer and the International President. He shall submit an itemized statement of all receipts and disbursements every month to the District Lodge No. 8, a copy of which shall be sent to each affiliated Local Lodge, the General Vice President, General Secretary-Treasurer and the International President.

He shall prepare monthly reports of each affiliated Local Lodge and draw checks upon District Lodge No. 8 payable to Grand Lodge to cover the total per capita tax due from the affiliated Local Lodges for each full dues paying member of that Local Lodge. Copies of these reports shall be sent to the respective Financial Secretaries of the affiliated Local Lodges. The amount due each Local Lodge on a per capita basis shall be deposited by the Secretary-Treasurer in a bank designated by each Local Lodge. He shall be responsible for all personnel of his office. He shall have the right to engage the necessary secretarial help to perform the duties of his office.

Subject to the approval of the Executive Board and District Lodge Delegates.

SECTION 5 - SENTINEL:

It shall be the duty of the Sentinel to examine the dues books of all the delegates and of all visiting members present, and to make a report to the President. He shall then take his place at the inner door and shall allow no one to enter without a book, except that a good standing member may be admitted if authorized by the District delegates in session.

For the faithful performance of his duties he shall receive \$30.00 per month, effective January 1, 2001.

SECTION 6 - TRUSTEES:

The Trustees shall have charge of all property belonging to the District Lodge. Prior to each District Lodge meeting, they shall examine all bills and present them to the District Lodge with their recommendations. They shall see that all of the books are properly kept and semi-annually 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.

For the faithful performance of their duties they shall receive \$50.00 per month each, effective January 1, 2001.

SECTION 7 - COMMUNICATOR

Communicator shall establish, maintain, and communicate a web site for the membership of District 8. For the faithful performance of his/her duties, he/she shall receive one and one half (1/12) times his/her monthly union dues.

ARTICLE VI

QUALIFICATIONS, ACCEPTANCES AND ELECTION OF OFFICERS

SECTION 1 - QUALIFICATIONS OF CANDIDATES:

The qualifications for Officers shall be: Membership in the International Association of Machinists and Aerospace Workers, AFL-CIO, in good standing in one (1) or more Local Lodges affiliated with District Lodge No. 8. Working at the trade for five (5) years prior to nominations, free from delinquency of any nature, and must have attended fifty percent (50%) of their Local Lodge meeting in the year preceding nomination. Full time salaried Officers shall be considered working at the trade if occupied by the International Association of Machinists and Aerospace Workers, AFL-CIO.

SECTION 2 - CALL FOR NOMINATIONS:

Not later than the month of September of the year in which the term of Officers expire, the District Secretary-Treasurer shall issue and mail to the Recording Secretary of all affiliated Local Lodges, circular letters calling for nomination of Officers and quoting the pertinent part of these bylaws.

SECTION 3 - DATE OF NOMINATIONS:

Notice of nominations shall be posted for the benefit of the membership not less than seven (7) days in advance of the date of meeting, by the Recording Secretary of each Local Lodge, in accordance with the provisions of the IAM Constitution.

Nominations shall take place at the first meeting held by the affiliated Local Lodges in the month of October of each election year, and the names of the candidates shall be forwarded by the Recording Secretaries of the affiliated Lodges to the Secretary-Treasurer of the District Lodge.

The Recording Secretary of the Local Lodge, within five (5) days after the close of the meeting in which nominations take place, shall forward to the Secretary-Treasurer of the District Lodge at the business office address, the name, card number and address of Local Lodge's nominee over the Seal of the Local Lodge and the Recording Secretary's signature.

A candidate for any Officer position must receive the endorsements of not less than fifty percent (50%) of the Local Lodges of District 8 in order to be eligible as a candidate.

SECTION 4 - ACCEPTANCE OF NOMINATIONS:

The District Secretary-Treasurer shall prepare a form and send same 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 same to the District Secretary-Treasurer within five (5) days of receipt of form. No nominee shall appear on the ballot unless such form is received by the District Secretary-Treasurer. This form shall have a statement that the nominee qualifies for the position and 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 statement that he is a candidate and will serve if elected.

SECTION 5 - PREPARATION AND FURNISHING OF BALLOTS:

It shall be the duty of the Secretary-Treasurer of District Lodge No. 8 to forward sufficient ballots and tally sheets not later than November 30th of the election year. Said ballots shall contain the names and card numbers of all eligible candidates incumbents shall appear first. Others shall appear in alphabetical order of last name. Ballots shall be of Australian type so as to insure the members a strictly secret ballot and shall be in accordance with the International Association of Machinists and Aerospace Workers, AFL-CIO Constitution.

SECTION 6 - ELECTION:

The election of District Lodge Officers shall be held in the month of December, 1999 and each four years thereafter. They shall assume office on the date of the first District 8 meeting in January of the following year. The District Lodge shall determine the location and time of opening and closing of polls.

Not less than fifteen (15) days prior to the time when the elections are to be held, notice of the time, date and place, by letter or bulletin, or by authorized publication, or by other dependable means of communication shall be mailed to each member qualified to vote at his last known home address.

SECTION 7 - OBSERVERS:

Each candidate shall be entitled, upon written request to the Secretary-Treasurer of the District Lodge, to appoint an observer who shall be permitted to be present at the polls and at the counting of the ballots.

SECTION 8 - QUALIFICATIONS OF VOTERS:

Any member in good standing in any Local Lodge shall be eligible to vote on a showing of his dues book to tellers of election. If a member has lost his dues book, he may vote if his good standing membership is verified by the books of his Local Lodge Financial Secretary.

SECTION 9 - ELECTION BOARD - CONDUCT OF ELECTION:

An Election Board shall be appointed to supervise and conduct the balloting for Officers and Business Representatives. Such Board shall consist of five (5) tellers, appointed by the President of District 8.

The Election Board shall hold a meeting to arrange for the proper conduct of the election, which must be in accordance with these bylaws and the IAM Constitution.

The District President shall make assignments to insure that a sufficient number of said members of the Election Board are present at each Lodge meeting at which such election is conducted.

It shall be the duty of this Election Board to check the qualifications of nominees for Officers and Business Representatives as per the Bylaws of District 8, its Local Lodges, or Grand Lodge Constitution.

After all ballots have been received, the full Board of Elections shall gather at the District Lodge and tally the total vote. They shall immediately mail to each affiliated Lodge a correct report of the final result. They shall also immediately notify the successful candidates of their election.

The ballots shall remain in the custody of the Election Board for at least sixty (60) days pending contest, after which the sealed ballots shall be delivered by the Election Board to the Secretary-Treasurer of the District Lodge for safe keeping for one (1) year. Any notice of contest of election must be filed within five (5) days following the final tally of the Board of Election.

All disputes or contest of election shall be heard and decided by a special committee consisting of the Executive Board and one (1) Representative from each Local Lodge selected by the members of that Lodge.

ARTICLE VII

BUSINESS REPRESENTATIVES NOMINATIONS, ACCEPTANCES, ELECTION, ETC.

SECTION 1:

The procedure outlined in Article VI, Sections 2 through 9, shall apply in the conduct of nominations and elections of Business Representatives.

SECTION 2 - TENURE OF BUSINESS REPRESENTATIVES:

Thirty (30) days before the call for nominations, the District Lodge delegates shall make a final determination of the number of Business Representatives to be elected. Business Representatives shall be elected for a term of four (4) years, December 1999 and each four (4) year period thereafter, by the members of the affiliated Local Lodges. They shall assume office the first District meeting held in January of the following year.

No later than October 1 of the year in which the terms of the Business Representatives expire, the District Secretary-Treasurer shall issue and mail to the Recording Secretary of all affiliated Local Lodges, circular letters calling for nominations of Business Representatives and quoting the pertinent part of these bylaws.

SECTION 3 - VOTING FOR REQUIRED NUMBER OF CANDIDATES:

Members shall vote for the required number of candidates to be elected; failure to vote for the required number shall void all votes in that section of the ballot.

SECTION 4 - QUALIFICATIONS:

Candidates for the positions as Business Representatives shall have continuous good standing membership in one (1) or more Local Lodges affiliated with District Lodge 8 for a period of not less than five (5) years prior to the time of nomination, and be free from delinquency of any nature to his Local Lodge, District Lodge or the Grand Lodge, and must have worked at the trade for a period of not less than one (1) year immediately preceding their nominations, except for salaried officers and other positions within the International Association of Machinists and Aerospace Workers, AFL-CIO.

Business Representatives and Organizers shall not be eligible to hold any office in the gift of the District Lodge and/or serve as a member of the Executive Board.

SECTION 5 - ELECTION OF DIRECTING BUSINESS REPRESENTATIVE AND ASSISTANT DIRECTING BUSINESS REPRESENTATIVE:

At the first regular District meeting following the election of the Business Representatives, the District delegates shall, by majority vote in a secret ballot, elect from among the successful candidates one (1) Representative who shall be the Directing Business Representative, and one (1) who shall be Assistant Directing Business Representative of District Lodge No. 8 for the ensuing term. In the event no candidate receives a majority on the first ballot, a run-off election shall be held between the two (2) candidates with the largest number of votes.

SECTION 6 - FILLING VACANCIES AND NEW POSITIONS:

In filling vacancies, or when the need arises for additional Business Representatives, the Directing Business Representative shall make appointments which shall be subject to the approval of the majority of the District Lodge delegates at their first regular meeting following such appointments. These appointments shall be for the ensuing term (until the next nominations and elections of the entire staff). All new positions must have prior approval by Grand Lodge before pro tem appointments can be made.

SECTION 7 - ORGANIZERS:

Consistent with the needs of the District (with prior approval of the Grand Lodge) the Directing Business Representative may appoint an Organizer(s); such appointment(s) must be approved by the District Lodge at its next regular meeting.

SECTION 8 - REDUCTION IN FORCE:

In the event a reduction in force becomes necessary among the elected staff, such reductions shall be based on seniority (excluding the Directing Business Representative). Seniority shall be calculated on time served as full time staff member. Those on lay-off shall be recalled as the need arises, based on their seniority; in the event of same seniority date, number of votes shall be the ruling factor (highest vote count is last laid off and shall be called back first.)

ARTICLE VIII

SECTION 1 - DUTIES AND AUTHORITY OF DIRECTING BUSINESS REPRESENTATIVE AND ASSISTANT DIRECTING BUSINESS REPRESENTATIVE:

The Directing Business Representative shall perform all duties assigned to him by the District Lodge and shall have the authority to engage the necessary secretarial assistance. He shall have full supervision and authority over his staff.

The Assistant Directing Business Representative shall assist in the duties outline above, and in the absence of the Directing Business Representative shall perform all of the duties and be vested with all the powers of the Directing Business Representative.

SECTION 2 - DUTIES OF BUSINESS REPRESENTATIVES AND ORGANIZERS:

Business Representatives and Organizers shall perform the duties assigned to them by the Directing Business Representative and/or Assistant Directing Business Representative in the absence of the Directing Business Representative.

In addition to his other duties, each Business Representative must continuously carry on organizing campaigns among the unorganized.

The Business Representative shall have the right to remove an appointed Shop Chairperson and/or an appointed Committeeperson for just cause. District No. 8 has a permanent Complaint Committee and any Chairperson or Committeeperson a Business Representative removes has a right to appear before this Complaint Committee within thirty (30) days after his removal. In the case of alleged wrong-doing by an elected Shop Chairperson or Committeeperson, charges may be preferred against him under appropriate provisions of the IAM Constitution alleging conduct unbecoming a Shop Chairperson or Committeeperson.

SECTION 3 - COMPENSATION AND EXPENSES

(a) In consideration of faithful performance of duties the Business Representative, Organizer, and Secretary-Treasurer shall receive the following salaries:

(b) Salaries for the above shall be set at no less than the minimum and no more than the maximum as set forth in the IAM Constitution. Salaries between the minimum and maximum shall be set by District Delegates with International President approval.

(c) Secretary-Treasurer's maximum salary shall be 70% of Business Representative's maximum rate; with a starting salary of \$60,000.

(d) Increases shall be as set forth in the IAM Constitution.

For the faithful performance of his duties the Directing Business Representative shall receive \$5,000.00 per annum above the full salary of the Business Representatives.

For the faithful performance of his duties the Assistant Directing Business Representative shall receive \$2,500.00 above the full salary of the Business Representatives.

(e) Effective January of each year, subject to the approval of the International President and notwithstanding the provisions of Article XIII of these bylaws, the Business Representatives and Organizers shall receive an automatic increase in their salaries equivalent to the weighted average on a Union-wide basis as adopted in the IAM&AW Constitution in computing per capita increases each year.

(f) For expenses incurred in the performance of their duties, such Business Representatives and Organizers shall receive the following specified amounts:

All extraordinary expenses may be paid upon submission of voucher and approval by the Executive Board.

Car Maintenance \$300.00 monthly, includes 300/100/100 car insurance.

New Car Allowance - Eff. 1/1/07 \$5,000.00 each year, payable on anniversary of date of hire.

Incidental Expense \$100.00 per month, including phone.

For expenses incurred in the performance of his/her duties, the Secretary-Treasurer shall receive the following specified amounts:

New Car Allowance \$2,500 each year, payable on anniversary of date of hire.

Incidental Expense \$100.00 per month, including phone.

The new car allowance will be granted on the anniversary date of hire. In the event a Staff member retires, quits, or dies, his car allowance will be pro-rated from his anniversary date. Example: Hired 1/2/76, first anniversary date is 1/2/77.

Expenses while on out-of-town assignments: Any Officer, Business Representative, Delegate or Organizer sent from the District to any out-of-town assignment shall be entitled to receive coach air fare or train fare (or automobile mileage as approved by the I.R.S.) to and from the point of official assignment, plus IRS rate of per diem for the city a meeting or conference is held in, plus cost of a single hotel room rate. Automobiles shall not be used for long trips.

(g) Policies and arrangements as to vacations, sick leave, Health and Welfare benefits, and life insurance shall be established and administered by the Directing Business Representative with the approval of the District Lodge, for active and retired employees.

(h) Effective January 1, 1990, District No. 8 shall change the present contribution of 20¢ to 25¢ per hour, and the annual contribution of \$416.00 to be changed to \$520.00, to the IAM National Pension Fund. Such contribution shall be made monthly in twelve (12) equal payments to cover each Business Representative and the full-time Secretary-Treasurer employed in District #8. The office personnel contribution shall be at the rate of \$1.00 per hour.

(i) Incidental expenses and allowances for William Winpisinger Center at the IAM allowable rate.

ARTICLE IX

SECTION 1 - PER CAPITA:

Effective January 1, 1989, District Lodge revenue shall be monies collected by the District Secretary-Treasurer from monthly dues, initiation fees, reinstatement fees, unemployment dues, strike stamps and other investments that are properties of the District Lodge in accordance with the IAM Constitution.

The affiliated Local Lodges of the District shall receive revenue from the District Lodge based on the following formula for each member of that Lodge. This revenue shall be distributed on a monthly basis to the Local Lodges and calculation shall be based on the following formula: Local Lodge 48 and Local Lodge 49

PER CAPITA - PER MONTH

Number of <u>Members</u> Over 1000	Effective <u>01/01/2009</u> \$3,500.00
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Effective January 1, 2009, Local Lodges 742, 851, 1202, 1553, 1557, 1832, 2008, 2068, 2125, 2421, and 2458 (and any/all future Local Lodges that become affiliated with District Lodge 8) shall pay per capita tax to District 8 in the amount of \$14.00 per member, per month. Future District per capita tax shall be adjusted by the amount of increase to the District per capita tax, as mandated by the I.A.M. Constitution.

SECTION 2

Effective July 1, 1992, the Initiation Fee of each new member shall be the sum of four (4) months dues. Reinstatement Fee shall be equal to four (4) months dues. Unemployment Dues shall be \$2.00 per month and issued in accordance with the I.A.M. Constitution. Lost Dues Cards or Constitutions - \$1.00 each replacement. All checks returned by the issuer's bank for any reasons - will be charged a \$10.00 fee.

Initiation and reinstatement fees for newly organized shops shall be waived with the approval of the District Delegates and Officers.

SECTION 3 - APPLICATION OF IAM CONSTITUTION:

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 in these bylaws will be governed by the IAM Constitution.

SECTION 4 - ROBERT'S RULES OF ORDER:

All questions, unless otherwise provided for, shall be decided in accordance with Robert's Rules of Order.

ARTICLE X

SECTION 1 - SHOP CHAIRMAN:

All shops shall be organized by electing a Shop Chairperson and/or Committeeperson.

A Shop Committee as determined by District No. 8 shall be elected from and by the members employed in each respective shop unless otherwise determined by District No. 8. If the members fail to elect a Shop Committee, the Business Representative shall appoint the Committee. This Committee shall act as an Organizing Committee, determining the status of new employees, servicing their applications, etc. They shall also report anything of importance under their jurisdiction to the District Business Representative.

In order to be elected Shop Chairperson or Committeeperson in a shop, the candidate must be a member of District No. 8 for one (1) year and, also, a member must be within the bargaining unit for one (1) year, except in the case of a newly organized shop.

Shop Committeeperson must have a dues stamp in his dues book for the month prior to the meeting, and must have his card punched every month at Shop Chairperson's meeting.

All Shop Chairpersons and Committeepersons are required to pay monthly dues. All Shop Chairpersons and Committeepersons for their faithful service and performance of their duties shall be reimbursed an amount with approval of the Directing Business Representative and District 8 Delegates.

The above paragraph shall be based on the number of members and financial condition of the District. Effective 03/31/92.

SECTION 2 - HANDLING GRIEVANCES:

The Shop Chairperson or Committeeperson at no time shall go into the office of the company where he is employed to adjust any matter unless accompanied by a committeeperson or member.

It is expressly understood that the duly assigned Business Representative shall be the recognized authority on all matters affecting District No. 8 of the International Association of Machinists and Aerospace Workers, and that the authority of a Shop Chairperson or Committeeperson is limited to such duties as are assigned him by a Business Representative.

His further duties are as follows: To examine all books of members at least once a month.

He shall handle all grievances in accordance with the contract existing between his employer and District No. 8, International Association of Machinists and Aerospace Workers, AFL-CIO.

All Local Lodges affiliated with District 8 shall, prior to arbitrating any grievances, send the grievance(s) to the District 8 Arbitration Panel. The Panel shall review all grievances in a timely manner and after a complete review of the facts, dispose of such grievance(s) based on the merits or lack thereof.

ARTICLE XI

SECTION 1 - STANDING COMMITTEES:

The Standing Committees of the District Lodge shall be: The Organizing Committee, the Legislative Committee, the Complaint Committee, *the Affiliated Organization Committee, the Bylaws Committee and the Audit Committee.

* Appointment only if not contrary to affiliated organization bylaws or constitution.

All members of the Standing Committees shall be appointed by the District President, with the approval of the District Delegates except members of the Auditing Committee of three (3) shall be elected by the District Delegates.

SECTION 2 - ORGANIZING COMMITTEE:

The Organizing Committee shall consist of at least one (1) delegate from each Local Lodge. Such Committee shall work in co-operation with the Organizing Committee of the Local Lodges and shall assist Business Representatives in organizing activities when called upon and shall each month make a report to the District Lodge on organizing possibilities, progress and problems.

SECTION 3 - LEGISLATIVE COMMITTEE:

The Legislative Committee shall consist of at least one (1) delegate from each Local Lodge. Such Committee shall work in co-operation with the Legislative Committees of the Local Lodges and shall not only be watchful of all pending City, State and Federal legislation of interest and concern to organized labor but shall seek to mobilize and utilize the resources of the District to defeat legislation detrimental to labor and to secure the enactment of legislation beneficial to those who labor.

SECTION 4 - COMPLAINT COMMITTEE:

The Complaint Committee shall consist of five (5) delegates appointed by the President of District 8. Such Committee shall investigate all complaints referred to it by the District Lodge or by the Executive Board. Its findings shall be reported in writing to the District at the next meeting following such referral.

SECTION 5 - AFFILIATED ORGANIZATION COMMITTEE:

State Council of Machinists; one (1) Delegate to represent the District, attend all sessions and conference, and report to District Delegate Body at the following meeting.

State Federation of Labor, Congress of Industrial Organizations; one (1) Delegate to attend all sessions and conference, and report to the District Delegate body at the following meeting.

SECTION 6 - BYLAWS COMMITTEE:

Bylaws Committee shall meet and review existing Bylaws when the District Lodge President and Council recommend updating the Bylaws. Recommendation shall be brought before the District Delegates and acted upon. They will then be submitted to the I.P. for approval.

SECTION 7 - AUDITING COMMITTEE:

The Auditing Committee, consisting of three (3) members, shall be elected by the delegates to the District from among their own numbers. The Auditing Committee shall audit all the books of the Secretary-Treasurer, shall make a detailed report semi-annually to the District Lodge. Copies of all audits shall be immediately furnished to the General Secretary-Treasurer, all affiliated Local Lodges, and the General Vice-President assigned to the territory in which District Lodge No. 8 is located. The Auditing Committee (3) for faithful performance of their duties, each shall receive \$40.00 per audit.

ARTICLE XII

SECTION 1 - CLAIMS OF MEMBERS:

All financial claims of members, committees, Business Representatives or Local Lodges must be submitted to the District Lodge within sixty (60) days after the expense has been incurred, otherwise they shall not be allowed.

SECTION 2 - VACATION:

Representatives and employees must take their vacations within the calendar year.

ARTICLE XIII

SECTION 1 - AMENDMENTS:

The District Lodge delegates of the Local Lodges may, by majority vote, propose amendments and vote amendments to these bylaws.

SECTION 2 - EFFECTIVE DATE:

If approved by vote and the International President's office, the Amendments shall then become effective the date stipulated by the International President.

SECTION 3 - RESUBMISSION:

Any amendment that fails to carry, according to the foregoing procedures, may then be proposed again as set forth in Section 1 of this Article.

ARTICLE XIV

SECTION 1 - BONDING:

All officers, employees, or other individuals in this District 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.

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