

## **BYLAWS OF WILLAMETTE LODGE NO. 63**

### **INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS**

#### **ARTICLE A**

##### **Name and Time of Meetings**

Section 1. This Lodge shall be known as Willamette Lodge No. 63, International Association of Machinists and Aerospace Workers.

Section 2. Regular meetings shall be held the second Saturday of each month and convene at 10:00 A.M., except if when said day shall fall on a legal holiday or said day conflicts with other union activity, in which case the Lodge shall decide on a date at a previous meeting.

Section 3. Twenty-five (25) members in good standing exclusive of officers, shall constitute a quorum and be legally empowered to transact all business lawfully brought before it.

Section 4. Special meetings shall be called by the President upon the written request of ten per cent (10%) of the membership. Such call shall state the purpose of the meeting and shall be confined to the subject matter for which the meeting was called.

Section 5. Members shall be notified at least 48 hours before a special meeting is called to order. The Labor Press may be used as a medium of notification in lieu of post card or letter.

Section 6. The Executive Board as hereinafter provided may call a special meeting of the Lodge to consider any important or necessary business.

#### **ARTICLE B**

##### **Qualifications for Membership**

Section 1. Eligibility shall be according to the IAM Constitution.

Section 2. A Machinist includes any person who has served four years apprenticeship or has acquired sufficient knowledge to prove his mechanical ability.

Section 3. An apprentice includes any person who has served at least six months at the trade as an apprentice.

Approved: 11-21-08

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Section 4. Any person applying for membership in the Lodge as an apprentice shall comply with the Law and Plan of Apprenticeship for the State of Oregon.

## **ARTICLE C**

### **Jurisdiction**

Section 1. Willamette Machinists Lodge 63, IAM claims jurisdiction over all shops doing Machinists work as herein named, members in no instance relinquish the right to said work unless upon order of this or the Grand Lodge and District Lodge No. 24.

Section 2. Jurisdiction of the IAM shall be as prescribed in the IAM Constitution.

## **ARTICLE D**

### **Officers and Their Duties**

Section 1. The officers of this Lodge, their selection and their duties and responsibilities, shall be in accordance with the IAM Constitution.

Section 2. The Secretary-Treasurer and/or the Examining Board shall pass upon all applicants for membership. Transfer shall be handled on in accordance with the IAM Constitution, by the Secretary-Treasurer.

## **ARTICLE E**

### **Stewards and their Duties**

Section 1. The chief steward, steward, or members shall arrange for the election of all shop stewards within their respective shops during the month of January. Eligibility based on one year (12 months) membership in good standing prior to the election. Each shop steward shall serve for a period of three (3) years. In case of alleged wrongdoing or negligence by a steward, charges may be preferred against him/her and he/she shall be tried in accordance with appropriate provisions of the IAM Constitution. Any person running for position of shop steward should not run his own election. Elections should be held for at least 1/2 hour at the best available time and location for the majority to have an opportunity to vote.

(a) Shop stewards must attend the stewards training classes held by the Local or District and/or the monthly stewards meeting as prescribed. Additionally, stewards must attend the regular Lodge meeting in order to receive monthly expenses in the amount equivalent to monthly dues. Failure to comply with any of these requirements without permission of the Local Lodge President shall be cause for cancellation of the monthly expense payments for each month of non-compliance.

Exception: One meeting shall be allowed per calendar year for "vacation" excusal without cancellation of that month's steward expense payments. Excusal requests must be submitted for signature by the Local Lodge President to the Local or District prior to the meeting being held.

(b) Should a shop steward's normal work schedule cause him to miss work in order to comply with the above, the Local shall pay lost wages for the actual time lost while attending said classes and meeting. This does not apply in the case of overtime.

Section 2. In the intervals between meetings, the Business Representatives and the President shall have authority to adjust grievances arising between members or between members and others. They shall make a full report of the circumstances and their action at the next regular meeting.

Section 3. All action taken to call strikes, negotiate agreements, or arbitrate shall be in accordance with the IAM Constitution.

Section 4. Lodge members shall see that there is a shop steward in every shop. To be eligible to be a shop steward, a member shall have one (1) continuous year of membership in Local Lodge 63 immediately prior to nomination. No leader man, foreman or any person acting in a supervisory capacity is eligible to be nominated or elected for Shop Steward. Any shop steward who is promoted to a supervisory capacity shall immediately resign as steward and Lodge members shall proceed to have another steward elected. In the case of vacancy the Business Representative shall have the authority to appoint a steward to serve temporarily until an election can be held. Shop steward elections must be given a minimum of forty-eight (48) hour posted notice for nominations. A minimum of twenty-four (24) hour posted notice after close of nomination will be given for notice of election. This will include location of election, time of election, and candidates. Such election shall be carried out after compliance with Article E, Section 1.

Section 5. In case of disputes, or should any difficulty arise over conditions in the shop, the shop steward shall adjust the same. If they find that they cannot adjust their trouble without sacrificing the laws or rules of this Lodge, they shall immediately notify the Business Representative and act upon their advise. In cases the Business Representatives and the shop steward cannot settle the matter under dispute, they shall make a full report of it at the next regular meeting of the lodge. In the meantime, the members are to continue in their work under protest.

Section 6. In the event a Business Representative calls a special meeting to discuss business pertinent to any one shop or group of shops, he will arrange for sentinels to be at each entrance and the first order or business shall be the selection of a chairman and recording secretary. Minutes of such meetings will be kept by the Recording Secretary

and will thereafter be made available to all members and officers of the Local only upon request. A copy of these minutes will be filed with the Local Lodge Recording Secretary.

## **ARTICLE F**

### **Executive Board**

Section 1. The Executive Board shall consist of the Officers of the Lodge as set forth in the IAM Constitution and eight (8) members to be elected from the floor of the lodge, who shall be nominated and elected at the same time and in the same manner as Local Lodge officers.

Section 2. Ten (10) members shall constitute a quorum.

Section 3. The Executive Board shall conduct its business in a methodical and businesslike way, keeping a record of its proceedings and otherwise conducting its affairs according to the IAM Constitution and these bylaws.

Section 4. It shall meet at least once a month and transact any business referred to it by this Lodge. The Chairman and the Secretary may call a special meeting by notifying all members of the Board.

Section 5. It shall be its duty to deliberate upon all matters referred to it by this Lodge, and all other matters coming to its attention for the good and welfare of this Lodge and as soon thereafter as possible to report to this Lodge its recommendations. A recommendation from the Executive Board to the Lodge carries with it a motion to adopt.

Section 6. The Executive Board shall at its first meeting proceed to organize itself by electing a Chairman, Vice Chairman, and the Local Lodge Recording Secretary shall act as a Secretary for the Executive Board.

Section 7. Any member of the Executive Board who, without a valid excuse such as sickness, vacation or union business, misses two (2) consecutive meetings, should resign. Should he fail to resign, he shall be charged with negligence of his duties and tried in accordance with the IAM Constitution.

Section 8. The Executive Board shall constitute a Ways and Means Committee, and as such they shall be empowered to act for the Lodge. In case of a bone fide emergency, the Executive Board may authorize such expenditures of funds as the occasion may require.

## **ARTICLE G**

### **Committees**

Section 1. There shall be an auditing committee of three (3). They shall be nominated and elected by the Local Lodge at the same time Local Lodge officer elections are held and for the same term. Officers of the Local Lodge are not eligible to election as members of the auditing committee. The auditing committee shall immediately after the close of each half year, proceed with the work of examining the books and account of the Local Lodge for the preceding six (6) months' period. They shall call on the Secretary-Treasurer for the duplicate financial statements, from which they shall proceed to take off a statement of the stamps used during the term they are about to examine, and tabulate the same on forms furnished therefore by the General Secretary-Treasurer. The auditing committee shall render its report on a blank form furnished for that purpose by the General Secretary-Treasurer, and send a copy to the Grand Lodge. The report of the auditing committee must be countersigned by the trustees of the Local Lodge. Should one or more auditors fail to be in attendance, the trustees shall proceed with the work as though all of the auditing committee were present.

The Lodge may employ a chartered or certified public accountant to audit its books in accordance with the IAM Constitution.

Section 2. The Examining Board shall consist of up to six (6) members elected at the regular election of officers.

Section 3. The Examining Board shall meet at each regular meeting of the month and instruct the new candidates.

Section 4. Shop Committees and shop stewards shall be protected by the Lodge in the performance of their duties.

Section 5. The Law and Legislative Committee and/or Educational Committee shall perform their duties as set forth in the IAM Constitution.

Section 6. The Local Lodge President as needed shall appoint an Apprenticeship Committee.

Section 7. All appointed committees except special committees shall be dismissed at the end of the year and the Local Lodge President shall appoint new committees after the January meeting.

Section 8. All committees shall elect their own Chairman and Secretary.

Section 9. Any delegate or committeeman instructed by this Lodge who fails to follow said instructions so far as it is feasible, or who fails to work to the best interest of the

lodge, upon a hearing by the Executive Board and on their recommendations, shall be removed from such position. His successor shall be appointed or elected as the Bylaws or Constitution provides.

## **ARTICLE H**

### **Initiation and Reinstatement Fees**

Section 1. Initiation fees for this Lodge shall be four (4) times the monthly dues rate for each classification, and the reinstatement fees shall be the same as the initiation fees for each classification. The organizational fee shall be in accordance with the policy of District 24 along with the IAM Constitution and approval of the International President for non-union shops or agency.

## **ARTICLE I**

### **Dues and Assessments**

Section 1. The monthly dues of this Lodge shall be a uniform rate for each membership classification equal to two (2) times the weighted average hourly earnings of members employed in the membership classification and covered by the collective bargaining agreements in each shop or bargaining unit under the Local Lodge jurisdiction plus one dollar and ten cents (\$1.10) special per capita tax. Any increase in the per capita tax will automatically be added to the dues structure.

In addition six dollars (\$6.00) shall be placed in a separate fund to be used as a strike fund.

Section 2. Any member who is two (2) months in arrears for dues is dropped from the roll of membership and not entitled to any benefits and the reinstatement to good standing of such member shall date from the time of his re-obligation being paid to date and complying with the IAM constitution.

## **ARTICLE J**

### **Funds**

Section 1. The funds and all other property shall remain with the Lodge for its legitimate purposes so long as chartered by the Grand Lodge of the International Association of Machinists and Aerospace Workers in accordance with the IAM Constitution.

Section 2. The general funds of this Lodge can be drawn by a majority vote at regular meetings and upon an order drawn by warrant of the Recording Secretary and countersigned by the President; the money in all cases to be drawn by the Secretary-Treasurer.

Section 3. Time permitting, all communications requesting financial aid shall be referred to the Executive Board for investigation and recommendation.

Section 4. Any single donation, shall not exceed the sum of one hundred dollars (\$100.00) except to sister locals on strike or in distress. Any single donation exceeding one hundred dollars (\$100.00) excepting sister locals on strike or in distress, must be authorized by a special order of business at the next meeting of the lodge.

Section 5. Any gift or token in appreciation of services rendered, or for any other reason, shall not exceed one hundred dollars (\$100.00) unless authorized by a special order of business at the next meeting of the Lodge.

Section 6. An offering may be purchased for a deceased members family.

Section 7. The Secretary-Treasurer shall at all times maintain a full complete list of all United States Bonds, savings or investments in reserve fund safety deposit box.

Section 8. The reserve funds of this Lodge shall consist of the U.S. Bonds owned by this Lodge and savings accounts in banks or savings and loan companies or other Government guaranteed savings accounts. No money to be voted out of this fund except by a two-thirds (2/3) vote of members present and voting at a special or called meeting for this purpose; excepting that transfer of funds from the reserve fund to the general fund may be permitted on the signatures of the President, Secretary-Treasurer and Trustees, providing such transfer is limited to ten thousand dollars (\$10,000.00) for each individual transfer.

Section 9. Members to qualify for strike or victimized benefits must be a member of the IAM and be free of all indebtedness to the Local or Grand Lodge. The Executive Board shall rule on victimized members. Whenever a strike has been ordered or approved by the Grand Lodge, each member affected shall only sign the strike record weekly, or indicate his presence weekly, using automated methods that have been approved by the Executive Committee. From the names appearing on the strike record the Secretary of the Local Lodge shall make up a roll showing the names of members on strike. The member must present himself for strike duty to the Lodge officers on strike committee. All strike benefits must be applied for in the time described for such action, or his benefits will be returned to the Grand Lodge and/or Local Lodge funds.

When the strike fund reaches two hundred fifty thousand dollars (\$250,000.00) the amount of benefit to be paid by Local Lodge 63 shall be eighty dollars (\$80.00) per week earned in the second week of strike or victimization and paid during the

third week. Such payment shall continue until such time as the funds drops below one hundred fifty thousand dollars (\$150,000.00) at which time the benefit will be reduced to forty dollars (\$40.00) per week. When the fund drops below one hundred thousand dollars (\$100,000.00), the weekly benefit shall be reduced to thirty dollars (\$30.00) per week until the strike ends or the fund is exhausted. All weekly strike benefits shall be paid from the Strike Fund.

All strike benefits will be contingent with Grand Lodge strike sanction.

Section 10. This Lodge shall set aside 1% of its monthly dues up to the amount of \$50,000.00 (fifty thousand dollars) to be known as the Emergency Fund; over \$50,000.00, the deposit will be cut to 1/3 of 1%. Should the fund drop below \$50,000.00, the 1% deposit requirement shall again be required. No money to be voted out of this fund except by a three-fourths (3/4) vote of those present and voting at a special or called meeting for this purpose.

Section 11. All Officers, employees, or other individuals in this Local 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 K**

### **Unemployment Stamps**

Section 1. Unemployment stamps shall be issued in accordance with the IAM Constitution.

## **ARTICLE L**

### **Nominations and Elections**

Section 1. Nominations for Officers, Executive Board, Examining Board and Delegates of this Lodge shall be held at the meeting in November and the Recording Secretary shall read the names of nominees at the regular meeting in November. Elections shall be held on the meeting of December by the elected tellers and the installation of officers shall take place at the regular meeting of January.

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

Section 2. No member shall be placed in nomination for any office without his verbal or written consent.

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

Section 4. The Executive Board and Delegates to bodies with which we are affiliated shall be nominated and elected to serve as other officers. Delegates so elected to serve on the Northwest Oregon Labor Council shall serve as delegates to the state AFL-CIO Convention and delegates to the Oregon Machinists Council shall serve as delegates to the Western States Conference. Alternates may be elected if so required. Delegates to the Northwest Oregon Labor Council and delegates to the Oregon Machinists Council must be Oregon residents at the time of nomination. Delegates to the Central Labor Council of Southwest Washington must be Washington residents at the time of nomination. Conventions which send out separate calls, shall be accepted, and delegates shall be nominated and elected according to the call.

Section 5. All ballots must be perforated so that name and card number of voting member can be detached. The ballots must be numbered and otherwise prepared by the Recording Secretary in a clear and readable manner and in sufficient quantity that all who wish to vote may do so.

Section 6. Each member will be required to fill out his own ballot, and the detachable stub. Fold so that the stub can be torn off.

Section 7. The nominee receiving the highest number of all votes cast for the respective positions shall be declared duly elected by the election tellers.

Section 8. No ballot shall be deposited in the ballot box unless two (2) or more tellers are present.

Section 9. All voting at elections must be done at the regular place of meeting during the day of the meeting in December and upon no other date and in no other place. Absentee ballots may be mailed to members who reside outside of a twenty five (25) mile radius from the designated balloting place; confined because of verified illness; on vacation; on official I.A.M. business approved by the Local Lodge, District Lodge or Grand Lodge; on an employer travel assignment; or on military leave. All requests for absentee ballots must be made in writing to the Recording Secretary, at least ten (10) days prior to the election date. Ballots to members thus privileged to vote must be returned by mail to the election tellers in sufficient time to enable the Secretary to turn over the unopened ballots to the election tellers in advance of the closing of the polls. On opening of the election polls, tellers shall deposit all absentee ballot envelopes and stub envelopes in their respective boxes.

Section 10. After the regular meeting in December adjourns or the ballot boxes are duly closed by the Lodge, the Election Judge and tellers shall lock and seal the ballot boxes with a wax or some substitute, which cannot be broken or removed without destroying

same and a slip of paper signed by the judge must also be sealed into this same wax at the time. The boxes then to be deposited in the District Lodge office. Counting of the ballots shall proceed the following day at a place provided for the purpose and on an eight (8) hour day, Monday to Friday inclusive or, if in the judgment of the Election Judge, it is deemed most practical, the counting of the ballots may proceed directly after deposit in the District Lodge office. The election tellers shall count the ballots cast for the officers of the Lodge. If more than one day or days are required by the election tellers to count the ballots cast for the officers, the tellers will place that portion of the ballot in the ballot boxes and seal them according to the procedure outlined above.

Section 11. All ballots and stubs shall be kept separate and shall be kept for a period of one (1) year after the election.

Section 12. A Business Representative shall hold no office in the Local Lodge. The term of office for all Local Lodge officers, executive board, and delegates shall be for three (3) years.

(a) Eligibility for officer of the Local Lodge shall be at least 50% attendance at Local Lodge meetings held during the twelve (12) month period ending the date of close of nominations, except if excused for valid reasons.

Section 13. All appointments to appointive committees shall be made by the President of the Lodge, subject to the approval of the membership present at the meeting appointment is made.

Section 14. A member who is an employer or who holds a supervisory position, with the right to hire and fire, shall not be eligible to any office of this Lodge, and an officer on becoming an employer or supervisor shall immediately resign.

Section 15. Any officer or delegate of this Lodge absenting himself/herself from two (2) consecutive regular meetings or meetings to which he/she is a delegate and who does not present a valid reason, should resign. Should he/she fail to resign, then he/she will then be charged with negligence of his/her duties and tried in accordance with the IAM Constitution. Elected committee persons of this lodge should attend committee meetings regularly. Should they fail to attend two (2) consecutive committee meetings, they shall be replaced. However, upon request they shall be granted a trial in accordance with the IAM Constitution.

Section 16. After the nominations for annual elections have been closed the Recording Secretary shall, as soon thereafter as possible and not less than six days prior to the election, have printed sufficient number of white paper ballots containing the names alphabetically arranged under the proper designation of office nominated for, of all candidates so placed in nomination, and designate the incumbents. He shall also have printed a sufficient number of sample ballots, of some other color than white, which members can obtain one week prior to the election. Any member found mutilating or

destroying or marking sample ballots placed on the shop bulletin boards, prior to our yearly election of Officers and committeemen, shall be cited to appear before a trial committee and in accordance with the applicable provisions of the IAM Constitution.

Section 17. No officer or member of Lodge No. 63 shall act as a teller at an election, who is a candidate of office.

Section 18. At the meeting in November or at special elections the President shall appoint at least three (3) election tellers who are not candidates. They shall receive compensation at their present hourly scale.

Section 19. The polls shall be open from 8:00 a.m. to 4:30 p.m. on day of election. Members of this lodge desiring to vote shall submit their dues books or proper credentials to the Judge for inspection and when found in good standing he shall be entitled to vote; deposit his ballot in a guarded ballot box. Should he/she spoil his/her ballot he/she may return it to the Judge, who shall destroy it and give him/her another ballot.

Section 20. After the polls have been duly closed by the President of this Lodge, the tellers shall proceed to count the votes cast as specified in Article L, Section 10, of these Bylaws, and tabulate same on two tally sheets prepared by the Recording Secretary for that purpose, and render their report to the Lodge setting forth in detail the total number of ballots used, destroyed, or not counted; the total number of votes cast, and a correct record of the votes cast for each candidate, a copy of which shall be placed with the tally sheets and ballots in the ballot box and sealed, to be turned over to the Recording Secretary at the next regular meeting, who shall file same for a period of one year.

Section 21. Any member desiring to contest the election must file a notice with the Recording Secretary within forty-eight (48) hours after the result of the election has been officially announced. The Lodge shall elect a committee of five at the next regular meeting to investigate and submit a report in writing at the following meeting.

Section 22. Any candidate for any office within the gift of this Lodge, who shall pay or offer to pay a consideration of any kind to a member for the purpose of receiving his/her vote, shall be deemed guilty to bribery and punished by fine, suspension, or expulsion, in accordance with the IAM Constitution. The bribe-taker shall receive the same punishment as the bribe giver.

Section 23. All vacancies of offices between elections covering officers, Executive Board members and delegates shall be filled by temporary appointment by the President of the lodge with the approval of the Executive Board. Such temporary appointments shall be for such period as is reasonably required to bring about the election of a successor in accordance with the provisions of these bylaws and the IAM Constitution.

Section 24. To fill vacancies on committees, delegations or other representatives of this Lodge, a notice by mail to the membership is not required. A vacancy for the office of President of this Lodge shall be filled as prescribed in the IAM Constitution.

Section 25. Only members who have been in continuous good standing in this Lodge for one year prior to nominations and have attended at least 50% of the regular Local Lodge meetings held during the twelve (12) month period ending the date of close of nominations, shall be eligible to hold office or act on elected committees in this Lodge except as otherwise specified in these Bylaws or the IAM Constitution.

Section 26. No candidate or member shall circulate or have printed for circulation any pamphlets or cards containing any members' name other than his own without his consent.

Section 27. No member shall be permitted to solicit votes on Election Day within 50 feet of the building on his own behalf, or on behalf of another member, who is a candidate for office of this Lodge, to prepare for publication, or to circulate election material, attacking or discrediting the integrity or honesty of an officer of this Lodge, or a candidate for office. All candidates and supporters must comply with the Grand Lodge Code or Ethics, Circular No. 574.

Section 28. The Recording Secretary shall prepare an alphabetical list of all eligible membership (names and card numbers) of Lodge No. 63, this list must be in alphabetical order, and each letter or tab clearly marked. This list must also be in the possession of the tellers at the voting booth. As each member calls for his ballot, his name and card number must be checked and stamped on this list. When absentee ballots are opened, their names and card numbers, also, must immediately be checked with this list in like manner.

Section 29. After all votes are counted, the ballot box must be sealed with a wax or some such substitute, which cannot be broken or removed without destroying same. A slip signed by the judge must also be sealed into this same wax at the same time.

Section 30. The Recording Secretary shall notify all successful candidates of their election, and direct them to appear for installation at the proper time.

Section 31. No member who has been convicted of a felony may run for office in Lodge No. 63, IAM.

## **ARTICLE M**

### **Duties of Members**

Section 1. Members of Lodge No. 63 shall conform to the provisions of the IAM Constitution and their attention is directed to the part of the IAM Constitution dealing with duties of members of Local Lodges.

Section 2. Members are expected to work harmoniously together and not try to gain credit by the discredit of another member in any way. It shall be their duty to present their due books to the Shop Committee or Business Representatives. Shop stewards may hold monthly due book inspection. Refusal by any member to show his due book shall be cause for him to be cited before the Executive Board. Improper conduct will be determined by the ruling of the IAM Constitution and members accused of improper conduct as members of the Local Lodge and the International Association of Machinists of Aerospace Workers will be subject to trial procedure under the rules of the IAM Constitution.

Section 3. Any member who has knowledge of non-members working in the establishment in which he is working shall immediately report it to the shop steward or Business Representative.

Section 4. Any member entering the Lodge while under the influence of liquor, or who shall use indecent or profane language, or who persistently disturbs the meetings and refuses to obey the Presiding Officer, shall be immediately ejected from the room and shall be subject to trial procedure.

Section 5. No member of the Lodge shall make an agreement with his employer as to working conditions or hours of pay without consent of the Lodge or of the Executive Board.

Section 6. Except by special permit from the Executive Board, no member shall be permitted to accept piece work, or accept employment under the premium, merit, tax, contract or bonus systems. Members shall not advocate or encourage any of these systems.

Section 7. A member of this Lodge securing employment shall report same to the District Office and shall present himself to the Shop Steward or duly authorized representative of this Lodge if the employer be signatory to contract with this Local.

Section 8. All unemployed members must register in the out-of-work book in accordance with the IAM Constitution to protect his rights in regard to out-of-work stamps, unemployment, membership standing, etc., in District Office.

Section 9. Any member who violates any of the provisions in Article M shall be subject to trial as defined in the IAM Constitution.

## **ARTICLE N**

### **Salaries of Officers**

Section 1. All officers shall attend all lodge meetings, unless duly excused.

Section 2. Salaries paid to outside help can be changed at any time, but shall not be less than the negotiated rates of their respective Union.

Section 3. (a) The Secretary-Treasurer's salary shall be eight hundred dollars (\$800.00) per month.

(b) The Recording Secretary's salary shall be four hundred dollars (\$400.00) per month.

(c) The President's salary shall receive two hundred dollars (\$200.00) per month.

(d) The Vice President's salary shall be one hundred dollars (\$100.00) per month.

## ARTICLE O

### General Rules

Section 1. Only members of this Lodge who are directly involved shall be allowed to vote on the questions of strike. Strike vote and contract proposal votes shall be conducted at a site determined by the members and the District Business Representative involved. Mail ballots for ratification of contracts negotiated and originating locally shall not be permitted.

Section 2. No officer or member shall use the property of this Lodge for any purpose other than that designated by the Constitution and by these bylaws unless by special authorization of the Lodge.

Section 3. Members shall keep this Lodge informed of any change of address or movement from one job to another. Failure to comply with this rule shall be no excuse for not receiving notices of any nature from this Lodge.

Section 4. Apprentices shall be governed by the State law and plan of apprenticeship for machinists and/or toolmakers.

Section 5. Robert's Rules of Order shall be parliamentary law for the government of this Lodge, secondary to our IAM Constitution, and should any doubt arise respecting the true meaning of these Bylaws, the President of this lodge shall interpret their true meaning.

Section 6. Any member guilty of conduct unbecoming a member of this Association shall be subject to trial in accordance with the IAM Constitution.

(a) All financial obligations (including but not limited to fines, assessments, and unpaid dues and fees) owed by a member under the IAM Constitution or

the by-laws of Local Lodge 63 shall constitute debts owed by the member to the IAM or Local Lodge 63, and may be recovered through court action brought by the IAM or Local Lodge 63. If it is necessary for the Local to institute legal proceedings in order to recover any such debt, the individual member shall also be liable for all costs of said proceedings, together with a reasonable attorney's fee incurred by the Local, the amount thereof to be determined by the Court.

Section 7. All speeches on the floor of this Lodge shall be limited to five minutes and under no circumstances shall an extension of time be allowed without two thirds (2/3) consent of the members present.

Section 8. Per diem allowance for delegates shall be in accordance with IRS regulations, plus room rent (receipt required) and coach air fare both ways and ground fare (receipt required); unless not available, otherwise first class. If no flights are available, a personal car may be used and the allowance shall be in accordance with IRS regulations. Any member or delegate attending a Portland Conference shall be allowed twenty-five dollars (\$25.00) per diem. Those attending IAM Leadership schools shall receive ten dollars (\$10.00) per day for incidental expenses, or as authorized by the Local Lodge. Lost time for delegates to conferences, conventions, or IAM Schools and committeemen for union business shall be paid at their present hourly scale, plus contribution to their Pension Fund where the contract spells out, "contribution for compensable hours worked". This is to be effective January 1, 1981. Should the member so selected be unemployed, retired, on strike, or otherwise not engaged in gainful employment, then the reimbursement shall be limited to the average journeyman's rate of pay for such actual time served less any amount received by the member for strike benefits, retirement pay, or unemployment.

(a) In October of each year, any officer, committeeman, or member who has actively participated in at least fifty percent (50%) of the last twelve (12) meetings shall be eligible to submit his or her name to the Executive Board for consideration for First Year IAM Leadership School. No member of the Executive Board who has submitted his or her name for consideration can take part in the examination for eligibility of the applicants. The Executive Board will submit the names of those most eligible to the membership for their action upon receipt of the official announcement of the IAM Leadership Schools.

(b) Any member duly elected by Local 63, working swing shift, shall be reimbursed by the local for actual time lost while attending official union business meetings.

Section 9. The Executive Board shall be the only members of this Lodge to have access to the members' mailing list, and for official purposes only, as prescribed by the laws of this or the Grand Lodge.

Section 10. When voting for a motion presented at a Lodge meeting, only those voting shall be counted. Upon the verbal request of ten (10) members present, a secret vote shall be held.

Section 11. No one shall be permitted to enter any meeting of this Lodge except members of the IAM in good standing, all others must present proper credentials to the satisfaction of two-thirds (2/3) of the members present.

Section 12. All money collected in behalf of this Lodge must be paid to the Secretary-Treasurer of this Lodge. All tickets sold and/or used must be counted for within thirty (30) days after the affair mentioned on those tickets has taken place. This Lodge reserves the right to refuse to accept monthly dues until all indebtedness to this Lodge has been paid in full, in accordance with the IAM Constitution for Local Lodges.

Section 13. The Local Lodge is authorized to send one officer to the Annual Guide Dogs of America Banquet. The Local Lodge will pay all related costs.

## **ARTICLE P**

### **Amendments**

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

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

a. All proposals must be in writing, signed by not less than five (5) members and referred to a Bylaws Committee appointed by the President. All proposals to be presented to the Recording Secretary no later than the regular meetings of the Lodge during the months of March and September. If more than five (5) members sign the proposals, that group may elect a spokesperson or persons, but no more than five (5) to present their case in their behalf before the Bylaws Committee. Such election to be conducted without any expense to the Local Lodge.

b. First reading of proposals will occur at the April and October meetings. Second reading will occur at the May and November meetings. Immediately following the second reading the Bylaws Committee shall submit their recommendations.

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

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

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

Section 2. The Recording Secretary shall keep a master copy of these Bylaws and all other amendments as may be added.

Section 3. All former Bylaws conflicting with these bylaws are hereby declared null and void.

Section 4. 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**