

BYLAWS OF LOCAL LODGE NO. 1886

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

ARTICLE I

NAME, JURISDICTION, AND TIME OF MEETINGS

Section 1. This Lodge shall be known as the Rocky Mountain Aircraft Lodge, Local No. 1886 of the International Association of Machinists and Aerospace Workers, Denver, Colorado.

The Lodge and its members shall be governed by these Laws and Constitution along with those of the Grand Lodge of the International Association of Machinists and Aerospace Workers.

Section 2. There shall be two (2) regular meetings of this Local Lodge each month. They shall be held on the first and third Wednesday of each month at the Local Lodge Hall located at 5621 Bowen Court, Commerce City, Colorado at the times set by the Executive Board. If the meeting date falls on a generally recognized holiday, in which event the meeting shall be held on the immediate succeeding Wednesday, at the same time.

(a) Members shall be notified by Shop Bulletin at least (96) hours before the date of the regular meeting.

(b) At a regular meeting, twenty-five (25) members in good standing shall constitute a quorum and shall be qualified to transact any business brought before the Lodge.

Section 3. Special meetings shall be called and conducted by the President as set forth in the IAM Constitution.

(a) Members shall be notified by Shop Bulletin or by U.S. Mail at least (48) hours before the date of the special meeting.

ARTICLE II

DUTIES, SALARIES AND EXPENSES OF OFFICERS AND COMMITTEES

Section 1. President's duties: See applicable provisions of the IAM Constitution.

Approved: 9-15-16
Effective: 10-1-16

Section 2. Vice President's duties: See applicable provisions of the IAM Constitution.

Section 3. Recording Secretary's duties: He shall perform such duties as are prescribed by the IAM Constitution and these Bylaws.

(a) The Recording Secretary shall keep a complete record of all business transactions of this Lodge on file as well as all minutes and resolutions of policy and amendments to these Bylaws adopted by the Lodge. He/she shall show these records to any member in good standing who requests to see them.

Section 4. Secretary-Treasurer duties: See applicable provisions of the IAM Constitution.

Section 5. Conductor-Sentinel's duties: See applicable provisions of the IAM Constitution.

Section 6. Trustee's duties: See applicable provisions of the IAM Constitution.

Section 7. Auditor's duties: See applicable provisions of the IAM Constitution.

Section 8. Officers - All Officers of this Lodge at the expiration of their term of office, or in case of removal or resignation, shall turn over to their successors in office all books, papers, vouchers, funds or other property belonging to the Lodge within five (5) days.

Section 9. In the event any officer of this Lodge is not present to at least one (1) regular meeting per month for three (3) consecutive months without being excused therefore and if there is no controversy as to the refusal to excuse being proper, such officer shall be deemed to have resigned his office.

(a) Should such officer dispute the reason for vacating the office held, then the presiding officer shall prefer charges in accordance with the IAM Constitution. The charge being, conduct unbecoming an officer.

Section 10. Any vacancy occurring in the office of the President because of death, resignation or incapacity or other cause shall be filled for the unexpired term by the Vice President. Any other vacancy or vacancies of Local Lodge Officers and Executive Board members with an unexpired term of one year or more shall be filled for the unexpired term by election in accordance with Grand Lodge Revised Election Guidelines Policy. Any other vacancy or vacancies of Local Lodge Officers and Executive Board members with an unexpired term of less than one year shall be filled for the unexpired term by appointment or appointments by the President of the Local Lodge with the approval of the Executive Board no later than 60 days after the occurrence of such vacancy or vacancies. Those members appointed to fill the unexpired terms of office shall meet the eligibility

requirements of the IAM Constitution and Local Lodge Bylaws pertaining to candidates for the office to which they are appointed. Any vacancy or vacancies occurring in the Auditing Committee shall be appointed by the President of the Local Lodge with the approval of the Executive Board prior to the next scheduled audit.

Section 11. All Officers, employees or other individuals in this Local Lodge who are responsible for, or handle funds of or for the Local Lodge, shall be bonded in accordance with the IAM Constitution and the IAM Policy relating thereto.

Section 12. The following positions of this Lodge shall receive a salary as designated by this section:

(a) President - An amount equal to \$.10 per member per month using membership as existing January 1 of each year as a basis for computing the first half of that year, and membership as existing July 1 for computing the second half of that year.

(b) Vice President - An amount equal to \$.04 per member per month using membership as existing January 1 of each year as a basis for computing the first half of that year, and that of July 1 for computing the second half of that year.

(c) Recording Secretary - An amount based on per member, per month, using membership as existing January 1 and July 1 for computing payment for the year. The amount to be set by the Executive Board, with approval of the membership voting at a regular meeting. A maximum of \$.20 per member.

(d) Secretary-Treasurer - An amount based on per member per month, using membership as existing January 1 and July 1 for computing payment for the year. The amount to be set by the Executive Board with approval of the membership voting at a regular meeting. A maximum of \$.32 per member.

(e) Conductor-Sentinel, Auditors and Trustees who hold non-paying positions in the Lodge and who monthly attend one regular meeting and one called Executive Board meeting, shall receive a salary equal to their regular monthly dues for each qualified month of attendance with payment on a quarterly basis.

(f) Grievance Committee Chairperson or Chief Steward who hold non-paying positions in the lodge and who monthly attend one regular and one Shop Steward's meeting shall receive a salary two (2) times the regular monthly dues for each qualified month of attendance with payment on a quarterly basis.

(g) Grievance Committee Secretaries who hold non-paying positions in the lodge and who monthly attend one regular and one Shop Steward's meeting shall receive a salary two (2) times the regular monthly dues for each qualified month of attendance with payment on a quarterly basis.

(h) Local Grievance Committeeperson: Permanent Local Grievance Committeepersons who hold non-paying positions in the Lodge and who monthly attend one regular and one Shop Steward's meeting shall receive a salary two (2) times the regular monthly dues for each qualified month of attendance with payment on a quarterly basis.

(i) Local Assistant Grievance Committeeperson: Permanent Local Assistant Grievance Committeepersons who hold non-paying positions in the lodge and who monthly attend one regular and one shop stewards meeting shall receive a salary equal to one point five (1.5) times the regular monthly dues for each qualified month of attendance with payment on a quarterly basis.

(j) Shop Steward: Shop Stewards and Alternate Shop Stewards who hold non-paying positions in the Lodge and who monthly attend and sign in at one regular and one shop stewards meeting shall receive a salary equal to their regular monthly dues with payment on a quarterly basis. Shop Stewards and Alternate Shop Stewards working during their appropriate regular meetings will be paid lost time wages to attend regular meetings.

(k) Editor and Staff: Editor of Local Lodge newsletter shall receive a salary of twenty-five dollars (\$25.00) per issue, not to exceed (\$25.00) twenty-five dollars per month, payment monthly.

(l) Members of Committees and Officers appointed or elected and authorized by the Lodge, incurring expenses of lost time in performance of their duty shall be reimbursed to the extent of such loss. Any Committee or Officers appointed or elected and authorized by the Lodge, shall receive expenses for meals and parking fees with show of receipts. There will be a cap of twenty-five (\$25.00) dollars.

(m) Excused absences for meetings shall only be allowed when members who are confined because of verified illness, or on vacation, or on official IAM business approved by the Local Lodge, District Lodge or Grand Lodge or working for an employer on regular or travel assignment, or reserved military leave at the time the Local Lodge meetings are held, shall be excused from attending Local Lodge meetings.

(n) Any member on official union business during regular, Executive Board and Shop Steward Meetings will be given credit for attendance. To receive credit for salary purposes, member must make such request in writing, with the approval of the Executive Board within thirty (30) days.

(o) E.A.P. Committee Chairperson who hold non-paying positions in the Lodge and who monthly attend one regular meeting, shall receive a salary equal to two (2) times their monthly dues for each qualified month of attendance, with payment on a quarterly basis.

(p) Web Stewards who hold non-paying positions in the Lodge and who monthly attend one regular meeting shall receive a salary equal to one point five (1.5) times the regular monthly dues for each qualified month of attendance with payment on a quarterly basis. The Web Steward will be required to update the website on a monthly basis with current information provided by the Grand Lodge, District Lodge, or Local Lodge. The Web Steward will also update the site with information provided by the Local Lodge Recording Secretary when postings are provided.

(q) Flight and Ground Safety Committee members who hold non-paying positions in the Lodge and who monthly attend one regular meeting and one shop steward meeting shall receive a salary equal to their monthly dues for each qualified month of attendance, with payment on a quarterly basis.

(r) EAP Field Reps who hold non-paying positions in the Lodge and who monthly attend and sign in at one regular and one shop stewards meeting shall receive a salary equal to their monthly dues with payment on a quarterly basis.

Section 13. No member shall be entitled to more than one (1) salary allowance regardless of how many positions they hold in the Local Lodge.

Section 14. Members elected or appointed to attend any convention, conference, meeting, school or special called committee will be allowed single lodging cost and per diem allowance in the amount allowed by the IRS. Members will be paid transportation cost, registration and actual lost time if motion allows for it.

(a) Members that attend IMAW Winpisinger Center will be paid regular per diem only for travel days.

(b) Any delegate so paid shall submit an itemized account of his or her expenditures to the Local Lodge for approval.

ARTICLE III

THE EXECUTIVE BOARD AND THE ELECTION OF OFFICERS

AUDITORS AND DISTRICT AND GRAND LODGE CONVENTION DELEGATES

Section 1. The Executive Board 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. The President of the Lodge shall be Chairperson of the Executive Board and the Recording Secretary shall be the Secretary of the Executive Board.

Section 2. A majority of the members shall constitute a quorum for Executive Board meetings.

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 principles reflected by the IAM Constitution and these Bylaws.

(1) The written request for an absentee ballot must be received by the Recording Secretary not later than 30 days before the election. If received by mail, they must be mailed individually not in bulk or as a group.

Section 4. The Executive Board shall meet at least once a month to consider any business brought before them. The Chairperson and the Secretary of the Executive Board may call a special meeting by notifying all members of the Board.

Section 5. It shall be the duty of the Executive Board to deliberate upon all matters referred to them and, as soon as possible thereafter, report its recommendations to the Lodge.

Section 6. To qualify as an officer, auditor, or delegate, a member shall attend at least six (6) regular meetings of the Local Lodge, either day shift meeting or swing shift meeting (but can only get credit for one (1) meeting per month). This will be for the regular meetings held during the twelve (12) month period ending the date of close of nominations or appointments.

Section 7. The term of office for all officers shall be three (3) years and three (3) years for auditors.

NOTE: Nominations of all officers and Auditors will be held the first meeting in November, and election to be held on the first regular meeting day in December. Members elected, will take office at the first regular meeting in January.

Section 8. In all Local Lodge elections, nominee's full name and nickname (at his/her request) will appear on the ballot. Ballot preparation shall be decided by lottery, performed by Local Lodge Officers, and at least one witness who is not an Officer, but is a member in good standing with Local Lodge 1886.

(a) Nomination acceptance forms must be completed and received by the Recording Secretary prior to the close of the nomination meeting.

Section 9. A plurality of all votes cast shall be required to elect all delegates to Grand Lodge, District Conventions, Local Lodge Office, Local Committees, or any other body with which this Lodge may affiliate.

Section 10. No member shall be eligible for office who has not been a member of this Association for one (1) year or longer, and who has not worked actively at the trade in conformance with the IAM Constitution.

Section 11. Not less than sixty (60) days prior to the time when the elections specified in this Section, are to be held, notice of the time and place of both the nominations and election, together with an application for an absentee ballot, shall by letter or by authorized publication or by other dependable regularly used means of communication, be mailed to each member qualified to vote at his/her last known home address. The notice must specify who is entitled to receive an absentee ballot. The notice will also include the date, time, and place of a run-off election, should one prove necessary.

The Local Lodge may by majority vote decide in advance and give notice that the candidates who receive the highest vote for their respective offices shall be declared elected. In all other cases, a majority of all votes cast shall be required for election.

Absentee ballots shall be issued and voted in accordance with the provisions set forth in Section 3, Article II, of the IAM Constitution and in compliance with the following provisions:

- (1) The written request for an absentee ballot must be received by the Recording Secretary not later than 30 days before the election.
- (2) The request must contain the member's full, current address.
- (3) If the records of the Local Lodge indicate that the applicant is eligible to vote in the election, the Recording Secretary and Secretary-Treasurer shall, within 5 days of the close of nominations, mail the absentee ballot.
- (4) If, in the judgment of the Recording Secretary and Secretary-Treasurer, the member is not entitled to vote by absentee ballot, the member will be so notified, in writing, within 10 days of the receipt of the request for an absentee ballot.

Ballots cast for candidates not nominated in conformity with these provisions (write-ins) shall not be tabulated.

Balloting shall take place in the Local Lodge room where Local Lodge meetings are held, excepting in those Local Lodge's where circumstances require some other arrangement, the Local Lodge may, through its bylaws, provide other methods, subject to the approval of the International President. When, in the International President's sole judgment, extraordinary circumstances so require, the International President may review and modify Local Lodge election procedures as necessary to provide

the membership of a Local Lodge, not working in a central geographic location, the ability to participate in such election.

In the conduct of all elections, the President shall, at least 60 days prior to the election, appoint at least 3 Tellers to assist in conducting the election in a fair and impartial manner. Each candidate for office shall be entitled, upon written request, to appoint one observer who shall be permitted to be present at the polls and at the counting of the ballots.

The Recording Secretary of the Local Lodge, or such other officer as may be designated by the Local Lodge, shall preserve for one year the ballots and all other records pertaining to the election.

(a) Absentee ballot request must be received by the Recording Secretary by hand delivery by the individual making the request or official government mail at least 10 days prior to the election for Grand Lodge Delegates only.

Section 13. Any Local Lodge Officer, Committeeperson or Shop Steward who accepts a supervisory or management job will relinquish his position the same day he or she accepts the job of supervisor or higher management.

Section 14. No member may be a candidate for more than one (1) Local Lodge office, and no more than two (2) positions on any appointed Lodge Committee.

Section 15. (a) All members must meet the requirements of this Lodge to qualify for official District or Grand Lodge called Conventions, Conferences, Seminars, Schools, and special called Committees.

(b) To be eligible to attend basic or advance schools, a member must meet the requirements of the school and shall attend at least six (6) regular meetings of the Local Lodge, from either day shift meeting or swing shift meeting (but can only get credit for one (1) meeting per month). This will be for the regular meeting held during the twelve (12) month period ending the date of the close of nominations or appointments.

Section 16. Delegates to the District Convention will be nominated and elected in accordance with the District Lodge Bylaws.

(a) Absentee ballots shall be handled in the same manner as Local Lodge Officers elections. (See Article III, Section 11, subparagraphs a through c. Also Section 12.)

Section 17. The polls shall be open from 05:00 a.m. until 5:00 p.m. for the election of Officers, Auditors, Grievance Committee Representatives, Delegates to the District and Grand Lodge Conventions and Delegates to the State Machinists Council. These elections shall be held at the first regular meeting of the month.

Section 18. During elections of Executive Board, Officers, Auditors, Grievance Committee Representatives, and Delegates to District and Grand Lodge Conventions, no one will be allowed to campaign within fifty (50) feet of the polling entrances. No campaign literature or names of persons running for these positions will be posted on or attached to any polling entrance.

ARTICLE IV

FEES AND DUES

Section 1. Qualifications for membership in this Local Lodge shall be as provided in the IAM Constitution.

Section 2. The Initiation Fee for this Local Lodge shall be \$100.00. The Reinstatement Fee for this Local Lodge shall be \$50.00 except for members holding a valid IAM withdrawal card for whom the reinstatement fee shall be \$10.00.

Section 3. (a) The monthly dues of this Lodge shall be a rate equal to a total of Grand Lodge per capita tax, plus District per capita tax, plus Colorado AFL-CIO per capita, plus Colorado Machinists per capita tax, plus \$10.00.

(b) Any additions to the per capita taxes of the District Lodge or Grand Lodge that is approved by District Referendum or Grand Lodge Convention action will automatically be added to the dues structure of the Lodge.

Section 4. Assessments shall be in accordance with the IAM Constitution.

Section 5. All delinquencies shall be in accordance with the IAM Constitution.

Section 6. Unemployment stamps: Refer to the IAM Constitution.

ARTICLE V

FUNDS

Section 1. Funds of this Lodge shall be drawn only by a majority vote at a regular meeting (or as provided for in the IAM Constitution for emergency funds) on an order signed by the President and Recording Secretary with seal attached. The money shall be drawn by check, signed by the Secretary-Treasurer and countersigned by the President or Vice President.

Section 2. Unless seven (7) calendar day's notice has been given to the membership by bulletin board or other means of notifications, no motion to appropriate more than \$500.00 for any purpose shall be in order except:

(1) To pay per capita, affiliation fees and ordinary bills.

(2) To pay strike assistance to other IAM&AW Lodges. (No more than fifty (\$50.00) dollars may be voted to other Lodges.)

(3) To pay normal expenses for hotel, per diem, lost time, registration fees and transportation expenses for members who were elected or appointed and approved by the members to conferences, conventions, schools and/or special called meeting shall be considered ordinary bills.

(4) No motion to appropriate Lodge funds shall be in order, if the motion is made two (2) hours after the start of the meeting.

Section 3. An emergency fund shall be maintained in accordance with the IAM Constitution.

No money shall be voted out of this Emergency Fund except by a three-fourths vote of those present and voting at a special or called meeting for this purpose.

(a) The amount of ten cents (10¢) per regular monthly dues payment shall be deposited to this fund each month with a maximum of \$40,000.00. All excess and interest shall revert back to the General Fund.

Section 4. The Local Lodge will distribute a Bible of the appropriate religion to the family of a deceased member. In the case of the death of an immediate family member (lawful spouse, mother, father or child) a card will be given.

Section 5. The Local Lodge will send as a donation of up to \$.25 per member, per year, if financially able, to the Guide Dogs of America.

Section 6. The Local Lodge will send a donation of \$.25 per dues paying member per quarter, if financially able, to the MNPL Education Fund.

Section 7. The Local Lodge will send a donation of \$.125 per full dues paying member per quarter, if financially able, to the IAM Scholarship Program.

Section 8. The Local Lodge will pay for the retirement card for all retiring members.

Section 9. The Local Lodge will pay for unemployment stamps for all eligible members of this Lodge.

Section 10. Retiree's that are used as Tellers shall be paid \$125.00 per election. Full time employees used as Tellers will be given eight (8) hours Loan Time, or the equivalent of eight (8) hours straight time wages for non-UAL employees.

Section 11. (a) All requests for donations of funds for non-affiliated union activities must be submitted to an Executive Board member one (1) week prior to meeting night. To qualify for non-affiliated union activities, all must be members in good standing of Local Lodge 1886.

(b) It shall be the duty of the Executive Board to recommend Local Lodge policy concerning donations of funds for non-affiliated union activities, such as sports sponsorship, etc. and said policy shall be approved by the membership. A cap of \$500.00 per quarter and a maximum of \$200.00 per activity or team per year. Requests will be paid or denied at the first meeting of the last month of each quarter.

This will be for the regular meetings held during the twelve (12) month period ending the date of close of the Executive Board meeting that the request for donation is requested.

Section 12. The Local Lodge will distribute a watch to the member with 25 years or more of service upon retirement, if financially able. Members with less than 25 years of service will have ability to purchase watch.

ARTICLE VI

COMMITTEES

Section 1. An Auditing Committee of three (3) shall be nominated and elected by the Local Lodge membership. The Auditors will serve a three (3) year term. They shall be nominated and elected concurrently with Local Lodge Officers. The Auditors shall perform their duties as set forth in the IAM Constitution. This Lodge shall audit the books semi-annually.

Section 2. The Finance Committee shall consist of three (3) Trustees. It shall be their duty to examine all bills before their presentation to the membership for approval; to prepare and present a budget at a regular meeting in December, or January, and to advise the membership regarding the financial condition and transactions of the Lodge.

Section 3. Human Rights Committee: The President of the Lodge shall appoint a Human Rights Committee of up to five (5) members, with the approval of the Executive Board. This Committee shall have one (1) member as Chairperson and one (1) member as Secretary. The Committee shall function in accordance with Grand Lodge Circular #726, issued on July 15, 1983.

Section 4. Community Service Committee: The President of this Lodge shall appoint a Community Service Committee of up to eight (8) members, with the approval of the Executive Board. The Committee shall have one (1) member as Chairperson and one (1) member as Secretary. The Committee's purpose shall be to inform, educate and render any aid necessary to the members of this Lodge, pertaining to Health and Welfare, and in accordance with the directives of the International and District Lodges.

Section 5. Law and Legislative Committee: The President of this Lodge shall appoint a Law and Legislative Committee of up to seven (7) members, with the approval of the Executive Board. This Committee shall have one (1) member as Chairperson and one (1) member as Secretary. The Committee's purpose shall be the development and execution of approved programs of sound political education, which will encourage Local union members and their families to exercise their full rights and responsibilities as citizens. The Committee shall assist in securing the enactment of Legislation favorable to labor. The Committee shall work with the COPE organizations, both locally and nationally. The Committee shall report to the membership on Legislation enacted and the persons who favored or opposed such Legislation.

Section 6. Sick Committee: The President of this Lodge shall appoint a Chairperson, with the approval of the Executive Board. This shall be a Standing Committee consisting of a Chairperson and all Shop Stewards. The Committee shall contact all members who are reported sick or disabled, and report their findings to the Local Lodge Recording Secretary.

Section 7. Education Committee: The President of this Lodge shall appoint an Education Committee of up to ten (10) members, with approval of the Executive Board. This Committee shall have one (1) member as Chairperson and one (1) member as Secretary. The purpose of this Committee will be to establish and maintain an educational program through the Executive Board for the Shop Stewards and the members of this Lodge.

Section 8. Ground Safety Committee: The President of this Lodge shall appoint a Ground Safety Committee of up to eight (8) members, with approval of the Executive Board. The Committee shall have one (1) member as Chairperson and one (1) member as Secretary. The purpose of this Committee will be to promote safety education, enforce all articles pertaining to safety and health in contracts represented by this Lodge and to police all applicable Federal, State and Municipal laws and regulations pertaining to safety and health.

Section 9. Social Committee: The President of this Lodge shall appoint a Social Committee of up to ten (10) members, one (1) of whom shall be a bonded officer, with approval of the Executive Board. The Committee shall have one (1) member as Chairperson and one (1) member as Secretary. The purpose of this Committee will be to arrange and supervise all entertainments, dances and any other benefits of a social nature.

Section 10. Public Relations Committee: The President of this Lodge shall appoint a Public Relations Committee of up to four (4) members with approval of the Executive Board. The Committee shall have one (1) member as Chairperson and one (1) member as Secretary. The purpose of this Committee will be to carry the IAM's message to the community with the approval of the President of the Local Lodge.

Section 11. Organizing Committee: The President of this Lodge, with the approval of the Executive Board, shall appoint as many members as necessary to work on organizing. The Committee shall have one (1) member as Chairperson. The Chairperson shall coordinate organizing activities with the Grand Lodge and District Lodges.

Section 12. Women's Committee: The President of this Lodge shall appoint a Women's Committee of up to ten (10) members with the approval of the Executive Board. The Committee will have one (1) member as Chairperson and one (1) member as Secretary. In accordance with the 27th resolution of the 34th Grand Lodge Convention of the IAM&AW, the purpose of this committee will be to promote the involvement of women in trade unionism by recognizing their special needs and further educating them and actively involving them in the union process.

Section 13. Local Grievance Committees and Chief Stewards shall be elected at the same election as Local Lodge Officers, for a three (3) year term. To qualify as a member of the Local Grievance Committee or Chief Steward, the member must have served one (1) year as a Shop Steward in this Local Lodge, and have attended at least six (6) of the Local Lodge regular meetings, either from the day shift or swing shift meetings (but can only get credit for one (1) meeting per month). This will be for the regular meetings held during twelve (12) month period ending the date of close of nominations or appointments. Nominations of all persons to this committee will close at the first regular meeting in November and members elected shall take office at the first regular meeting in January.

Section 14. Grievance Committees:

(a) UAL Operations Local Grievance Committee, District 141 members, shall consist of up to seven (7) members as follows:

1. One (1) for the Committee Chairman of the District 141 members, elected by all the Ramp Servicemen, Vehicle Drivers, Storekeepers, Food Service Employees, Security Guards, Customer Service Agents, and Reservations members.
2. One (1) for the Committee Secretary of the District 141 members, elected by all the Ramp Servicemen, Vehicle Drivers, Storekeepers, Food Service employees, Security

Guards, Customer Service agents, and Reservations members.

3. One (1) for the Ramp Serviceman Representative, elected by all the Ramp Servicemen and Vehicle Drivers.
4. One (1) for the Assistant Ramp Serviceman Representative elected by all the Ramp Servicemen and Vehicle Drivers. The Assistant Representative shall have the authority to perform all the duties of the Ramp Service Committeeperson.
5. One (1) for the Storekeeper/ Food Service/Security Guards Representative, elected by all the Storekeepers, Food Service and Security Guard employees.
6. One (1) for the Customer service Committeeperson elected by all the Customer Service Representatives.
7. One (1) for the Assistant Customer Service Committeeperson elected by all Customer Service Representatives. The Assistant Customer Service Committeeperson shall have the authority to perform all the duties of the Customer Service Committeeperson.

(b) UAL Local Grievance Committee for UAL Fleet Technical Instructors and Related Agreement and Maintenance Instructors Agreement, shall consist of up to two (2) members as follows:

1. One (1) Committee Person for the Fleet Technical Instructors and Related Agreements. Elected by all the Fleet Technical Instructors and related agreements.
2. One (1) Committee Person for UAL Maintenance Instructors Agreement. Elected by all Maintenance Instructors.

(c) Alaska Airlines Operations Local Grievance Committee shall consist of one (1) member who shall be elected at large.

(d) Mileage Plus, Incorporated, Local Grievance Committee shall consist of two (2) members. The two (2) shall be elected at large. The member receiving the highest number of votes shall be Chairperson and the second highest shall be Secretary.

(e) American Airlines Denver Operations Local Grievance Committee shall consist of one (1) member who shall be elected at large and who shall appoint (2) two members to be deemed as Grievance Secretary and Assistant Committeeperson.

(f) AIR WISCONSIN Maintenance Grievance Committee District 141-M shall consist of one (1) member who shall be elected at large by Maintenance and shall be called Chief Steward.

(g) BRITISH AIRWAYS Operations Grievance Committee shall consist of one (1) member who shall be elected at large by all British Airways members.

Section 15. The duties of these Grievance Committees shall be to investigate all grievances arising between members of the Lodge and the company involved, prepare for presentation, present to local management and administer all grievances referred to the Local Committee. There shall be three (3) members of the UAL Committee present for all of its activities. Two (2) of these members on UAL shall be the Chairman and Secretary, the Committee Person of the contract involved in the discussion or if one is unable to attend the Committee Chairman shall designate a person to participate in the meeting.

Section 16. The Grievance Committee Chairperson or Chief Steward shall be responsible to the Lodge for the actions of this Grievance Committee and shall see that it conducts its affairs in an efficient manner. Answer to grievances will be given to the Shop Steward affected.

(a) In the event of a vacancy or vacancies on the Local Grievance Committee of less than one year, the Grievance Committee Chairperson or Chief Steward will appoint for the un-expired term. In the event of a vacancy or vacancies on the Local Grievance Committee of a year or more, the Grievance Committee Chairperson or Chief Steward will appoint until an election can be held.

(b) In the event of a vacancy of the Committee Chair itself of less than one year, the vacancy will be filled by appointment by the President of the Local Lodge with the approval of the Executive Board, not later than fifteen (15) days after the occurrence of such vacancy for the balance of the un-expired term. Vacancies of the Committee Chair for one (1) year or more will be filled by appointment by the President of the Local Lodge with the approval of the Executive Board not later than fifteen (15) days after the occurrence of such vacancy until an election can be held.

(c) The Grievance Committee or Chief Steward shall be responsible for posting information and notices from the Recording Secretary on their respective Union Bulletin Boards.

(d) In the event any UAL Operations Local Grievance Committee person, District 141, Local 1886 is not present to at least one (1) regular meeting per month for three (3) consecutive months without being excused, therefore and if there is no controversy as to the refusal to excuse being proper, such person shall be deemed to have resigned his/her position.

Section 17. The Secretary shall keep a complete record of all actions taken and results achieved. He shall report to the Local Lodge at each regular meeting and submit any report required by the District Lodge or the Committee, further he shall be permitted attendance at all meetings of the Executive Board.

Section 18. When the Chairperson of the Grievance Committee is called by the company to discuss any agreement, the committeeperson, or their designee, that represents that agreement in question will be present.

Section 19. Shop Steward Committees:

(a) Stewards shall be elected from and by members in each designated work area in which they work during the month of January. If the members fail to elect a Steward in the work area, the Committee-person or Chief Steward for that group shall appoint the Steward(s) with the approval of their respective Grievance Committee Chairperson if they have one. These members as a group shall be known as the Shop Steward Committee and shall assume their duties on the first day of February following their election.

(b) The alternate Shop Steward shall take over the duties of Shop Stewards in the case of absence or vacancy.

(c) The individual duties of the Shop Steward shall be as outlined in pocket guide for stewards issued by the IAMAW.

Section 20. Building Committee:

(a) See Local Lodge 1886 Building Corporation Bylaws.

Section 21. Retirement Committee: The President of this Local Lodge shall appoint a Retirement Committee of up to five (5) members, one (1) of whom shall be a bonded officer, with approval of the Executive Board. The Retirement Committee will work in conjunction with the Grand Lodge and District Lodges Retirement programs. The purpose of this Committee will be to promote the involvement of union representation in the development and execution of retirement benefits to all its members. To inform and educate all members on issues involving retirement.

Section 22. Communicator: The Local Lodge President will appoint a Communicator who will carry out the duties as described in the IAMAW Constitution. (Art. C, Section 11)

Section 23. Educator: The Local Lodge President will appoint an Educator who will carry out the duties as described in the IAMAW Constitution. (Art. C, Section 12)

ARTICLE VII

DUTIES OF MEMBERS

Section 1. It shall be the duty of each member to keep his dues card paid up--to-date and attend the meetings of the Lodge.

Section 2. Any member entering the Lodge under the influence of liquor, or who shall use indecent or profane language, or who persistently disturbs the meetings and refuses to obey the orders of the presiding officer shall be immediately ejected from the Lodge room and shall be liable to a reprimand or fine in accordance with applicable provisions of the IAM Constitution.

Section 3. No member shall accept work at a rate less than the minimum established by this Lodge, nor shall he accept piece work of any kind.

Section 4. Members serving on Committees and losing time in such service shall submit an itemized statement of the expenses incurred to the Local Lodge before receiving payment. It is a policy of this Lodge that such reimbursement shall be in an amount equal to the actual lost wages.

Section 5. The duties of this Local Lodge, its officers and members shall be as set forth in the IAM Constitution.

Section 6. The approval of a strike, method of declaring a strike, and the settlement of a strike shall be in accordance with applicable provisions of the IAM Constitution.

Section 7. It is a policy of this Lodge that members work harmoniously together and not try to gain advantage by discrediting another member. It is a member's duty to present his dues book to the Shop Committee for inspection when requested to do so and to assist the Shop Committee, Officers, and Business Representatives in carrying out the laws of this Association. Members shall not use any union property or union funds for personal gain.

Section 8. No member of this Lodge shall make any agreement with his employer as to working conditions, hours, or pay without the consent of the Lodge.

ARTICLE VIII

AMENDMENTS

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

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

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

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

(c) Ten (10) calendar days 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.

(f) Bylaws changes may only be submitted for consideration once a year during the month of May.

ARTICLE IX

RULES

Section 1. All questions, unless otherwise provided, shall be decided in accordance with Robert's Rules of Order.

Section 2. Membership approved Local Lodge Bylaws shall become effective on the date designated by the International President and received back by the Local Lodge.

Section 3. Upon request each member of this Local shall be provided with a copy of these Bylaws without charge.

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 in these bylaws shall be governed by the IAM Constitution.

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

Ricky Wallace