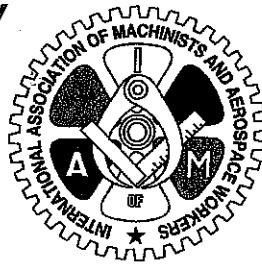


**International
Association of
Machinists and
Aerospace Workers**



9000 Machinists Place
Upper Marlboro, Maryland 20772-2687

Area Code 301
967-4500



OFFICE OF THE GENERAL VICE PRESIDENT

INSTRUCTIONS FROM THE INTERNATIONAL PRESIDENT

KEEP ATTACHED TO THE MASTER COPY OF THE BYLAWS

All proposed amendments to these bylaws must be approved by the International President prior to adoption. The International President has issued specific instructions which should be followed carefully in submitting proposed bylaws amendments. These include the following:

1. Submit a letter over the seal and signature of the Recording Secretary stating the proposed amendments to these bylaws have been properly enacted by the Lodge in accordance with the amendment procedures.
2. Enclose two (2) copies of the proposals enacted by the Lodge. Send one (1) copy of the proposed amendments to your District Lodge. Include only the changes or redrafts of those articles and sections which the Lodge desires to amend. Do not submit complete redrafts of the bylaws with the amendments incorporated into those redrafts.
3. Return the master copy of the bylaws which bears the headquarters' stamp of approval and the signature of an authorized officer of Grand Lodge with the letter and proposals -- the same copy which was furnished the Lodge by this office (no photostats or facsimiles).

Do not make any notations or other defacements on this master copy; all changes must be made at this office.

4. All requests for approval of changes in the salaries of Business Representatives and General Chairmen, whether under proposed bylaws amendments or under existing bylaws provisions, must be accompanied by a list of the representatives affected, their current monthly salaries, proposed monthly salaries and the effective dates thereof. All requests for approval of changes in salaries which also involve changes in Grand Lodge Contributions must be received at this office prior to the end of the month in which such increases are to be made effective.

Your full cooperation in following the above instructions will enable us to provide a more efficient service in the handling of bylaws at this office.

IMPORTANT - These instructions should be attached to Lodge bylaws.

Rickey Wallace
RESIDENT GENERAL VICE PRESIDENT

BYLAWS OF LOCAL LODGE NO. 2508

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

ARTICLE I

NAME AND TIME OF MEETING

Section 1. This Lodge shall be known as Frank Cremona Memorial Local Lodge No. 2508, International Association of Machinists and Aerospace Workers, Orlando, Florida.

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

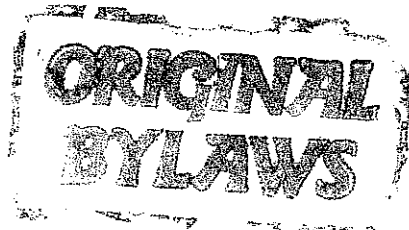
The membership of this Lodge shall be composed of members whose duties are covered by the jurisdiction of the IAM-AW.

The jurisdiction of this Lodge shall be throughout Florida where no other Local Lodge of the IAM-AW is geographically located closer to the said employee eligible for membership in the IAM -AW.

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

Section 2. The regular Lodge meeting shall be held on the first Tuesday of each month, except when the meeting date falls on a generally recognized holiday or major election day, in which event a substitute day of meeting shall be set at the preceding month's meeting. The starting time of the meetings shall be set by the Lodge President with approval of the Executive Board. The starting time of the regular meetings shall be the same each month, and will be set so as to allow the most members possible to attend, and must occur between 1:00 p.m. and 7:00 p.m.

Any member who anticipates missing a Lodge meeting, for any reason, and who wishes to receive an excused absence for said meeting, must submit a Local Lodge missed meeting excuse form to their Local Grievance Committee prior to the Executive Board meeting on the date in question. In the event of illness or emergency, this form must be submitted within seven (7) days from the date of meeting. In order for any absence to be approved, this form must be submitted.



Approved: 7-7-17

Effective: 7-1-17

Section 3. The minimum requirement of members to constitute a quorum for a regular monthly meeting of this Lodge shall be set at ten (10) members in good standing.

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

Section 4. 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 U. S. Mail at least forty-eight (48) hours before the date of the special meeting.

Section 5. The lodge shall provide suitable quarters, the use and hours to be determined by the Executive Board.

Section 6. For the good of the Lodge, the President and the Executive Board may use the name and/or number of this Lodge in public print or news media without securing special permission, provided it is not in conflict with the policy of the International or in violation of the Constitution.

ARTICLE II

OFFICERS AND THEIR DUTIES

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

To be eligible to run for Local Lodge or to hold Local Lodge office, a member must have attended at least 50% of regular Lodge meetings held during the twelve (12) months period prior to the date closing nominations or have been excused from attending by the Executive Board of the Lodge, with the exception of newly organized plants or shops, transfers in good standing from other I.A.M.-A.W. Lodges and members unable to attend meetings due to conflicting work hours. In order to be excused, a member must comply with the requirements of Article I, Section 2, of the lodge bylaws.

Section 2. The Officers of this Lodge shall consist of a President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor-Sentinel, and a Board of Trustees, consisting of three (3) members. Their term of office shall be for three (3) years.

Section 3. Nomination of Officers will be held at the first regular meeting in November. The Recording Secretary shall prepare a suitable ballot and shall have same ready for use at the first meeting in December. Any member nominated for office shall signify his acceptance, in writing no later than the adjournment of the nominating meeting. No member may run for more than one (1) Local Lodge office and if he does not signify his acceptance of nomination, his name will not appear on the ballot.

Section 4. The Recording Secretary shall notify the membership of the date, time, and location for nominations and election of Local Lodge Officers as set forth in Article XI of these bylaws.

Section 5. (A) Any vacancy occurring in the office of the President shall be filled by the Vice President for the unexpired term.

(B) All other vacancies of office between regular elections covering Officers, Executive Board Members and Delegates shall be filled by appointment by the President of the Lodge with the approval of the Executive Board. Such appointment shall be for the unexpired term, and shall conform with the meeting requirements as set forth in Section 1, of this Article. Such appointment shall be made not later than 60 days after the occurrence of such vacancy.

Section 6. 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 7. The Secretary-Treasurer shall receive for the performance of his/her duties \$.50 per full dues paying member, with a minimum salary being \$150.00 per month.

Section 8. The Recording Secretary shall receive for the performance of his/her duties \$75.00 per month.

Section 9. The President shall receive for the performance of his/her duties \$75.00 per month.

Section 10. The Vice President shall receive for the performance of his/her duties an amount equivalent to his/her monthly dues.

Section 11. The President by virtue of his office shall be a standing Delegate and/or Representative when the Lodge representing the entire membership is directly involved, except to Grand Lodge Conventions or meetings where delegate selection is governed by Bylaws of a District Lodge or State Council or Conference. In the event of unforeseen circumstances, the President may appoint another member to act in his place and fulfill the duties of representing this Lodge, without the approval of the membership at the time.

Section 12. In the event any officer of this Lodge absents himself from three (3) consecutive meetings without being excused beforehand, and if there is no controversy as to the refusal to excuse being proper, such officer shall be deemed to have resigned his office. The vacancy shall be filled by appointment by the presiding officer on a pro tem basis for that period reasonably required to have nomination and election of a successor to his vacated position. Should such Officer contend the refusal to excuse him for such

absence is improper, the Presiding Officer shall prefer charges against him, charging him with conduct unbecoming an Officer, on the basis of his absence without excuse found acceptable to the Lodge, and he shall be tried in accordance with applicable provisions of the IAM Constitution.

Section 13. (A) Inspectors, officers, and tellers required to conduct elections and or referendums, shall be compensated for all hours worked at their regular hourly rate.

(B) Trustees and Audit Committee members required to conduct the semi-annual Lodge audit shall be compensated for all hours worked at their regular hourly rate.

Section 14. Any Local Lodge Officer, Lodge Committee member, Delegate, Grievance Committee member, or Shop Steward who accepts a supervisory or management position, either temporary or permanent, with the right to hire, fire, or discipline will resign his/her position the same day he/she accepts the job of supervisor or higher management.

Section 15. The Trustees shall receive for the performance of their duties an amount equivalent to their monthly dues.

Section 16. The Conductor-Sentinel shall receive for the performance of his/her duties an amount equivalent to his/her monthly dues.

ARTICLE III

THE EXECUTIVE BOARD

Section 1. The Executive Board of this Local Lodge shall consist of the elected Officers of this Local Lodge as defined in Article II, Section 2, page 2 of these By-Laws. The President of the Local Lodge shall be Chairman of the Executive Board and the Recording Secretary shall be the Secretary of the Executive Board. The Chief Steward or Committee Chairperson from each property represented by this Local Lodge, the Lodge Educator, and the Lodge Communicator may attend meetings of the Executive Board with voice but no vote.

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.

Section 4. The Executive Board shall meet at least once a month to consider any business brought before them. The Chairman 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. The President shall place on the agenda for the Executive Board meeting in the month of October of election year, the order of business to determine the number of Shop Stewards deemed necessary for each shop. In case of alleged wrong doing by an elected Steward and/or elected committeeman, charges may be preferred against him under appropriate provisions of the IAM Constitution alleging misconduct of a Steward and/or Committeeman.

Section 7. During the regular monthly Executive Board meeting, the Board shall set an agenda for the next monthly Lodge meeting. The agenda shall consist of any, or all, of the following: Nominations, elections, Call for Delegates to District or Grand Lodge Convention, guest speakers, and any known topic to be voted on by the membership.

This agenda shall be included on the notice of the regular Lodge meeting, and shall be posted at least fourteen (14) days prior to meeting.

Section 8. Any Lodge member(s) in good standing who wishes to address the Executive Board on a matter of interest or business pertaining to this Local Lodge and its membership, may do so by written request submitted no less than seven (7) days prior to the date of the meeting. This request must include name, address, home and work phone, IAM book number, a short description of topic, and must be signed.

Upon approval of the Lodge President, the member(s) will be allowed a reasonable amount of time to present the issue to the Board. The members of the Board may ask questions for clarification of the issue, but the matter will not be discussed or debated.

After presenting the issue, the member(s) will be excused. The Executive Board will discuss and deliberate on the matter in private session. The Board will advise the member in writing of the Board's decision and of any action to be taken. This letter will be written within seven (7) days of the Board's final decision.

Any District Lodge Officer may also request to address the Executive Board on any pertinent matter of union business. They will be allowed a reasonable amount of time to present and to answer questions. The Board will deliberate on the matter in private session, and answer in writing within seven (7) days of decision.

ARTICLE IV

FEES AND DUES

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

Section 2. (A) The Initiation Fee for this Local Lodge shall be \$100.00.

(B) The Reinstatement Fee for this Local Lodge shall be \$100.00.

(C) The monthly dues of this Lodge shall be a uniform rate equal to the Grand Lodge Per Capita rate, the District Lodges' Per Capita rate, all Local Affiliations and an amount equal to 20% of the Grand Lodge Per Capita rate for the maintenance and support of the Local Lodge.

(D) Any increase or decrease of per capita tax by the Grand Lodge shall automatically impose a parallel increase or decrease upon the membership of the Local Lodge.

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

(F) 1. The Executive Board of this Lodge shall petition the Grand Lodge and the respective District Lodge for special dispensation of the dues rate for any Lodge member whose base hourly rate of pay is \$12.00 or lower.

2. In the event special dispensation is not granted per the above (Article IV, Sec. 2, (F) 1.), the dues rate for these members will be in accordance with Article IV, Section 2 (C) of the Lodge Bylaws.

Section 3. Members, after having received a delinquency notice, are expected to submit a dues tender through the current month to the Secretary-Treasurer of Local Lodge No. 2508. Failure to do so shall cause the matter to be placed before the Local Lodge Executive Board.

Section 4. All applications for membership in this Local Lodge must be accompanied by the full amount of the initiation or reinstatement fee, or payment through payroll deduction.

Section 5. Unemployment stamps shall be issued to members pursuant to the provisions of the IAM Constitution, at the minimum charge of \$2.00 per month.

ARTICLE V

FUNDS

Section 1. The General Funds of this Local Lodge may be disbursed only by an order drawn by the Recording Secretary and countersigned by the President; the check in all cases to be drawn by the Secretary-Treasurer and countersigned by the President.

Section 2. The funds of this Lodge shall be deposited in a bank, insured by the Federal Government, in the name of this Lodge as a General Fund, unless hereinafter provided for. All checks must be and shall be countersigned by the President and Secretary-Treasurer of the Lodge. The General Fund, after it has reached the sum of \$10,000.00, will be maintained at that level as the lowest level it is considered practical. If, at any time, the General Fund should fall below that amount, no further pledges, donations, delegates, etc., except those that are absolutely necessary to our Lodge shall be made until the level is regained. If, however, it is the opinion of a 2/3rds majority voting in a regular Local Lodge meeting or Special meeting that funds should be withdrawn from the General Fund for a specified approvable purpose, then those funds shall be deemed available.

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

Section 4. There shall be an Emergency Fund established 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) At the end of each year, one (1%) to five (5%) percent of all monies accumulated during the year, only after paying all of the bills and expenses of the lodge shall be deposited in a bank insured by the Federal Government, in a savings account or CD in the name of IAM Local Lodge No. 2508 Emergency Fund. All withdrawals from this account must first be approved by the membership at a special meeting called for that purpose and must be countersigned by the President and Secretary-Treasurer.

(b) The funds of the Emergency Fund shall be used only after the provisions of the IAM Constitution have been complied with.

(c) At any time while Strike or Victimized Benefits are being paid from the Emergency Fund account, and the Fund is reduced by 50% by payment of such benefits, such benefits shall be reduced by 50%.

(d) It is the intention of this Lodge that the monies deposited in the Emergency Fund account of Local Lodge 2508 shall be used only in the event of a true emergency. The definition of an emergency shall be to maintain and pay for the regular and necessary monthly operating expenses of this Lodge, and only when the general checking account may be insufficient to cover such expenses. Also, in the event of a lawfully called strike by a District Lodge representing members of this Lodge, funds may be voted to be withdrawn for the purpose of administering and operating said strike.

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

Section 6. (A) In the event of the death of a member or of a member's family, the Local Chairman or Chief Steward shall order an appropriate floral offering, not to exceed \$40.00, excluding wire charges and taxes, when notified in time or a Bible. A family member shall be defined as a person the Union member is eligible to receive bereavement leave for under their respective contract, but, shall be limited to the member's spouse, children, mother, father, mother-in-law, father-in-law, grandmother, grandfather, sister, brother, daughter-in-law, son-in-law or grandchildren.

(B) In case of a birth to a member, or the wife of a member, or in the case of a confining illness to a member, the Recording Secretary or Chief Steward shall forward an appropriate card to fit the occasion, when notified in time.

Section 7. When an amount over the necessary working capital of this Local Lodge accumulates it shall be the duty of the Lodge to transfer or invest such amounts in accordance with the IAM&AW Constitution.

Section 8. Any motion to vote a sum greater than three hundred dollars (\$300.00) for any purpose, except to pay regular Lodge bills, shall be placed on the agenda and acted upon at the next regular Lodge meeting.

Section 9. The Executive Board of this Lodge shall, no later than the month of December, determine the budget of this Lodge for the following year. The Executive Board shall place on the monthly agenda, no later than the month of January, the reading of and voting on the new Lodge budget. The membership in attendance at the meeting shall vote on approval of the budget. In order to approve, the budget must be passed by a majority of the members voting. Once the budget is approved, no additional expenditures exceeding three hundred dollars (\$300.00) per line item may be approved without placing such motion on the agenda for the following month's meeting and must then pass by a 2/3rds majority of those members present and voting.

ARTICLE VI

COMMITTEES AND DELEGATES STANDING COMMITTEES

Section 1. The Committees shall be appointed by the President of the Lodge at the first regular meeting in January of each year, or elected as stated in the IAM Constitution:

1. Building
2. Educational
3. Political & Legislative
4. Bylaws
5. Press & Publicity
6. Welfare
7. Organizing
8. Membership Screening
9. Audit
10. Safety
11. Human Rights/Community Services
12. Retired Members
13. Hospitality/Social Committee
14. Women's Committee
15. Ethics Committee

Section 2. (A) To be eligible to run for or be elected as a delegate to any convention, conference, seminar, or school, a member must have attended at least 50% of regular lodge meetings held during the twelve (12) month period prior to the date of closing nominations, or have been excused from attending by the Executive Board of the lodge, with the exception of newly organized plants or shops, transfers in good standing from other I.A.M.-A.W. Lodges, and members unable to attend meetings due to conflicting work hours. In order to be excused, a member must comply with the requirements of Article I, Section 2, of the lodge bylaws.

(B) All delegates to a District Lodge Convention shall be nominated and elected in accordance with the respective District Lodge bylaws.

(C) All delegates to the Grand Lodge Convention shall be nominated and elected in accordance with Article II, Section 3 of the IAM Constitution.

(D) All other delegates representing this lodge shall be nominated by the membership, and shall be elected by a plurality vote of the membership in attendance at either a regular or special meeting, except where herein provided for.

(E) Alternate delegates to any convention, conference or school shall be determined by the succession of votes received by each remaining candidate.

(F) Each delegate to a school, conference, or convention, upon their return shall submit a report to the membership at the next monthly Lodge meeting. Also, it shall be their duty to share this information with the membership in the form of written report, to be distributed to each local chairperson to be posted on bulletin board in each shop.

Section 3. (A) The agenda for the Lodge meeting in November each year shall include nominations and the election of candidates to attend training at the I.A.M. Education Center at Placid Harbor during the following year.

(B) The Lodge may provide for two (2) members to attend each of the following: Leadership I, Leadership II, and Advanced Leadership. The third place vote getter in each group shall serve as an alternate.

Section 4. The Lodge may provide for one (1) member to attend the Editor School as deemed necessary by the Executive Board.

ARTICLE VII

DUTIES

Section 1. The duties of this Local Lodge, its officers and members shall be as set forth in the IAM Constitution.

Section 2. 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 3. 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.

Section 4. 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.

Section 5. 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 6. When an Officer, Delegate or member is conducting any business for the Lodge away from the base station, overnight expenses shall be paid as follows:

1. Per Diem paid at the I.R.S. Standards.
2. Hotel accommodations (single occupancy), to include the actual room rate plus applicable taxes.
3. Ground transportation to be defined as a taxi, shuttle van, bus or other reasonable mode of travel as required. In the event the travel may require a rental vehicle, prior approval of the Executive Board must be secured.
4. It shall be the responsibility of any member traveling on Lodge business to maintain their expenses at the lowest possible amount.
5. And any other legitimate expenses deemed reasonable and necessary by the President of the Lodge and the Executive Board, subject to the approval of the membership.
6. If an Officer, Delegate or member is conducting Local Lodge business he/she shall be paid such straight time (including shift, license, line and other premiums, but not including overtime) they have lost from their regular work.
7. Officers, Delegates or members accepting pay for lost time may not accept remuneration from any other source for the time thus covered.
8. In the event any of the above are requested or required to use their personal automobile for legitimate union purposes, they shall be reimbursed for such use by I.R.S. standards per mile for only mileage driven for union business.

In those cases where expenses are incurred by members on union business when not remaining overnight, actual, reasonable and legitimate expenses incurred will be reimbursed upon the submission of an itemized statement to the Local Lodge.

Section 7. It shall be the policy of this Lodge that no Officer nor member endorse or promote the sale of goods or services to members of this Lodge, directly or indirectly. Persons wishing to promote or present a product to members of the Lodge may be given an opportunity to make a presentation of not more than 5 minutes to the members at a regularly scheduled meeting, upon prior approval of the Executive Board.

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) During the month of March and prior to April 1 of each year, the membership will be advised by the Recording Secretary by bulletin board of the possibility of amendments, changes, additions and/or deletions to these bylaws.

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

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

(d) 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.

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

(f) 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.

ARTICLE IX

RULES OF ORDER

Section 1. Rules of Order shall be as set forth in the IAM Constitution.

ARTICLE X

ELECTION OF SHOP COMMITTEES

Section 1. The election of Shop Committees and Stewards shall be as follows:

A. United Airlines

1. Rampservice and Stores Agreement

a. The U.A.L. Local Grievance Committee shall consist of three members, one (1) Committee Chairman and two (2) Committeemen, elected by the U.A.L. ramp and stores members. Nomination and election of these officers shall be held at the same time as the Local Lodge elections. The three (3) candidates receiving the most votes shall be duly elected to the Grievance Committee with the top vote getter being elected Committee Chairman. The term shall be for three (3) years. Any vacancy shall be filled by nominations and an election no more than ninety (90) days after the vacancy occurs.

b. To be eligible to run or hold a position of Local Chairman or Committee person, the member must have served one (1) year as a Shop Steward in this Local Lodge, and have attended at least 50% of regular Lodge meetings held during the twelve (12) month period prior to date of closing nominations.

2. Customer Service Representative Agreement

a. The U.A.L. Local Grievance Committee shall consist of one (1) Committee Chairman elected by the U.A.L. Customer Service Representative membership. The term of office shall be for three (3) years. Nomination and election for this office shall be at the same time as the Local Lodge elections. Any vacancy shall be filled by nomination and election no more than 90 days after the vacancy occurs.

b. To be eligible to run or hold a position of Local Chairman, the member must have served one (1) year as a Shop Seward in this Local Lodge, and have attended at least 50% of regular lodge meetings held during the twelve (12) month period prior to date of closing nominations.

B. U.S. Air

1. Mechanical and Related Personnel

U.S. Air Local Grievance Committee shall consist of three members elected by the U. S. Air Mechanical and Related membership with the member receiving the most votes being elected as the Committee Chairman. The term shall be for three (3) years. Nomination and election of these Officers shall be at the same time as the Local Lodge elections.

2. Fleet Service Personnel

U.S. Air Local Grievance Committee shall consist of three members elected by the US Air Fleet Service membership with the member receiving the most votes being elected as the Committee Chairman. The term shall be for three (3) years. Nomination and election of these Officers shall be at the same time as the Local Lodge elections.

C. Southwest Airlines

Southwest Airlines shall have one (1) Chief Shop Steward elected by the Southwest Customer Service membership. Nomination and election for this office shall be the same time as the Local Lodge elections. The term of office shall be for three (3) years.

D. 1. All other groups in the Local Lodge will set up Committees as their District decides. Nomination and election of these Officers shall be at the same time as the Local Lodge nominations and elections. The term shall be for three (3) years.

2. In the event of a newly organized property, a special election may be held. Those elected shall finish out the balance of the three (3) year term in accordance with the Local Lodge regular elections.

E. The election or appointing of Shop Stewards will be decided by the appropriate shop or Grievance Committee.

F. 1. To be eligible to run or hold the position of Local Chairperson/Chief Steward or Committee person, the member must have served one (1) year as a Shop Steward in this Local Lodge, and have attended at least 50% of regular Lodge meetings held during the twelve (12) months period prior to the date of closing nominations or have been excused from attending by the Executive Board of the Lodge.

2. In the event there are no candidate(s) that qualify under the Shop Steward, or the meeting requirements, the Lodge President, with Executive Board approval, may waive these requirements in order to provide a candidate(s) for representation on all properties.

Section 2. Committee Chairpersons and/or Chief Stewards shall be responsible to the Local Lodge for the actions of their committees. They shall see that it conducts its affairs in an efficient manner and in accordance with IAM policy and objectives. They shall keep a complete record of all action take and results achieved. Answers to grievances will be given to the shop stewards involved by copy of same. They shall report to the Local Lodge at each regular meeting and submit any reports required of the Committee by the District Lodges.

ARTICLE XI

ELECTIONS

Section 1. (A) The general election of this Lodge shall be held every three (3) years. The three (3) year term shall commence with the general election to be held in December, 1998, and every third year thereafter.

(B) 1. At the first or only meeting in November of election year, nominations for the general election of the following Local Lodge Officers shall be made: President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor/Sentinel, and three (3) Trustees. Nominations shall also be made for three (3) Local Lodge Auditors, Shop Committee Chairperson/Chief Steward and Committee members on each property as prescribed in Article X, Section 1 of these bylaws.

2. When preparing the election ballots, the order in which the names shall appear will be established by a lottery drawing of all nominated and qualified candidates. The Recording Secretary and no less than two (2) members of the Executive Board shall conduct the lottery drawing.

3. Any candidate may request in writing, before the close of the nominating meeting, that his/her name appear on the ballot to include a commonly used nickname.

(C) Not later than sixty (60) days prior to the date of the election for Local Lodge Officers and Grievance Committee persons, the Recording Secretary will by government mail send notice of the date, time, and location of both the nominations and election to all members in good standing and entitled to participate. This notice shall be mailed to each member qualified to vote at his/her last known home address. Each member shall be responsible for informing the Local Lodge Financial Secretary in writing of any change of address.

(D) The general election of this lodge for all lodge Officers, Shop Committee Chairpersons and/or Chief Stewards, and Shop Committee members, shall be conducted at the same location where the regular lodge monthly meetings are held.

(E) The polls for the general election of this Lodge shall be open from 7:00 a.m. to 7:00 p.m.

(F) The hours and method of District Lodge and Grand Lodge elections shall be set forth as determined by their respective bylaws and/or the IAM Constitution.

(G) Procedures and hours for contract ratification voting shall be as set forth by the respective District Bylaws.

Section 2. (A) Absentee ballots will be made available for any qualified member in good standing and who meets the requirements for an absentee ballot for the following elections: the General Election of this lodge; District Lodge election and as required by the respective District Bylaws; Grand Lodge election and as required by the IAM Constitution; and for any other election as required by District Bylaws and/or the IAM Constitution. When in question, the IAM Constitution shall prevail in regard to the requirements to provide absentee ballots for any election.

(B) Any member who resides more than twenty five (25) miles from the designated polling place, members who are either confined due to a verified illness or on leave qualifying under Family Leave Laws, or on vacation, or on official IAM business approved by the Local Lodge, District Lodge or Grand Lodge, or on an employer travel assignment, or Reserve Military Leave shall be furnished an absentee ballot.

(C) Any member entitled to receive an absentee ballot shall make a written request for same to the Recording Secretary of the Local Lodge by delivering in person or mailing such request not later than thirty (30) days prior to the date of election.

(D) The Recording Secretary shall mail the absentee ballot within five (5) days of receipt of request if the records of the Local Lodge indicate that the applicant is eligible to vote in the election, and qualifies for an absentee ballot.

(E) All absentee ballots shall be returned by official Government mail to the Recording Secretary at the Local Lodge address.

(F) For absentee ballots to be counted, they must be received in the last mail delivery to the Local Lodge and in no case later than the close of the polls on Election Day.

Section 3. During the Lodge meeting in the month prior to an election, three (3) tellers shall be appointed.

Section 4. (A) The candidate(s) for Local Lodge office and for Local Committee office receiving the highest number of votes cast for that respective office shall be declared duly elected.

(B) In case that candidates for any office receive an equal number of votes or "tie vote", their names shall be resubmitted and a special run-off election will be held until one (1) of the candidates receive a greater number of votes than the other candidate(s) contesting for the same office.

Section 5. It shall be the duty and responsibility of the Lodge President and the Recording Secretary to prepare and conduct the elections of this Lodge in accordance with the Bylaws of the Lodge, any District representing members of this Lodge, the Grand Lodge, and the provisions of the I.A.M. Constitution.

Section 6. The elections of this Lodge shall comply with the provisions of Article B and Article III as set forth in the IAM Constitution.

Section 7. A special election to fill a Grievance Committee vacancy may be held on that respective property with the approval of the Lodge President and Executive Board.

Section 8. If deemed necessary, a Committee vacancy may be filled by a temporary appointment by the Lodge President with the Executive Board approval. Such appointment shall be for a reasonable period needed to hold a special election. Such period shall not exceed ninety (90) days.

ARTICLE XII

Section 1. Nothing in these bylaws shall be construed or applied in a manner that will conflict with the provisions of the IAM Constitution. All matters arising and not specifically covered by these bylaws shall be governed by the IAM Constitution.

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

Ricky Wallace