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Approved: 12-16-15
Effective: 1-1-16

BYLAWS OF DISTRICT LODGE NO. 141

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

PREAMBLE:

In order to improve job protection, wages, working conditions, collective bargaining, grievance procedures and the human dignity of our membership, we, the various Local Lodges holding Charter with the International Association of Machinists and Aerospace Workers (Hereafter called IAM), join together in the forming of a District Lodge, and are to be governed by these Bylaws adopted by referendum vote and approved by the International President.

ARTICLE I - NAME AND PURPOSE

Section 1. This Body shall be known as District Lodge No. 141 (hereafter called the DL). The DL shall be maintained for the furtherance of the basic purposes outlined in the Preamble and the perfection of the Organization of the Journeymen, Specialists, Helpers, Production Workers and Apprentices, and other employees of air carriers and related air transport service companies within the jurisdiction assigned the DL by the IAM.

Section 2. This District Lodge shall work in harmony with the other District Lodges of the IAM and associate and share in the common benefits derived from organization and brotherly affiliation.

ARTICLE II - MEMBERSHIP

Section 1. This District Lodge shall be composed of Local Lodges whose membership are employed by Hawaiian Air-lines, Incorporated; United Air Lines, Incorporated; American Airlines, Incorporated; Philippine Airlines, Incorporated; Spirit Airlines, Incorporated; Flagship Airport Services, Incorporated; Scientific Concepts, Incorporated and such other groups who become affiliated with District Lodge 141.

Section 2. It is the highest tribunal of the IAM within its limits, and under the general laws of the order, subordinate only to the Grand Lodge or the IAM Constitution, and no Local Lodge shall make laws in conflict of this District.

ARTICLE III - HEADQUARTERS

Section 1. The District Lodge 141 Executive Board shall establish the main office and/or the minor offices of the District.

ARTICLE IV - CONVENTIONS

Section 1. This District Lodge shall meet annually in Convention, but will not meet the year the Grand Lodge Transportation Conference is held. The District Lodge Convention will occur within the last two weeks of September, the month of October and/or the first two weeks of November. The exact date and place shall be determined by the Executive Board and the Local Lodges shall be notified at least thirty (30) days in advance of Convention date.

Section 2. Special sessions will be held at such time and place as shall be called by a majority of the Executive Board, by a majority of the Local Lodges affiliated with the District Lodge, or by a majority of Delegates by voting power.

Section 3. The Conventions of this District Lodge shall be composed of the District Executive Board members and the Delegates properly elected and authorized by their Local Lodges.

Section 4. Should any member of the District Executive Board fail to be designated as a Delegate from his Local Lodge, said member shall attend such regular and special Convention and act in his official capacity with a voice but with no vote as a Delegate.

Section 5. A quorum shall consist of a majority number of authorized Delegates representing a majority number of Local Lodges affiliated with this District Lodge.

Section 6. Members of any District Negotiating Committee or other Committees which may be established and members of the Executive Board will receive their regular salary when called from their regular work to serve on District Lodge matters. In addition per diem will be paid in accordance with the District Lodge financial policy if called away from home, plus transportation expenses, if passes are not available.

All reference to expense allowance for District Lodge Officers shall be in accordance with the financial policy adopted by the District Lodge Executive Board.

Section 7. It shall be the duty of the Recording Secretary to notify the District Secretary-Treasurer, by the fifteenth (15th) of July of each year, the names of the Delegates of their respective Local Lodges.

Section 8. The President/Directing General Chairman shall call a conference for the Local Lodge Grievance Committee Chairmen, Committee Secretaries and Committee Person of Local Lodges in District 141 annually for a minimum of two days' duration which shall not be held in conjunction with any other meeting, conference or convention. The primary purpose of the Committee Conference shall be of a workshop nature for each segment or combined segment of the membership (as described in Article II, Section 1 of the Bylaws) represented by the District. The subject matter to be discussed shall pertain to grievances in all levels, including arbitration and contract language. The expense and lost time for the Local Representatives shall be borne by the respective Local Lodges, except that a Local Lodge may, prior to Conference time, apply to the District Lodge Board for assistance in the payment of not more than one (1) Representative. The District Lodge Executive Board may grant whatever assistance is warranted but not more than the expenses and lost time of one (1) Representative.

Section 9. The District Secretary-Treasurer will provide each convention delegate with the names and addresses of elected delegates to the convention forty-five (45) days prior to the convention. Delegates will be notified of their convention committee assignments thirty (30) days prior to convention.

Section 10. Minutes of the convention will be taken by a court reporter with copies being made and sent to all delegates, district lodge officers and local lodge recording secretaries, not later than forty-five (45) days after said convention transcripts are received from the court reporter.

ARTICLE V - DELEGATES -- ELECTION, QUALIFICATION AND EXPENSES

Section 1. In the first week of March, a call for nominations to the District 141 Convention to be sent to all Locals. District Delegates shall be elected not later than the first meeting of each Local Lodge in the month of June, and shall be elected by a plurality vote of their respective membership voting, using the votes of members in good standing with the Local Lodge that are under the jurisdiction of the District Lodge and complying with Grand Lodge Constitution and Circulars. The term of office for Delegates shall be from July 1st to July 1st of the following Convention year.

Section 2. Delegates must be members in good standing in the IAM for not less than one (1) year and not less than one (1) year continuous good standing in their respective Local Lodges, except in the case of a newly affiliated Local Lodge. Delegates must also comply with their respective Local Lodge Bylaws meeting attendance qualifications.

Section 3. A Delegate from a newly affiliated Local Lodge must be in good standing from the time he was elected by his Local Lodge.

Section 4. Any Delegate whose Local Lodge is two (2) or more months in arrears in per capita tax to the District Lodge shall not be entitled to a seat in the District Lodge Convention.

Section 5. Delegates' expenses shall be paid by their respective Local Lodges, except that a Local Lodge may, prior to Convention time, apply to the District Lodge Executive Board for assistance in the payment of expenses of not more than one (1) Delegate. The District Lodge Executive Board may grant whatever assistance is warranted but not more than the expenses and normal lost time of one (1) Delegate.

Section 6. Any Delegate to this Body leaving the service of the air carriers or air transport companies whose employees are represented by the DL, or transferring to other points, shall at once be considered resigned and his successor shall immediately be elected and the District Lodge Secretary--Treasurer so notified of this change.

Section 7. Local Lodges not electing Delegates may authorize Delegates from another Local Lodge to represent them. In such cases, they shall bear their share of the Delegates' expense on a per capita basis. This authorization must be in writing with seal attached.

ARTICLE VI - REPRESENTATION AND VOTE

Section 1. Each Local Lodge will be entitled to one (1) vote for the first one hundred (100) members or fraction thereof and one (1) additional vote for each additional one hundred (100) members or major fraction thereof.

(a) The number of votes each Local Lodge is entitled to shall be computed upon the number of members in the Local Lodge based on the Local Lodge report for July furnished to the Secretary-Treasurer of District Lodge No. 141 in the Convention year involved.

Section 2. Delegates from Local Lodges sending more than one (1) Delegate will have their voting power equally divided.

ARTICLE VII - GRIEVANCES

Section 1. All Grievances arising in this District Lodge, which cannot be settled by the Local Lodge Committee, if determined a proper matter, will be referred to the President/Directing General Chairman.

Section 2. All grievances must be reduced to writing and be accompanied by a comprehensive brief when presented to the President/Directing General Chairman and must be acted upon without unnecessary delay.

Section 3. All grievances referred to the President/Directing General Chairman by a duly authorized Local Lodge Committee must bear the signature of a member of said Local Lodge Committee.

Section 4. It shall be the duty of any elected Officer to promptly answer all correspondence addressed to him over a seal of a Local Lodge which is a member of the District Lodge.

Section 5. It shall be the responsibility of the Chairman and/or Committee of each Local Lodge Grievance Committee to submit a copy of all second step grievances to the District Lodge Assistant General Chairman.

Section 6. It shall be the responsibility of all Assistant General Chairmen to write close-out letters of all grievances that have been withdrawn, to Local Lodge Grievance Committee, Grievant and President/Directing General Chair.

Section 7. It shall be the responsibility of the President/Directing General Chairman or his/her designee to send to all Local Lodges Grievance Committee Chairmen and/or Committee Person a quarterly report from their respective agreement on all Third and Fourth Step grievances. The President/Directing General Chairman or his/her designee will send to all the Local Lodge Committee Chairmen and/or Committee Person within 30 days of receipt, copies of all System Board decisions.

ARTICLE VIII - DISTRICT OFFICERS QUALIFICATIONS AND ELECTION

Section 1. (a) The Officers of this District Lodge shall consist of a President/Directing General Chairman who shall be the Chairman of the Executive Board, the Vice President for Lines West; Vice President for Lines East; a Vice President for the Hawaiian Area; a Vice President for Guam; four (4) Vice Presidents at Large; a Secretary-Treasurer and the necessary number of Assistant General Chairmen to properly service the membership; these shall constitute the Executive Board. Trustees shall be added to the Executive Board per Section 6 (a) of this article.

(b) The President/Directing General Chairman of the District Lodge shall appoint three (3) tellers to assist in conducting the election in a fair and impartial manner.

(c) This Committee shall be empowered to investigate District Lodge elections and/or referendums at District Lodge expense. They shall make such recommendations to the District Lodge or Local Lodges, or to the Grand Lodge as they feel warranted as a result of their investigations.

(d) This Committee will be the Election Tellers at all District Lodge elections or District Lodge referendums.

Section 2. For the purpose of these Bylaws and until changed by action of the District Lodge, Lines East shall be designated as including Omaha and East; Lines West shall include West of Omaha to and including the West Coast; Hawaiian Area shall include the Hawaiian Islands.

Section 3. (a) The candidates for President/Directing General Chairman and Assistant General Chairmen must have been in continuous good standing for at least 2 years and must be working at the trade one year immediately prior to their nomination and free from any delinquencies of any nature to the Local Lodge, District Lodge or the Grand Lodge (in accordance with the Grand Lodge Constitution).

(b) All other candidates for District Lodge office shall be members in good standing in the IAM for not less than one (1) year and not less than one (1) year continuous good standing in District Lodge No. 141, except the Vice Presidents must be selected from the membership they are to represent and the Vice President for the Hawaiian Area must be domiciled in the Hawaiian Islands.

Section 4. All Officers of the Executive Board shall be employed by Hawaiian Airlines, Incorporated; United Air Lines, Incorporated; American Airlines, Incorporated; Philippine Airlines, Incorporated; Spirit Airlines, Incorporated and such other groups who become affiliated with it.

Section 5. The President/Directing General Chairman, all Assistant General Chairmen, eight (8) Vice Presidents, Secretary-Treasurer and three (3) Trustees shall be nominated and elected by referendum vote.

(a) The Vice President East and West and the President/Directing General Chairman, or his designated Assistant General Chairman, will comprise the Negotiating Committee for all U.A.L. Rules Negotiations, except for the Security Officers Agreement.

(b) In addition to Negotiating Committee members as outlined above, Local Lodges shall have the right to send members as advisors to negotiations for U.A.L. Agreements. No Local Lodge shall have the right to send more than four (4) advisors. Any Local Lodge that desires to send advisors shall contact the Chairman of the Negotiations Committee to appear. Advisors shall act in an advisory capacity to the Negotiations Committee and to any of its Sub-Committees, before or during negotiations. Lost time and expenses shall be borne by the Local Lodge. Advisors requested to attend by the Negotiating Committee shall have lost time and expenses paid by the District Lodge.

(c) For negotiations of the Security Officers' Agreement with UAL and negotiations of Agreements on lines other than United Air Lines, the General Chairman or his designee will conduct all negotiations with any Committee selected by the affected Local Lodge who will be paid for lost time, either by the Company or the Local Lodge. District Lodge No. 141 will pay reasonable and necessary expenses for these Committees in conformance with District Financial Policy on approval of the Conductor of the negotiations. The District Lodge Executive Board reserves the right to limit the number of Committeemen that will be paid expenses. The District Lodge is to pay for expenses and lost time for up to two (2) members in Negotiating Committees in contracts administered by District Lodge No. 141.

Section 6.

(a) President/Directing General Chairman, (1) Secretary-Treasurer (1) Vice President East, (1) Vice President Hawaii, (2) Vice President at large, (2) Trustees and Assistant General Chairman now filling terms that expire in 2016 shall stand election in 2016 for a four (4) year term.

(b) (1) Vice President West, (1) Vice President Guam, (2) Vice President at Large, (1) Trustee and Assistant General Chairmen now filling terms that expire in 2018 shall stand election again in 2018 for a four (4) year term.

Section 7. Election Notice

(a) No later than the first week of October preceding an election year, the District Secretary-Treasurer shall issue a circular to all Local Lodges Recording-Secretaries and Presidents affiliated with District Lodge 141, calling for endorsement for nominees and election for District Lodge offices.

(b) Each Local Lodge Recording Secretary will supply the District Secretary-Treasurer with the location(s) of the Nomination Meeting, Nomination Endorsement Vote and District Lodge Officer election by the first week of November preceding an election year.

(c) During the last two weeks of December, preceding an election year, the District Secretary-Treasurer shall notify by mail all members affiliated with District Lodge 141 notice of the nomination, election and absentee ballot process at their last known home address. The notice will inform members of the date, times and location(s) of the Nomination

Meeting, Nomination Endorsement Vote, and District Officer Election and contain instructions and qualifications to request an absentee nomination form and absentee ballot for Nomination Endorsement and the District Officer Election. Only those members such as at-home reservation agents who work more than 150 miles from their scheduled Local Lodge nomination meeting location or are scheduled to work or travel for work on the nomination and/or endorsement vote meeting dates can nominate a candidate by mail to their Local Lodge Recording Secretary and vote by mail on endorsements. Requirements for voting by absentee ballot are set forth in Article II, Section 3 of the IAM Constitution and in Section 10 (Absentee Ballots) below.

Section 8. Nominations

(a) A special nomination meeting will be held in each Local Lodge on the first Friday of the following February from 6:00 am to 8:00 am and from 6:00 pm to 8:00pm.

(b) A valid nomination must have the nominator's and candidate's names, Local Lodge and book numbers. The nominee and nominator must be in good standing. The deadline to submit written nominations to the District Lodge Secretary Treasurer for those eligible to nominate by mail is the Thursday preceding the first Friday in February of an election year.

(c) The nomination endorsement vote (if necessary) will be held on the first Friday in March of an election year from 6:00 am to 8:00 am and from 6:00 pm to 8:00 pm. Absentee endorsement ballots must be received in the mail by the District Lodge Secretary Treasurer no later than the first Friday in March.

(d) The order of the nomination endorsement vote ballot shall list the incumbents first and then all remaining candidates in alphabetical order. Local Lodge endorsements will be determined by a plurality of votes for each contested District Lodge office. In the event of a tie, a recount will immediately take place and if still tied, a Local Lodge Teller will conduct a coin toss to determine the winner.

(e) Within five (5) days after the close of the nomination endorsement vote, the Recording Secretary of the Local Lodge shall forward to the Secretary-Treasurer of the District Lodge, by express mail, a list of all endorsements upon the forms provided them by the District Secretary-Treasurer.

(f) All endorsements for nominations in order to be tabulated must bear a postmark of not later than five (5) days after the close of the nomination endorsement vote.

(g) The District Secretary-Treasurer shall immediately upon tabulating the endorsements, notify all nominees of the results of this tabulation by express mail. The nominees, after receiving this notification, shall advise the District Secretary-Treasurer not later than the second Friday of April, by express mail, of their acceptance or rejection of the nomination. If no communication is received from a nominated candidate, the nominee shall be deemed to have declined the nomination. Any nominee receiving endorsements from at least ten [10] Local Lodges or more and accepting the nomination shall be a bona fide candidate and have his/her name placed

upon the ballot. The District Secretary-Treasurer shall immediately notify all nominees by express mail that their names shall appear on the ballot.

Section 9. Election Procedures

(a) No nominee may be a candidate for more than one (1) office. In the event there is only one (1) nominee for any of the respective offices; the nominee's name will appear on the ballot without opposition. "Write-in" votes are not permitted and will not be tabulated.

(b) The election of District Lodge Officers will be held the second Friday in June from 6:00 am to 6:00 pm.

(c) After the foregoing provisions have been complied with, the District Secretary- Treasurer shall, not later than May 1st, prepare the ballot and have printed thereon the names of all eligible candidates, together with the book number and the Local Lodge of which they are respectively members at the time of nominations, said names to be arranged in order according to the number of endorsements received by each candidate for each office stated.

(d) All ballots shall bear the seal of the District Lodge and be so arranged that a voter may with ease designate his choice by marking (X) opposite names of those candidates for whom s/he wishes to record his or her vote.

(e) The District Secretary-Treasurer shall supply all Local Lodges with a sufficient number of ballots (without charge and no other ballots are to be used) to enable each District Lodge 141 member in good standing to cast a vote.

(f) The District Secretary-Treasurer shall furnish tally sheets in triplicate to tally the votes of the members of the Local Lodges.

- i. One (1) tally sheet shall be given to and retained by the Local Lodge Recording Secretary.
- ii. One (1) shall be enclosed in a sealed and signed container with the ballots/ stubs and returned by express mail to the District Secretary Treasurer.
- iii. One (1) shall be forwarded to the District Secretary- Treasurer by fax or e-mail immediately after the tally.

Section 10. Absentee Ballots

(a) Absentee Ballot information as to who is eligible to receive an Absentee ballot as hereafter provided shall be communicated to such members in the notice mailed in December preceding an election year as set forth in Section 7 above.

ballot are: (b) Members eligible to vote in the District Lodge Election by absentee

- Members who reside in outlying districts more than twenty-five (25) miles from the designated balloting place.
- Members who are confined because of verified illness
- Members on leave qualifying under Federal, State or Territorial family leave laws.
- Members on Vacation (does not apply to retired members)
- Members on official IAM business approved by LL, DL or GL.
- Members on employer travel assignment.
- Members on reserve military leave

(c) All requests must be made singly, in writing, by the requesting member and delivered by mail to the District Secretary Treasurer. The following provisions apply: (1) the written request for an absentee ballot must be received by the District Lodge Secretary-Treasurer not later than 30 days before the election; (2) the request must contain the members full, current address; (3) the member must sign the request; (4) if the records of the Lodge indicate that the applicant is eligible to vote in the election, the District Lodge Secretary Treasurer shall immediately mail the absentee ballot once ballots have been printed; (5) if, in the judgment of the District Secretary Treasurer, the member is not entitled to vote by absentee ballot, the member will be so notified, in writing, as soon as possible but no more than 10 days after receipt of the request for an absentee ballot.

(d) The requesting member will mark his/her ballot and mail it to the District Lodge Secretary Treasurer in the proper envelopes provided by the District Secretary Treasurer along with the absentee ballot, in accordance with the instructions so as to be received by the Secretary Treasurer at the designated P.O. Box no later than the second Friday in June, the day on which the election is held.

(e) The District Secretary Treasurer, accompanied by the District Tellers will retrieve absentee ballots from the designated P.O. Box and turn them over to the District Tellers together with all mail ballot requests prior to the close of the polls at the latest local lodge voting location on the day of the election.

Section 11. Polling

(a) At the first Local Lodge meeting held in the month of May in an Election year, each Local Lodge President shall appoint at least three (3) members as Tellers who shall receive, record and count the votes of members of their Local Lodges. In case one (1) or more of said Tellers are unable to act, then the President of the Local Lodge shall fill the vacancy by appointment.

(b) Votes shall be received by the Local Lodge Tellers from the opening of the polls at 6:00 am to the closing of the polls at 6:00 pm on the second Friday in June.

(c) All ballots must be marked in ink. All votes shall be deposited in the presence of at least two (2) of the Tellers. Each candidate shall be entitled to an Observer at the voting and tabulation of ballots.

(d) All ballots containing erasures, any type of mutilation made by a voting member or where the intent of the voter cannot be determined shall be voided with respect to the vote for all races on the ballot in which the defect is identified. The voting member can return a spoiled ballot to the Local Lodge Tellers and exchange it for a new ballot.

Section 12. Tabulation

(a) The President/Directing General Chairman of the District Lodge shall appoint at least three (3) Tellers to assist in conducting the election in a fair and impartial manner.

(b) The District Secretary-Treasurer shall be the custodian of all ballots and tally sheets and he/she shall, after the District Lodge Tellers are duly organized and on their demand, surrender unopened and in their original envelope or packet, all ballots and tally sheets.

(c) The District Lodge Inspectors of Elections and Tellers shall meet with the District Secretary-Treasurer ten days after the Election Day and proceed with the count.

(d) The ballots and tally sheets shall be opened only by at least three (3) District Lodge Tellers. Ballots and tally sheets not mailed in accordance with these Bylaws shall not be counted.

(e) The District Lodge Tellers shall have full charge of the counting of the ballots and prior to the counting of the ballots must adopt rules to govern their work.

(f) Observers for candidates may be present to watch the tabulation of votes by the District Lodge Tellers.

(g) After they have counted and tabulated the votes cast in each Local Lodge and absentee ballots for the respective candidates, the District Secretary-Treasurer will have the signed reports of the Tellers printed and a copy emailed to each candidate. He/She shall also publish a Lodge-by-Lodge tally on the District Lodge website within seventy-two (72) hours. The nominee receiving the highest number of votes for that respective office shall be declared duly elected by the District Lodge.

(h) In the event of a tie vote for any office, there will be a mandatory recount. If the candidates remain tied after the recount, the District Lodge Tellers will conduct a coin toss to determine the winner.

(i) The District Lodge Secretary Treasurer will retain all election records in a sealed container for a period of one year after the final vote tally.

Section 13. The candidates declared elected by the District Lodge Tellers will be installed into office to which they are elected at the regular Convention in election years or in the year of a Grand Lodge Transportation Conference in a Board meeting in the month of October.

ARTICLE IX - DUTIES OF OFFICERS

Section 1. (a) The President/Directing General Chairman of the District Lodge shall attend all meetings of the District Lodge and shall have the power to call special meetings of the Executive Board. He or his designated representative shall investigate any grievance that shall arise and endeavor to adjust same. He shall advise and counsel the membership and use his best efforts to organize workers within a jurisdiction assigned by the General Vice President. He shall report monthly to the membership all matters of interest relating to his office and perform all other duties and obligations pertaining to his office. He shall represent the District Lodge when attending meetings called by the Grand Lodge or by the AFL-CIO, which are of interest to the Air Transport Industry. He shall assign and direct the activities of the duly-elected General Chairmen, including their respective domiciles. He shall be responsible for the supervision and maintenance of the District Lodge office(s) as may be established. He shall enforce the Constitution of the International Association of Machinists and Aerospace Workers and decide all questions of order and usage according to the provision of these bylaws.

(b) For the faithful performance of his duties, the General Chairman shall receive the following monthly salary rate:

Effective Date	October 1, 2014
First six months of service	\$11,329.58
Second six months of service	\$11,448.50
Thereafter	\$11,532.67

The President/Directing General Chairman will receive a per diem while away from his designated headquarters in the regular performance of his duties. Per Diem will be paid in accordance with District Lodge financial policy.

(c) The President/Directing General Chairman will be granted an annual vacation equal to that which he would receive if working under the terms of the Agreement.

Section 2. (a) The Assistant General Chairman shall attend all meetings of the Executive Board. They shall assist the President/Directing General Chairman in all functions and shall be responsible for organizing employees covered by District Lodge No. 141, and shall be responsible to the President/Directing General Chairman.

(b) For the faithful performance of their duties, each Assistant General Chairman shall receive the following monthly salary rate, effective **October 1, 2014**:

First six (6) months' service	\$9,341.30
Second six (6) months' service	\$9,432.54
Thereafter	\$9,525.30

In addition, a per diem while away from his designated headquarters in the regular performance of his duties.

(c) Each Assistant General Chairman will be granted an annual vacation equal to that which he would receive if working under the terms of the Agreement.

Section 3. (a) The Secretary-Treasurer shall attend all meetings and conduct correspondence of the District Lodge, excepting as otherwise provided. He shall keep a correct account of the finances of the District Lodge. He shall receive all monies due to the District Lodge and pay all legitimate bills of the District Lodge. He shall make a report to the District Lodge every month and shall semi-annually submit the financial accounts to the Auditing Committee. The first audit to be held in the month of March and the second audit to be held in the month of September. Each Local Lodge Financial Secretary shall furnish the Secretary-Treasurer with a correct report of the total membership in the Local Lodges affiliated with District Lodge No. 141 each month and he shall prior to the annual Convention, have the latest report ready for the Convention. He shall perform all other duties pertaining to his office and such other duties as the District Executive Board or District Lodge President shall assign.

(b) It shall be the duty of the Secretary-Treasurer to make an annual budget of all expenditures of this Lodge (excepting per capita) in the month of July for the ensuing year upon completion of the June audit. All subsequent reports of the Auditing Committee shall be accompanied by a recapitulation of expenditures of funds drawn against the annual budget.

(c) He shall be required to take an annual vacation equal to that which he would receive working under the terms of the agreement. For the faithful performance of his duties, the **Secretary-Treasurer shall receive \$9,492.14 per month, effective October 1, 2014** with the same privilege for salary increases as has been established for Assistant General Chairmen and in addition will be compensated for legitimate District Lodge expenses.

The salaries of the full-time representatives (PDGC, AGC & ST) shall be increased each successive year as of the **1st of January, 2015**, as provided for in Article XI, Section 1, of the Grand Lodge Constitution. The Executive Board may freeze the salaries of the full-time representatives (PGC, GC, & ST) to protect the treasury of the District, with written notification to the IP and hers/his approval of such action taken.

(d) The Secretary-Treasurer shall keep correct records of all meetings of the Executive Board. He/she shall cause the proceedings of all meetings of the Executive Board to be published and a copy made available to each Local Lodge and to each member of the District Lodge 141 Executive Board.

Section 4. (a) The Vice President East, Vice President West, Vice President at Large and Vice President Hawaiian Area will each receive \$75.00 per month as salary except when on full time District Lodge salary. Then they shall receive Assistant General Chairman's salary. In addition, they will be compensated for legitimate District Lodge expenses.

(b) Vice Presidents East, West, At Large and Hawaiian Area, must visit their respective territories at least twice a year other than during Agreement ratification.

Section 5. (a) No full time salaried District Lodge Officer will be a member of any Local Lodge Grievance Committee.

(b) All office supplies for the District Lodge Office will be approved by the Secretary-Treasurer and/or President/Directing General Chairman or an Assistant General Chairman in accordance with District Lodge Financial Policy before being purchased.

(c) The expenses of the President/Directing General Chairman and Assistant General Chairman will be submitted to a Trustee for approval. All other expenses will be submitted to the President/Directing General Chairman for approval.

(d) District Officers shall receive compensation for unused vacation not to exceed the previous calendar year accrual and current vacation accrued during the calendar year of leaving office.

(e) All checks drawn by the Secretary-Treasurer will be countersigned by the President/Directing General Chairman or Vice President of District Lodge No. 141 and shall bear the seal of this District Lodge.

(f) The Secretary-Treasurer of District Lodge No. 141 will have the books audited by a Grand Lodge Auditor before Convention convenes and report of audit submitted to the Executive Board.

(g) The District Lodge 141 Secretary-Treasurer will furnish to each affiliated Local Lodge Financial Secretary a breakdown of the salaries and expenses filed with the LM2 to each District Executive Board member every year upon request.

Section 6. The Board of Trustees shall have charge of all property belonging to the District Lodge, shall see that all books are properly kept and at the time of the semi-annual audit, assist the Auditing Committee in the examination of all books and accounts and verify the report of the Auditing Committee by attaching their signature thereto. The auditing of the books of the District Lodge shall not be delayed because of the failure of one or more of the trustees to be in attendance. The auditors shall proceed to carry on the work in the same manner as though all the trustees were present. The trustees shall be liable to the Grand Lodge for all funds and other property of the District Lodge under their

control. They shall perform any other duties as the District Executive Board or District Lodge President/Directing General Chairman shall assign.

Section 7. There shall be three District 141 auditors who shall serve staggered terms with one member elected from among the delegates at each convention, with no more than one auditor from any one local lodge. The election of the auditor whose term expired during the Grand Lodge Convention year will be held the year prior. It is understood that adoption of the Bylaws will set forth a special nomination and election of staggered term auditors at the next District 141 Convention.

ARTICLE X - DUTIES OF THE EXECUTIVE BOARD AND FILLING VACANCIES

Section 1. (a) Between Conventions all executive and judicial powers of the District Lodge shall be vested in the District Lodge Executive Board except those spelled out as duties of the Judiciary Committee. Whenever practical, the Vice Chairmen of the District Lodge shall act as members of the System Board of Adjustment.

(b) The District Lodge Executive Board shall have the power to require reports from any Officers, or General Chairmen, or Local Lodge Committeemen of the District Lodge or a Local Lodge, or to remove such Officers or General Chairmen or Local Lodge Committeemen as provided for in the IAM Constitution.

(c) Meetings of the District Lodge Executive Board shall be called by the President/Directing General Chairman from time to time as the affairs of the District Lodge require consideration, and meetings must be called by him upon request of a majority of the Officers composing the District Lodge Executive Board.

(d) When such vacancies occur in the District Lodge elective Officers or General Chairmen or when the District Lodge Executive Board determines that the number of Assistant General Chairmen should be increased, the District Lodge Executive Board shall appoint a qualified member of the District Lodge to fill the office in question. When such vacancies are filled, the acting Officers or General Chairmen will hold office or position until such time as a special or regular election is held, which period shall not exceed twenty-four (24) months.

ARTICLE XI - PER CAPITA TAX

Section 1. Effective July 1, 2007, the District Lodge shall be maintained by a per capita tax of an amount equal to sixty-seven percent (67%) of the Grand Lodge per capita tax per month on all members, and in addition, each Local Lodge affiliated with the District Lodge shall pay a per capita tax of \$15.00 to the District Treasurer for each initiation and reinstatement fee. District Lodge 141 will act in compliance with January 1, 2005 Constitution mandate. To comply we recognize that the District Lodge will incur additional expense. To offset this outlay the District will charge a per member non revenue fee. The initial fee will be fifty cents per member. This fee will not result in a dues increase for District 141.

Section 2. The District Lodge and each Local Lodge shall place 24 per member per month into the Adolph Stutz Memorial Scholarship Fund. This Scholarship will be awarded annually on a competitive basis to qualified applicants. The applicants must be a child, spouse and/or dependent grandchild (as defined by the I.R.S.) of a member in good standing for one year or more with District

Lodge 141 - IAMAW. The competition is also open to any members of District Lodge 141 - IAMAW with one year or more in good standing. In order to apply, the applicant must be a graduating high school senior or be currently enrolled full time and/or commencing college full time. District Lodge 141 Officers, Scholarship Committee members and their families are not eligible. Only one award per family is allowed per year. Applications must be signed by your Local Lodge President or Recording Secretary. A committee appointed by the General Chairman shall have full control of the type of contest, the rules and the judging, including the selection of an impartial judge not affiliated with District Lodge 141 - IAMAW.

Section 3. A District Lodge Education Fund shall be set up and shall be maintained by a per capita tax of 50¢ per month on all dues paying members. A financial report shall be sent to each Local Lodge, semi-annually, on all funds collected and spent.

ARTICLE XII - AMENDMENTS AND REFERENDUMS

Section 1. These bylaws may be amended or changed by proposals submitted sixty (60) days prior to a District Lodge Convention, and also proposed bylaw must be distributed to delegates thirty (30) days prior to convention, and also ratified in a referendum held on the first or only Local Lodge meeting no later than the month of March of the following year by a majority of all votes cast by the members of the affiliated Local Lodges, and subsequently approved by the Grand Lodge. The amendments or changes shall become effective as stipulated by the approving Grand Lodge Officer.

Section 2. Between Conventions any Local Lodge affiliated with the District may propose amendments or changes to these Bylaws or propose a referendum vote on policy matters by submitting same in writing to the District Secretary-Treasurer. The Local Lodge will send copies of such proposed amendments, or changes to the Bylaws or policy, to all other Local Lodges at the same time they are sent to the Secretary-Treasurer as any changes must be endorsed and the District Secretary-Treasurer notified by at least ten (10) other Local Lodges within forty-five (45) days after the date the proposing Local Lodge mails submission to the District Secretary-Treasurer. If endorsements are not received by the District Secretary-Treasurer within this specified time, the proposals are null and void. Changes to any Article or subdivision of the Bylaws or policy approved or not approved by a referendum vote of the membership may not again be submitted for change for at least twelve (12) months or the next Convention, whichever is earlier.

Section 3. After the foregoing provisions have been complied with, the District Secretary-Treasurer shall, not later than thirty (30) days after receipt of the necessary endorsements prepare the ballots and have printed thereon the text of the proposed referendum.

Section 4. All ballots shall bear the seal of the District Lodge and be so arranged that a voter may with ease indicate his choice by marking an (X) or any clear indication of his preference on the proposition.

Bylaws and policy changes voted at District referendum will contain on the ballot, proposed language to be changed in the District bylaws and a summation will appear if this language is not clear.

Section 5. The District Secretary-Treasurer shall supply all Local Lodges with a sufficient number of ballots (without charge and no other ballots are to be used) to enable each good standing member of District Lodge No. 141 to cast a vote.

Section 6. The District Secretary-Treasurer shall furnish tally sheets in triplicate upon which shall be tabulated the votes of the members of the Local Lodge. One (1) tally sheet shall be given to and retained by the Local Lodge Recording Secretary. One (1) shall be enclosed with the ballots when forwarding same to the District Secretary-Treasurer, and one (1) shall be forwarded to the District Secretary-Treasurer by registered, or certified, preferably air mail, in an envelope to be provided by the District Secretary-Treasurer.

Section 7. Voting on the referendum shall be held by the Local Lodges at a regular meeting to be designated by the District Secretary-Treasurer. The text of the proposed referendum proposition must be mailed to the Local Lodge Recording Secretary at least fifteen (15) days prior to the referendum by registered or certified, preferably air mail. Said meeting to be held in the regular meeting place of the Local Lodge and no other place or time.

Section 8. All members shall be notified by mail or shop bulletin not later than fifteen (15) days prior to the meeting at which the referendum is to be held.

Section 9. At the meeting prior to that at which the referendum is to be held each Local Lodge President shall appoint three (3) members as Inspectors of Election who shall receive, record and count the votes of the members of their Local Lodges. In the event one (1) or more of the Inspectors of Election are unable to act, then the President of the Local Lodge will fill the vacancy by appointment.

Section 10. Votes shall be received by the Local Lodge Inspectors of Election from the opening to the closing of the polls on the designated day of the referendum. Provisions must be made to accommodate members who are working night shifts in order that all will have an opportunity to record their vote. The time or times of the meeting or meetings shall be prominently posted on the bulletin boards, and before the polls are opened at each meeting, the proposition or propositions to be voted shall be fully explained by a District Lodge Officer, a Local Lodge Officer or Local Lodge Committeeman designated by the District Lodge.

Section 11. All ballots must be marked in ink or pencil. All votes shall be deposited in the presence of at least two (2) of the Inspectors of Elections. Any ballots with erasures or any type of mutilation made by a voting member shall void the vote for that proposition. The voting member can return such ballot to the Local Lodge Tellers and exchange it for a new ballot.

Section 12. The Inspectors of Election of each Local Lodge shall, upon the close of the polls, proceed to count all votes cast, tabulating the results in triplicate on the tally sheets furnished, and within one hundred twenty (120) hours from the close of the polls, forward one (1) copy thereof enclosed together with the ballots in a sealed envelope or container to the District Secretary-Treasurer by registered or certified, preferably air mail. One (1) copy of the tally sheet shall be sent to the District Lodge Secretary-Treasurer by registered or certified, preferably air mail, in the envelope provided therefor. One (1) copy of the tally sheet shall be placed in the hands of the Recording Secretary to be spread upon the records of the Local Lodge. All remaining records shall be placed in a sealed container

and retained for a period of one (1) year and shall be turned over to the District Inspectors of Election or any Investigator assigned by the Grand Lodge upon proper request.

Section 13. The District Secretary-Treasurer will furnish each Local Lodge with a lodge by lodge breakdown of the vote.

The District Secretary-Treasurer shall be the custodian of all ballots and tally sheets and he shall, after the District Tellers are duly organized and on their demand, surrender unopened and in their original envelope or packet, all ballots and tally sheets.

The ballots and tally sheets shall be opened only by the three (3) District Election Tellers. Ballots and tally sheets not mailed in accordance with this section shall not be counted.

The District Tellers shall have full charge of the counting of the ballots and prior to the counting of the ballots must adopt rules to govern their work.

Section 13. The District Secretary-Treasurer shall publish the results of the referendum to the various Local Lodges as soon as possible, and in no case later than three (3) days after the official District tally, except when the voting requires Grand Lodge approval. In such cases, the Secretary-Treasurer shall publish the results of the vote over the signature of the District Election Tellers within three (3) days after the approval is received from the Grand Lodge. The Secretary-Treasurer will furnish each Local Lodge with a lodge by lodge breakdown of the vote.

Section 14. Newly amended DL Bylaws will be available on official District Lodge website in a downloadable file. Printed copies will be made available to affiliated Local Lodges upon request.

ARTICLE XIII - AGREEMENT CHANGES AND STRIKE VOTES

Section 1. A minimum of twenty-four (24) hours prior to contract ratification meetings and voting, each Committee Chairman will be provided a copy of the exact language negotiated in an agreement except when on strike, or when there is a "No" recommendation of the Negotiating Committee; then it shall be supplied prior to ratification. When voting on the ratification of an agreement or taking a strike vote (if not in conflict with Grand Lodge policy or Executive Council instructions), within five (5) days, a schedule of special meetings at all Local Lodges affected shall be set up at which a District Officer, Grand Lodge Representative, or their designee shall be present to fully explain before the polls are opened. Voting shall be conducted by secret ballot. It shall be mandatory for the best interest of the membership involved in all negotiations for the respective negotiating committee to recommend acceptance or rejection of the proposed agreement prior to its ratification by the membership. Contract ratification voting shall occur on the same day system-wide, where applicable.

Section 2. Prior to contract ratification meetings and voting, when on strike, each Local Lodge Chairman involved will be provided with a copy of "Back to Work Rules".

ARTICLE XIV – IAM CONSTITUTIONAL COMPLIANCE

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.

ARTICLE XV – SAFETY & HEALTH COMMITTEE AND CONFERENCE

Section 1. The District shall establish an effective Safety and Health Committee to work in conjunction with the Grand Lodge and Local Lodge safety program.

Section 2. Each year there shall be a conference of the District Safety and Health Committee and the Local Lodges Safety and Health Chairmen. The expenses and lost time shall be in accordance with the provisions of Article IV, Section 8.

ARTICLE XVI - BONDING OF OFFICERS

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

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

