

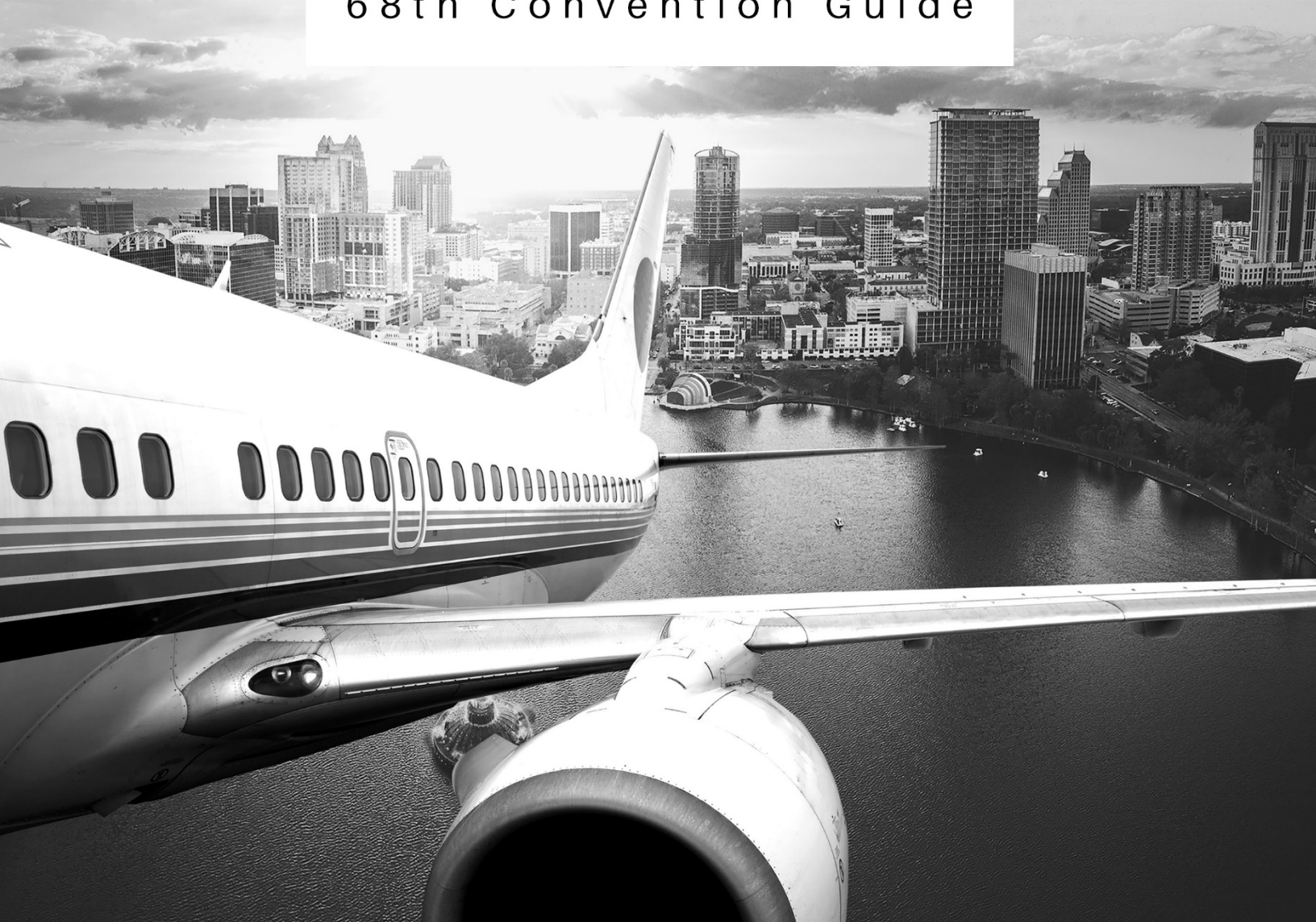


IAM141

IAMAW District Lodge 141



68th Convention Guide



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2018

1. The hours of the convention meeting will conform with the agenda of activities that are scheduled for each day and the convention will not go beyond 5:00 p.m.
2. All Delegates not answering roll call, and more than fifteen (15) minutes late, or leaving the floor without permission, shall be recorded absent for the session unless excused by the Chairperson.
3. A Delegate upon rising to speak shall address the Chair and being recognized, shall proceed to a microphone, and shall announce their name and Lodge number before proceeding.
4. No Delegate shall speak more than once on any one question until all Delegates desiring the floor shall have spoken, and not more than twice without the consent of the majority of the Delegates present.
5. No Delegate shall be allowed to speak more than five (5) minutes at one time without the consent of the Convention, and while speaking must confine their remarks to the question before the house.

(The five-minute rule shall not apply to Chairperson of Committees and Officers when furnishing reports, information, explanations, or clarifications, with reference to any subject matter being considered by the Convention.)

6. Voting shall be by “yes” or “no”. However, if before the Chairperson rules on the vote, six (6) or more Delegates are standing and desire a standing vote, such will be taken. If twenty-five (25) or more Delegates further desire a roll call vote, and so make it known by rising before the Chair rules, the roll call vote will be taken with each Delegate given credit for the number of authorized votes he has, except that any appeal from the decision of the Chair; voting on ruled; previous question; and seating any Delegates, will be governed only by the first two methods.
7. Reading newspapers, unnecessary conversations, or conversation among small groups of delegates will not be tolerated.
8. The Chair shall appoint a Committee on Bylaws, Communications/Information Systems, Community Services, Contract Administration, Credentials, Education, Employee Assistance (EAP), Finance, Human Rights, MNPL, Organizing, Retirees, Resolutions, Rules, Safety & Health, Steering, Women’s Committee. Each Committee shall thereafter select a permanent Chairperson and Secretary. The Chairperson shall present the Committee’s report to the Convention.
9. With the exception of the proposed bylaw changes, all proposals or resolutions must be submitted in writing: in duplicate, to the Steering Committee by 2:30 p.m. on the first day of the Convention, or one half hour after adjournment, whichever is later. They must be signed by the proposer, giving the number of his lodge. Each proposal or resolution shall be on a single, full sized sheet of paper. The Steering Committee shall give each proposal or resolution a number and refer it to the



Rules of the Convention

proper Committees for consideration. Also, when called by the Chair, the Chairperson of the Steering Committee will read into the record all proposals received, together with the disposition of each.

10. The Committees shall consider, consolidate and present to the Convention all proposals given them. They will present for action by the Convention first, all proposals reported favorably by them. They will present those proposals reported unfavorably by them, which may be acted upon, provided twelve (12) or more Delegates so request, and make it known by standing before the Chair has ruled.

11. Committees shall report when called by the Chair.

12. All questions not provided for in these rules shall be decided according to District 141 Bylaws, the Grand Lodge Constitution or Robert's Rules of Order, in the order.

13. No mechanical means of recording will be permitted without permission of the Chair except by the court reporter or his designee.

14. In those instances where delegates are excused by the Chairperson of the convention, at request of the Local Lodge, the remaining delegates from that Local Lodge delegation will be allowed to vote that Local's combined voting strength, in case of a roll call vote.



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Delegate Roster

LOCAL	FIRST NAME	LAST NAME	LOCAL	FIRST NAME	LAST NAME
914	Victor	Acosta	1932	Andrea	Davis
1487	Susan	Adams	1781	Andrew	Davis
914	Scott	Albanese	811	Kevin	Davis
1776	Sharima	Allen	1776	Maria	Davis
368	Sharon	Alvarez	2508	John	De Avilla
2665	Donald	Anderson Jr.	1487	Joseph (Joey)	DEclliss
2339G	Victor	Arevalo	914	Ross	DelConte
1886	Denise	Arkerele	1782	Lori	DeLeon
368	Sharon	Bailey	2319	Patty	Delgado
2909	Debbie	Barton	2444	John	Desern
1726	Charone	Bass	914	Grace	DiBartolo
1782	Evelyn	Beck	914	Steve	DiVizio
914	Carmelo	Benedicto Jr.	2198	Brenda	Douglas
1726	Robert	Bennett	2210	Tim	Dyer
1759	Lloyd	Beverley	2665	Venus	Eastling
1885	Patricia	Bird	2559	Dallas	Ensign
1886	Stina	Bland	1979	Jamielynn	Estrada
1932	Anthony	Blannon	1776	James	Everett
2198	Freddie	Boykin Jr.	1781	Pete	Fofana
1932	Robert	Bradley	1322	Salvatore	Foria
1979	Eugene	Brede	914	Thomas	Galante
1781	Veronica	Brisco	1487	Patricia	Gaughan
1487	Laraine	Brooks-Tyner	1932	Deryl	Gaylord
1287	Benjamin	Brown	1759	Ronald	Geary
1725	Robert	Brown	1932	Andrew	Gibson
1726	Michael	Bucci	1725	Louis	Gilmore
1776	Michael	Buonpastore	368	Alfie	Gladney
1781	Frank	Bussey	811	Jackie	Golphin
811	Ivan	Caban	1487	Samuel	Gonzalez
2198	Maria	Caban	1782	Laura	Gonzalez-Halliday
914	Osbaldo	Cabrera	1759	John	Grandestaff
1782	Debbie	Canning	2559	Tom	Greenhalgh
914	Patrick	Capasso	914	Elizabeth	Groner
914	Michael	Carbone	914	Bill	Gula
1886	Kenneth	Cardoso	1886	Nic	Haberman
2210	Jeff	Carlson	2559	Carly	Hadlock
2210	Jennifer	Carlson	2508	Pete	Hammarquist
1782	Loriann	Chace	1932	Jon	Hanley
561	Bryan	Chaloenvanijvisit	2198	Albert	Harmason
1487	Michael	Cinfio	2559	Brian	Harrison
2319	Catherine (Shelley)	Clark	141	Jill	Hazamy
949	Lynda	Clements	845	David	Heart
914	Gary	Close	1833	Corey	Helf
2198	Tony	Colina	1487	Danette	Henderson
2319	Anthony	Cotoia	2198	Kevin	Henley
1725	Jimarrus	Cunningham	1886	Andrea	Hicks
1725	Daryl	Current	1351	Albert (Duke)	Higgins
1759	Sherrie	Curtis	845	Joy	Himuro
1776	Milo	Dabney	1725	Charlie	Hines

Delegate Roster

LOCAL	FIRST NAME	LAST NAME	LOCAL	FIRST NAME	LAST NAME
1932	Arno	Hohn	1932	Ashanta	Marzett
1886	Scott	Hooton	1886	Joel	Matejka
1759	Bill	Hoover	1726	Lou	Mazzone
1886	Edward	Horvath	1979	Leila	Mcguire
1776	Rich	Howell	845	William (Scott)	Meixner
511	Kelly	Hughes	914	Edgard	Mendez
1759	Bill	Huston	1781	Roberto	Mendez
1759	Kenna	Huston	1782	Julio	Menjivar
1833	David	Iacono	1351	Nicolai Z	Meservy
914	Bill	Imbemba	1886	Kimberly	Meyer
914	Michael	Intorcia	1885	Mark	Millard
914	Debra	Inverno	1725	Renae	Miller
1932	Tara	Jackson	1776	Derrick	Monk
2319	Cheryl	Jacobs	2765	Joanna	Mullett-Moore
1726	Firman	Jensen	914	Michael	Mullins
1725	Christopher	Johnson	1776	Terrance	Murray
2909	James Mike	Johnson	1886	Denise	Naglich-Trujillo
1287	Jenny	Jolly	1759	Claudio	Nery
914	Will	Josey	368	Timothy	Nestler
1833	Keith	Jubah Jr.	1776	Eric	Niedermair
1776	Kimberly	Kafel	1725	Rebekah	Nikolakopoulos
1979	Michelle	Kai	914	Lawrence	Nistorenko
2559	Kenneth	Kanoon	1776	Cornelius (Obie)	O'Brien
1781	Greg	Kantarjian	1781	Bill	Ojikian
2508	Daniel	Keehan	1487	Christopher	Olmstead
1044	Allen	Kerr	1932	Mario	Osorio
1487	Greg	Klujewski	1776	Michele	Ozoroski
1725	Micheal	Knoble	1759	Joe	Padgett
1776	Kim	Krasnai	1781	Tony	Parker
1487	Craig	Krzewina	1351	Phil	Pascua
1776	Shadek	Lacy	1351	Ricky	Paulino
1731	Joe	LaNasa	1487	Sheila	Peck
1932	Mendez	Landers	561	Todd	Peck
1886	Don	Larson	1759	(Joseph) Bill	Peer
1781	Emily (Ila)	Lavulo	2210	Jerome	Pelitera
914	Blanca	Lebron	914	Travis	Pelzer
2559	Christopher	Lenzi	1487	Deena	Peña
1487	Rosario	Licciardi	811	Bruno	Pereira
1487	Tony	Licciardi	914	Hector	Perez
1781	Chris	Lusk	914	Randy	Philips
1932	(Maria) Carmen	Magallon	1759	Adriana	Picasso
1726	Christopher	Magner	1776	Ducarmel	Pierre
1781	Heneli	Mahuinga	2765	Paul	Platt
1776	Rick	Mann	1287	Alice	Potter
1886	Timothy	Manning	2559	Barbara	Ramos
1776	Tom	Marshall	1351	Sandy	Randall
1759	Barb	Martin	1725	Ranita	Redden
1932	Joe	Martinez	1776	Larry	Reeves
1886	John	Martinez	1979	Kody	Robello

Delegate Roster

LOCAL	FIRST NAME	LAST NAME	LOCAL	FIRST NAME	LAST NAME
914	Richard	Roberts	914	Jose	Vazquez
1776	Andre	Robinson	2508	Diego	Veron
1932	Ronald	Robinson	1932	Fabio	Vigo
1776	Jeffery	Rockemore	1932	Renee	VonVietinghoff
1886	Anthony	Rodriguez	1726	Edmund	Walsh III
368	Jean	Romain	1725	Mike	Warren Jr.
1979	Jennifer	Romano	1776	Joe	Washburn
914	Sean	Rosario	1886	Susan	Weisner
1487	Harry	Saalfeld	1726	James	Wells
1776	Vincent	Sammartino	2444	Terri	Wheat
1759	Marcheta	Sanders	1445	Michael	White
1287	Ron	Santos	1044	Justin	Wilkins
2319	Denise	Schoonmaker	1725	John	Wilkinson
845	Diane	Scott	368	Carl	Williams
1886	Elbert	Scott	1487	Darlene	Williams
1759	James	Sesay	2765	Elliott	Williams
2319	James	Shannon Jr.	1445	Rayshan	Williams
2198	Carletta	Shepherd	368	Christopher	Willis
1979	Midori	Shintani	845	Steve	Willis
914	Faysal	Silwany	845	Vernalyn	Willis
914	Nakia	Simmons	2198	Bahiyyah	Wright
1781	Tevita	Sisifa	1781	Yusuf	Wyatt
368	Edward	Smith	1776	William	Zebley
2909	Melissa	Smith			
141	Michelle	Smith			
1351	Tom	Snyder			
1776	Dennis	Spencer			
1487	Grace	Spilotro-Razny			
1932	James	Stavoe			
1886	Bill	Stef			
1487	David	Stege			
1886	James	Stellini			
1759	Lynne	Strunk			
811	Leroy	Taylor			
2339G	Loretta	Techaira			
811	Michelle	Thibodeaux			
2319	Ted	Thibodeaux			
1781	Daniel	Thomas			
914	Karl	Thomas			
2198	Kim	Thomas			
1725	Helena	Thornton			
2559	Craig	Toblesky			
141	Jeffrey	Toms			
811	David	Towe			
846	Linda	Truax			
1932	Daniel	Trujillo			
1932	Edward	Turner			
1487	Leonard	Ursitti			
1725	Craig	Vanderhoof			

Committee Assignments

LOCAL LODGE	FIRST NAME	LAST NAME	COMMITTEE CHOICE	
1759	John	Grandestaff	Bylaws	Chairperson
1776	Rich	Howell	Bylaws	Secretary
811	Kevin	Davis	Bylaws	
845	Scott	Meixner	Bylaws	
914	Bill	Imbemba	Bylaws	
1351	Tom	Snyder	Bylaws	
1487	Tony	Licciardi	Bylaws	
1487	Deena	Peña	Bylaws	
1725	Daryl	Current	Bylaws	
1725	Michael	Knoble	Bylaws	
1776	Derrick	Monk	Bylaws	
1781	Chris	Lusk	Bylaws	
1886	John	Martinez	Bylaws	
1932	Arno	Hohn	Bylaws	
2210	Jeff	Carlson	Bylaws	
2765	Paul	Platt	Bylaws	
1782	Loriann	Chace	Communications	Chairperson
2198	Kevin	Henley	Communications	Secretary
141	Michelle	Smith	Communications	
368	Alfie	Gladney	Communications	
811	Michelle	Thibodeaux	Communications	
914	Gary	Close	Communications	
914	Hector	Perez	Communications	
949	Lynda	Clements	Communications	
1725	Louis	Gilmore	Communications	
1776	Michele	Ozoroski	Communications	
1781	Pete	Fofana	Communications	
1833	David	Iacono	Communications	
1885	Patrica	Bird	Communications	
1886	Nic	Haberman	Communications	
2198	Maria	Caban	Communications	
2319	Catherine (Shelley)	Clark	Communications	
1726	Lou	Mazzone	Community Service	Chairperson
1725	Helena	Thornton	Community Service	Secretary
845	Vernalyn	Willis	Community Service	
914	Debra	Inverno	Community Service	
914	Lawrence	Nistorenko	Community Service	
1287	Ron	Santos	Community Service	
1322	Salvatore	Foria	Community Service	
1351	Ricky	Paulino	Community Service	
1725	Jimarrus	Cunningham	Community Service	
1725	Michael	Warren Jr.	Community Service	
1726	Firman	Jensen	Community Service	
1726	Christopher	Magner	Community Service	
1776	Sharima	Allen	Community Service	
1782	Lori	DeLeon	Community Service	
1932	Ronald	Robinson	Community Service	
1979	Leila	Mcguire	Community Service	
914	Grace	DiBartolo	Contract Admin	Chairperson
2665	Venus	Eastling	Contract Admin	Secretary
845	Joy	Himuro	Contract Admin	
914	Faysal	Silwany	Contract Admin	
914	Jose	Vazquez	Contract Admin	
1351	Sandy	Randall	Contract Admin	
1487	Sam	Gonzalez	Contract Admin	

Committee Assignments

LOCAL LODGE	FIRST NAME	LAST NAME	COMMITTEE CHOICE	
1487	Rosario	Licciardi	Contract Admin	
1726	Robert	Bennett	Contract Admin	
1781	Andrew	Davis	Contract Admin	
1932	Andrew	Gibson	Contract Admin	
2210	Jerome	Pelitera	Contract Admin	
2319	Ted	Thibodeaux	Contract Admin	
2508	Dan	Keehan	Contract Admin	
2210	Jennifer	Carlson	Credentials	Chairperson
1487	Gregory	Klujewski	Credentials	Secretary
845	David	Heart	Credentials	
1487	Michael	Cinfio	Credentials	
1487	Craig	Krzewina	Credentials	
1726	Michael	Bucci	Credentials	
1731	Joe	LaNasa	Credentials	
1759	Ron	Geary	Credentials	
1776	Milo	Dabney	Credentials	
1776	James	Everett	Credentials	
1776	Shadek	Lacy	Credentials	
1776	Rick	Mann	Credentials	
1782	Laura	Gonzalez-Halliday	Credentials	
1782	Julio	Menjivar	Credentials	
1886	Stina	Bland	Credentials	
1886	Susan	Weisner	Credentials	
2198	Albert	Harmason	Credentials	
2444	John	Desern	Credentials	
2198	Bahiyah	Wright	EAP	Chairperson
914	Bill	Gula	EAP	Secretary
845	Diane	Scott	EAP	
914	Victor	Acosta	EAP	
914	Scott	Albanese	EAP	
1725	Ranita	Redden	EAP	
1776	Maria	Davis	EAP	
1776	Joe	Washburn	EAP	
1781	Roberto	Mendez	EAP	
1886	Kenneth	Cardoso	EAP	
1886	Edward	Horvath	EAP	
1886	Anthony	Rodriguez	EAP	
1886	Kemo	Scott	EAP	
1932	Andrea	Davis	EAP	
1932	Deryl	Gaylord	EAP	
2508	John	De Avilla	EAP	
2909	Melissa	Smith	EAP	
1351	Albert (Duke)	Higgins	Education	Chairperson
1287	Jen	Jolly	Education	Secretary
561	Todd	Peck	Education	
914	Pat	Capasso	Education	
914	Ross	DelConte	Education	
1487	Sheila	Peck	Education	
1487	Leonard	Ursitti	Education	
1487	Darlene	Williams	Education	
1781	Frank	Bussey	Education	
1833	Keith	Jubah, Jr	Education	
1886	Scott	Hooton	Education	
1886	Don	Larson	Education	
1886	Kimberly	Meyer	Education	

Committee Assignments

LOCAL LODGE	FIRST NAME	LAST NAME	COMMITTEE CHOICE	
1979	Eugene	Brede	Education	
2319	Anthony	Cotoia	Education	
2559	Dallas	Ensign	Education	
2559	Carly	Hadlock	Education	
2559	Ken	Kanoon	Education	
2198	Tony	Colina	Finance	Chairperson
2559	Chris	Lenzi	Finance	Secretary
368	Jean	Romaine	Finance	
811	Ivan	Caban	Finance	
846	Linda	Truax	Finance	
914	Michael	Carbone	Finance	
914	Michael	Mullins	Finance	
1351	Phil	Pascua	Finance	
1885	Mark	Millard	Finance	
1932	Mendez	Landers	Finance	
1932	Ashante	Marzett	Finance	
1932	Mario	Osorio	Finance	
1979	Michelle	Kai	Finance	
914	Blanca	Lebron	Human Rights	Chairperson
1781	Tony	Parker	Human Rights	Secretary
368	Sharon	Alvarez	Human Rights	
914	Osbaldo	Cabrera	Human Rights	
1445	Rayshaun	Williams	Human Rights	
1725	Robert	Brown	Human Rights	
1725	Christopher	Johnson	Human Rights	
1725	Rebekah	Nikolakopoulos	Human Rights	
1725	Craig	Vanderhoof	Human Rights	
1781	Yusuf	Wyatt	Human Rights	
1932	Renee	VonVietinghoff	Human Rights	
1979	Jamielynn	Estrada	Human Rights	
1979	Kody	Robello	Human Rights	
2909	Debbie	Barton	Human Rights	
2339G	Loretta	Techaira	Human Rights	
1932	Tara	Jackson	MNPL	Chairperson
914	Karl	Thomas	MNPL	Secretary
368	Timothy	Nestler	MNPL	
368	Edward	Smith	MNPL	
511	Kelly	Hughes	MNPL	
811	David	Towe	MNPL	
914	Carmello	Benedicto Jr	MNPL	
914	Michael	Intorcia	MNPL	
1487	Harry	Saalfeld	MNPL	
1487	David	Stege	MNPL	
1726	Edmund	Walsh III	MNPL	
1759	Adriana	Picasso	MNPL	
1776	Obie	O'Brien	MNPL	
1886	Jim	Stellini	MNPL	
1932	Anthony	Blannon	MNPL	
1932	Fabio	Vigo	MNPL	
2508	Diego	Veron	MNPL	
2665	Donald	Anderson Jr	MNPL	
2765	Elliott	Williams	MNPL	
1726	James	Wells	Organizing	Chairperson
1287	Alice	Potter	Organizing	Secretary
141	Jeffrey	Toms	Organizing	

Committee Assignments

LOCAL LODGE	FIRST NAME	LAST NAME	COMMITTEE CHOICE	
914	Steve	DiVizio	Organizing	
914	Will	Josey	Organizing	
1287	Ben	Brown	Organizing	
1776	Kim	Kafel	Organizing	
1776	Ducarmel	Pierre	Organizing	
1776	Jeff	Rockemore	Organizing	
1781	Heneli	Mahuinga	Organizing	
1932	Robert	Bradley	Organizing	
1932	Jon	Hanley	Organizing	
1979	Jennifer	Romano	Organizing	
2198	Kim	Thomas	Organizing	
2559	Brian	Harrison	Organizing	
1759	Barb	Martin	Resolutions	Chairperson
1759	Bill	Peer	Resolutions	Secretary
368	Sharon	Bailey	Resolutions	
845	Steve	Willis	Resolutions	
1759	Lloyd	Beverley	Resolutions	
1759	Sherrie	Curtis	Resolutions	
1759	Bill	Hoover	Resolutions	
1759	Claudio	Nery	Resolutions	
1759	Marcheta	Sanders	Resolutions	
1759	James	Sesay	Resolutions	
1759	Lynne	Strunk	Resolutions	
1932	Edward	Turner	Resolutions	
2319	James	Shannon Jr	Resolutions	
2508	Peter	Hammarquist	Resolutions	
368	Carl	Williams	Retirees	Chairperson
2210	Tim	Dyer	Retirees	Secretary
561	Bryan	Chaloenvanijvisit	Retirees	
811	Bruno	Pereira	Retirees	
1044	Justin	Wilkins	Retirees	
1726	Charone	Bass	Retirees	
1776	Michael	Bunonpastore	Retirees	
1781	Bill (OJ)	Ojakian	Retirees	
1781	Daniel	Thomas	Retirees	
1833	Corey	Helf	Retirees	
1932	Carmen	Magallon	Retirees	
2559	Craig	Toblesky	Rules	Chairperson
914	Thomas	Galante	Rules	Secretary
914	Travis	Pelzer	Rules	
1351	Nicolai Z	Meservy	Rules	
1445	Michael	White	Rules	
1725	Charlie	Hines	Rules	
1725	John	Wilkinson	Rules	
1776	William	Zebley	Rules	
1781	Tevida	Sisifa	Rules	
1782	Debbie	Canning	Rules	
1932	Joe	Martinez	Rules	
1932	James	Stavoe	Rules	
2909	James Mike	Johnson	Rules	
1776	Dennis	Spencer	Safety/Health	Chairperson
811	Leroy	Taylor	Safety/Health	Secretary
368	Chris	Willis	Safety/Health	
914	Edgard	Mendez	Safety/Health	
914	Richard	Roberts	Safety/Health	

Committee Assignments

LOCAL LODGE	FIRST NAME	LAST NAME	COMMITTEE CHOICE	
914	Sean	Rosario	Safety/Health	
1487	Joseph (Joey)	DEccliss	Safety/Health	
1759	Bill	Huston	Safety/Health	
1759	Kenna	Huston	Safety/Health	
1759	Joe	Padgett	Safety/Health	
1776	Kim	Krasnai	Safety/Health	
1776	Tom	Marshall	Safety/Health	
1776	Terrance	Murray	Safety/Health	
1776	Eric	Niedermair	Safety/Health	
1776	Andre	Robinson	Safety/Health	
1776	Vincent	Sammartino	Safety/Health	
1781	Emily (Ila)	Lavulo	Safety/Health	
1932	Danny	Trujillo	Safety/Health	
1979	Midori	Shintani	Safety/Health	
2198	Freddie	Boykin Jr.	Safety/Health	
2319	Cheryl	Jacobs	Safety/Health	
2444	Terri	Wheat	Safety/Health	
2559	Tom	Greenhalgh	Safety/Health	
2339G	Victor	Arevalo	Safety/Health	
1725	Renae	Miller	Steering	Chairperson
1487	Chris	Olmstead	Steering	Secretary
914	Randy	Philips	Steering	
1044	Allen	Kerr	Steering	
1776	Larry	Reeves	Steering	
1781	Greg	Kantarjian	Steering	
1886	Timothy	Manning	Steering	
1886	Joel	Matejka	Steering	
1886	Denise	Naglich-Trujillo	Steering	
1886	Bill	Stef	Steering	
2198	Brenda	Douglas	Steering	
1487	Patricia	Gaughan	Women's Committee	Chairperson
1782	Evelyn	Beck	Women's Committee	Secretary
141	Jill	Hazamy	Women's Committee	
811	Jackie	Golphin	Women's Committee	
914	Elizabeth	Groner	Women's Committee	
914	Nakia	Simmons	Women's Committee	
1487	Susan	Adams	Women's Committee	
1487	Laraine	Brooks Tyner	Women's Committee	
1487	Danette	Henderson	Women's Committee	
1487	Grace	Spilotro Razny	Women's Committee	
1781	Veronica	Brisco	Women's Committee	
1886	Denise	Arkerele	Women's Committee	
1886	Andrea	Hicks	Women's Committee	
2198	Carletta	Shepherd	Women's Committee	
2319	Patty	Delgado	Women's Committee	
2319	Denise	Schoonmaker	Women's Committee	
2559	Barb	Ramos	Women's Committee	
2765	Joanna	Mullett-Moore	Women's Committee	

Voting Distribution

LOCAL LODGE	STATION	MEMBERS	LOCAL LODGE VOTE	NO. OF DELEGATES
141	DTW	488	5	3
368	MIA	1,640	16	8
511	IND	48	1	1
561	MCI	1,503	15	2
811	IAH	2,306	23	7
845	LAS	484	5	6
846	BAL	228	2	1
914	EWR	3,312	33	30
949	STL	71	1	1
1044	PIT	422	4	2
1287	SLC	367	4	4
1322	JFK	1,012	10	1
1351	SEA	1,103	11	6
1445	EWR	212	2	2
1487	CHI	5,236	52	19
1725	CLT	1,605	16	14
1726	BOS	636	6	8
1731	CLE	514	5	1
1759	IAD	2,495	25	15
1776	PHL	1,881	19	24
1781	SFO	2,766	28	14
1782	SFO	1,252	13	6
1833	MSP	239	2	3
1885	PDX	429	4	2
1886	DEN	3,579	36	18
1932	LAX	2,173	22	19
1979	HNL	3,419	34	7
2198	IAH	2,516	25	9
2210	AUS	250	2	4
2319	TPA	752	8	7
2339G	GUM	271	3	2
2444	GSO	126	1	2
2508	MCO	547	5	4
2559	PHX	1,216	12	8
2665	ATL	169	2	2
2765	SAN	400	4	3
2909	TUL	320	3	3
TOTALS		45,987	459	268

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Approved: 9-26-2017

Effective: 9-1-2017



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 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. President/Directing General Chairman, Assistant General Chairmen, (1) Secretary-Treasurer (1) Vice President East, (1) Vice President Hawaii, (1) Vice President West, (1) Vice President Guam, (4) Vice President at Large, and (3) Trustees shall stand election 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 live and/or 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 four [4] 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.

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(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) Members may vote by absentee ballot if they:

1. Reside in more than twenty-five (25) miles from the designated polling place;
2. Are at work during the voting times;

3. Are confined because of illness or injury;
4. Are on leave qualifying under U.S. and/or Canadian Family leave laws;
5. Are working members on vacation or retirees more than 25 miles away from their residence on election day;
6. Are on official IAM business;
7. Are on employer travel assignment; or
8. Are on military leave.

(b) 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.

(c) 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.

(d) 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

(h) 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.

(i) 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.

(j) 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:



Bylaws

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 Hawaii, Vice President Guam and four (4) Vice Presidents at Large will receive \$75.00 per month as salary, except when on full-time District Lodge salary. Then 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 two (2) year terms elected from the delegates at the convention, with no more than one auditor from any one local lodge. As the District has moved from annual conventions to bi-annual conventions, and terms for auditors have changed from three (3) years to two (2) years, it is understood that adoption of these bylaws will require extending the term for the auditor whose term would have ended at the 2017 convention until the 2018 convention. The term for the auditor whose term would have ended at the 2019 convention will be extended until the 2020 convention. Therefore, terms would be aligned with District 141 Conventions.

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 forty-eighty [48] 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 504 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 on behalf of the
International President**

Rickey Wallace

RESIDENT GENERAL VICE PRESIDENT

District 141 is pleased to publish the results of the 2018 District 141 Adolph Stutz Memorial Scholarship.

“Why are Labor Unions Important in Today’s Economy?”

The award of \$2,000 will be presented to:



Mia Gianina Vilafuerte of Boston, Mass., is the daughter of Javier Villafuerte, a Fleet Service employee at United and a member of Local Lodge 1726.

Her essay, “An Examination of Labor Unions Within the American Economy”, looks at the history of labor unions throughout American history.



Patrick DeFronzo of Milford, Mass., is the son of Barbara DeFronzo, a Ramp Service employee at United and a member of Local Lodge 1726.

His essay, “The Union in Today’s Economy” explores the benefits unions have to the American economy through how they affect the economy and finances of the individual, as well as the growth of businesses and marketplace competition.

Mia Gianina Vilafuerte

“Why are Labor Unions Important in Today’s Economy?”

An Examination of Labor Unions Within the American Economy

Labor unions have formed a key part in the American commercial economy since their inception in 1881. The path to fair and just laws relating to workers rights has been long and continues this day to advocate for the just treatment of hard working Americans while strengthening the foundation of the country through economic prosperity. The Federation of Organized Trades and Labor Unions (Currently the American Federation of Labor) called for 8-hour work days by 1886, and when that deadline wasn’t met, labor leaders preformed demonstrations, held marches, and even went to trial-- turning the eight hour work week into a national discussion. Despite their activism, the process of introducing new standards to everyday American life is not an easy task, and contains many obstacles. Decades later, many companies did not guarantee their workers eight-hour days. However, Henry Ford did something different. In 1914 Ford did indeed raise wages and limit shift times, though there were many stipulations, and if a worker didn’t fulfill his criteria, they no were no longer able to receive these benefits. Henry Ford obstructed the norm of long hours and low pay by treating some of his workers better, but this thinking and action was only made possible by the great steps Labor Unions had already taken in their advocating for workers rights. David Bresman, a professor at Rutgers University School of Management and Labor Relations says, “When Ford adopted the eight-hour day for his factory, he was responding to a working force that had been demanding the eight-hour day for a long time.” Unions are the driving power behind the great changes the United States has made to protect and respect hardworking people every day.

Unions are especially important to the American economy in times of hardship. Workers are ensured protection that may otherwise be denied them during tumultuous periods in the American economy. They receive fair wages and are therefore motivated to work hard because they are part of a system that cares about them. According to the Bureau of Labor Statistics, among full-time wage and salary workers, union members had median usual weekly earnings of \$1,041 in 2017, while those who were not union members had median weekly earnings of \$829. It is therefore easy to imagine why potential employees would want to be part of a union, and apply for jobs where they exist. Fostering the economic prosperity and stability of Americans is essential to the country’s economy. Stable jobs and livable wages allow everyday people to give back to the economy of the United States by spending money at its businesses, being able to buy a

house and settle in this country, raising a family and giving back to their community.

It is sometimes difficult to acknowledge injustice. America has famously exploited its workers, for all of history. Companies have taken advantage of workers to the point where they are worked until they die. Upton Sinclair famously described this in *The Jungle*, “...Some poor devil who had worked in one shop for the last thirty years, and had never been able to save a penny; who left home every morning at six o'clock, to go and tend a machine, and come back at night too tired to take his clothes off; who had never had a week's vacation in his life.” The disappointing truth is that this description has been a reality for many people. One man alone is unable to find the courage and strength to stand up for their rights-- enter labor unions. It is only under the constant and vigilant pressure of organized groups that humane treatment becomes a norm. Through ensuring purchasing power for employees, the economy is driven upward-- a fact especially important when considering recessions that the country may face. Consumer activity is 70% of the American economy and unions create an environment where Americans can encourage small business owners and American run corporations into larger growth.

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Patrick DeFronzo

“Why are Labor Unions Important in Today’s Economy?”

The Union in Today’s Economy

Since their inception in the late 1800s, unionized labor has become a common sight in the workplaces of America. Unions have been of great importance in securing the rights of workers of all ages, and have been influential in many decisions which advanced the ideas and rights of American citizens and workers. Not only are unions instrumental in the civil and historical sense, but these institutions also have a significant impact on the economy within their sphere of influence. Labor unions bring benefits to the American economy through how they affect the economy and finances of the individual, as well as the growth of businesses and marketplace competition.

Unions are built by the workers, for the workers, and thus can be expected to provide security in many different forms to their members. One such form is the minimum wage. Unions are nearly exclusively responsible for the lobbying that has led to the widespread minimum wage laws and overtime rules which exist today, and are seen as one of the core components of the American labor system. Moreover, collective bargaining with employers further solidifies the protection of an employee’s pay in any specific company. Unions also offer simple job security, a basic but nevertheless critically important concept. Members of unions can be protected from being fired without just cause, which is not true in most cases for workers outside the union. Because of this, unionized workers can be assured of a far more stable occupation in terms of positions being replaced. Unions also give advantages to injured workers. Workers can expect far better benefits from worker’s compensation following injury from their union’s agreement with the employer than if they were without representation. Even workers who are not unionized can benefit from the work of unions to assist workers. The influence unions have on businesses and government policy at the state and federal levels ensures that certain rights be extended to all workers, such as standardized work weeks and unbiased equal pay. Based on these protections, unions have the edge in allowing members to find financial stability, which in turn is used on consumer goods and services, keeping the economy going.

Businesses as a whole also stand to benefit from employing unionized workers. One such benefit is having employees who are better trained than those outside of union membership. Many of the agreements unions make with companies ensure that workers receive the correct type and amount of training to produce workers that do their job well. The result of better training, of course, is usually improvements to

both the product or service and the working environment. Another part of this is the safety brought to the workplace by unions. Through a combination of correct training and safety standards unions and businesses agree on, working can be a much safer process, especially in fields involving hazardous materials or dangerous processes. Areas with higher union membership are correlated with fewer work-related accidents, which is most likely helped by adherence to high safety standards. As a result of such improvements to the workplace and its employees through partnerships with unions, businesses are more able to become competitive in both the job market and the greater economic world.

The key to preserving an economy on the scale of that of the United States is constant competition, and that is exactly what unionized workplaces help to achieve. For example, unions help to bring a more competitive caliber of applicants to affiliated companies. The presence of a union in a workplace often makes related job opportunities more sought after, allowing a business to raise its standards for employment. The obvious benefits of this are creating a more competitive job market, as well as attracting more qualified applicants to a company. Unionization also allows for a more polished product to consumers. Workers are generally more comfortable, and thus more productive, when in a workplace that recognizes a union, which leads to a higher-quality product or service being brought to the market. This increase in quality makes a company more competitive in the commercial world, in which having higher quality output is imperative to success against rival companies in the same business.

Today, unions are essential to the health of the economy. The securities they offer to workers with and without membership keeps the job market stable and revenue entering companies. When partnered with a union, businesses gain ample potential to grow and improve in sync with their workers. Unions also allow businesses to raise their bar and search for more indispensable employees, while unionized workers themselves bring a product of better quality to the economic market. The money of a consumer, as well as the workings and product of a seller, are integral components of the American economy. Unionization brings abundant potential for improvement in all of these sectors. Whether it be the American people as consumers or workers, or businesses as both workplaces and suppliers, there is much to be gained from labor unions.