

BYLAWS OF DISTRICT LODGE W-24

INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS

AFL-CIO

PREAMBLE

This District Lodge, comprised of Local Lodges shall endeavor to unite into membership all working men and women who are employed in all occupations. However, in recognition of industrial diversification, conglomerate employers, and other business developments, no employees shall be exempted from the jurisdiction of this District Lodge except by decision of the grand Lodge.

This District Lodge believes it to be the natural right of those who toil to enjoy to the fullest extent the wealth created by their labor, and realizing that under changing industrial conditions of our time, and the enormous growth of syndicates and other aggregations of capital, it is impossible for us to obtain the full reward of our labor, except by the united action.

This District believes that organization is based on sound principles as to wisest use of our citizenship, based upon cooperative, economic and political lives, with a view to restore commonwealth of our government to the people, and using the natural resources and means of production and distribution for the benefit of all the people.

This District Lodge pledges to unite labor on behalf of the principles herein set forth, to perpetuate our order on the basis of friendship and justice; to expand its objects and to work for their general adoption; to respect and obey the laws laid down for its guidance and its government; knowing as we do, that when we are united, no reasonable demand we make can be denied us.

Article I – Name-Jurisdiction-Authority

This District Lodge shall be known as District Lodge W24, International Association of Machinists and Aerospace Workers, AFL-CIO and its jurisdiction shall include: the former District Lodge 24, State of Washington counties of Clark, Skamania, Klickitat, Wahkiakum and that portion of Pacific south of a line extended westerly of the county line between Pacific and Wahkiakum; and all Oregon counties, and shall include legacy Woodworker District Lodge W1's jurisdiction of the State of Alaska, Washington, Oregon, California, Idaho, Montana, Colorado, Wyoming and Hawaii.

Approved: 2-4-11

Effective: 2-1-11

This District Lodge shall be a full-service District. The District shall have authority over and control of the local lodges within its jurisdiction for the purpose of securing mutual protection, harmonious action and close cooperation in all matters relating to the trade. Services will include financial services to those lodges with regard to dues check-off (collection of dues), and reporting to the Grand Lodge. The Local Lodges shall be affiliated unless specifically exempted, subject to the approval of the Grand Lodge.

Article II – Election of Officers-Term-Duties

Section 1. Elected Officers and Executive Board

a. The Executive officers of the District Lodge shall be responsible for the day to day operations of the District. The Executive officers shall consist of: President/Directing Business Representative, Assistant Directing Business Representative(s), Secretary-Treasurer, for a term of four (4) years.

b. The Executive Board shall consist of the Executive officers and (4) four Trustees.

Section 2. Election of Officers and Trustees shall be conducted every four (4) years. Officers and Trustees shall be members in good standing in affiliated Local Lodges of this District. Nominations of Officers and Trustees shall be made by the eligible delegates as elected by the affiliated local lodges no later than December and seated at the first District Delegate Council meeting in an election year. Officers and Trustees shall be elected, sworn and seated at the District Delegate Council meeting following their nomination prior to adjournment of the meeting.

Section 3. Duties of President/Directing Business Representative: The President/Directing Business Representative shall be a full-time Officer devoting his/her time to the affairs of the District Lodge, executing the instructions of the District Executive Board and the District Council Delegates, and exercising general supervision over all functions not otherwise provided for in the Bylaws of the District Lodge.

The President/Directing Business Representative, with the assistance of the Assistant Directing Business Representative(s) shall preside over all District Lodge meetings, including, but not limited to District Lodge Executive Board meetings and District Council Delegate meetings. The President/Directing Business Representative between Executive Board and District Delegate council meetings shall decide all questions of order and interpretation of the District Lodge Bylaws subject to the IAMAW Constitution. He/she shall appoint all committees not otherwise provided for. He/she shall countersign all checks properly drawn by the Secretary-Treasurer, appoint three (3) tellers to assist in conducting elections in a fair and impartial manner, and in the case of a tie vote, shall cast the deciding vote, render decisions on all matters not specifically covered by the IAM Constitution and these District Lodge bylaws in accordance with Roberts Rules of Order (revised) and perform other such duties required by this District Lodge.

In the event the office of the President/Directing Business Representative becomes vacant during the term of office, an Assistant Directing Business Representative shall automatically succeed to that office.

The President/Directing Business Representative shall fill, by appointment, all vacancies occurring in any of the District Lodge offices, Executive Board and Trustees for the duration of the unexpired term, subject to confirmation by the District Council delegates.

In the event the District Council fails to ratify an appointment to office made by the President/Directing Business Representative and confirmed by the District Lodge Executive Board, the office shall be declared vacant and the District Council delegates shall elect a member to fill the position.

The President/Directing Business Representative shall hire, with approval of the Executive Board, and supervise all other personnel working for the District Lodge, not otherwise provided for in the Bylaws.

The President/Directing Business Representative shall have the authority over, supervision and direction of all Business Representative, Organizers and staff personnel employed in performing the duties of his/her office. The President/Directing Business Representative shall determine the number of Business Representative, Organizers and/or other personnel required to service the District and shall have authority to engage Organizers and/or personnel subject to approval of the District Lodge Delegate Council and the International President. The President/Directing Business Representative shall retain authority to furlough or terminate Business Representatives, Organizers and/or other personnel subject to approval of this District Lodge Executive Board and the International President.

The President/Directing Business Representative and ADBR shall be a member in continuous good standing for not less than five (5) years in affiliated Local Lodges of this District and shall have not less than two (2) years' experience as an IAM Business Representative, ADBR, Secretary-Treasurer, or District Organizer.

Section 4. The Assistant Directing Business Representative(s) shall be a full time Officer and shall assist the President/Directing Business Representative in the discharge of his/her official duties.

Assets owned or acquired by the District Lodge shall be held in the name of the District Lodge. The Executive Board shall be empowered to sell, or replace surplus, obsolete or inadequate property or equipment, when in their judgment such sale, purchase or replacement is in the best interest of the District Lodge.

Section 5. Secretary-Treasurer – The Secretary-Treasurer shall be a full-time officer. The duty of the Secretary-Treasurer shall be to keep an accurate record of the proceedings of District Lodge Delegate Council, and Executive Board meetings, and furnish each affiliated Lodge, District council delegates, President/Directing Business Representative, and Assistant Directing Business Representative(s) a correct copy of

the proceedings after each meeting; conduct official correspondence over the seal of this Lodge, draw and sign all orders, vouchers, and checks; present communications and bills pertinent to this Lodge; issue calls for special meetings, nominations and elections, for the purpose of filling vacancies of this Lodge; and certify the correct number of delegates entitle to each affiliated Lodge form the most current Local Lodge membership reports prior to nomination.

The Secretary-Treasurer shall perform the duties prescribed in the IAM Constitution for the office of Local Lodge Recording Secretary and Secretary-Treasurer and those duties, when combined, would apply to this District Lodge.

The Secretary-Treasurer shall collect and record all dues, fees and assessments from the members and/or Local Lodges, keeping a correct account between the Lodges and the members; execute all transfer notices and be responsible for the issuance, acceptance, and surrendering of Withdrawal Cards on behalf of Local Lodges; execute and submit the affiliated Local Lodge monthly membership report to the General Secretary-Treasurer; be responsible for the proper processing of membership applications and issuance of dues books or dues cards; keep complete and accurate records of all receipts and disbursements and give financial reports to each regular meeting of this District Lodge and furnish a copy thereof to each affiliated Local Lodge and the President/Directing Business Representative covering the period since the last report; present his/her books and records to be audited by the Auditing committee each six (6) months at the close of June and December.

The Secretary-Treasurer shall establish accounts and transact all business with the banks approved and designated by the District Lodge Executive Board.

The Secretary-Treasurer shall deposit to the account or forward to each affiliated Local Lodge, at the close of each month, the remaining amount of all monies collected for that Lodge less Grand Lodge per capita, less District Lodge per capita, less any other costs approved by each Local and less such other usual and customary Local Lodge expenses as may be authorized by any affiliated Local Lodge and this District Lodge for payment by the Secretary-Treasurer from that Lodge's account.

The Secretary-Treasure shall have the authority to hire, supervise and terminate employees employed in performing the duties of his/her office, in conjunction with the President/Directing Business Representative.

The Secretary-Treasurer shall be a member in continuous good standing for not less than 5 years in an affiliated local lodge of this District Lodge.

Section 6. Auditors – The Auditors shall perform those duties as provided for in the IAM Constitution and attach their signatures to the semi-annual reports of the Auditing Committee.

Article III – Executive Board

Section 1. The District Executive Board shall consist of the President/Directing Business Representative, Assistant Directing Business Representative(s), District Secretary-Treasurer, and four (4) Trustees. The Executive Board shall meet at such times as necessary upon call of the President/Directing Business Representative and no less than four (4) times per year. A majority present representing 2 members from the heritage DL 24 Locals and 2 members from the heritage W-1 Locals shall constitute a quorum to act upon the business of the District Lodge. Business Representative(s)/Organizer(s) shall not serve as Executive Board members to this District Lodge.

The Executive Board shall have authority to take action between regular meetings on behalf of the District Lodge Delegate Council.

Article VI – District Delegates-Elections-Term

Section 1. District W24 Council shall consist of: Officers, Trustees, and seated qualified local lodge duly elected delegates, elected to attend the District W24 Delegate Council meetings. Each delegate seated and present shall be entitled to one (1) vote.

Section 2. The District W24 Delegate Council shall meet no less than two (2) times per year.

Each affiliated local lodge shall be entitled to one (1) delegate. Additionally, each affiliated local lodge shall be entitled to one (1) delegate for each two hundred fifty (250) members or major portion thereof.

A delegate shall be qualified in accordance with applicable provisions of the IAM Constitution and be a member in continuous good standing of not less than one (1) year of an affiliated local lodge, and employed at the trade, any full-time officers are considered to be working at the trade. Delegates on strike, victimized, temporarily unemployed or from local lodges organized less than one (1) year will be seated. Delegates shall be elected every four (4) years by local lodge secret ballot election. Filling of vacancy for unexpired terms of delegates will be consistent with local Lodge Bylaws and the IAM Constitution.

Affiliated local lodges may nominate and elect its delegates to the District Delegate Council meeting at the same time and in the same manner as the regular local Lodge Officer election, but in no event later than January preceeding the term of the delegate. In all cases, the candidate(s) who receive the highest vote shall be declared elected.

The term of office of delegates shall be four (4) years, upon presenting credentials properly signed and sealed by local lodges and seated by the District Lodge. Retiring delegates shall hold their seats until their successors are duly seated.

In the event any delegate absents himself/herself from two (2) consecutive District Delegate Council meetings without being excused and if there is no controversy as to the refusal to excuse being proper, such delegates shall be deemed to have resigned and vacated his/her seat. The Secretary-Treasurer shall so notify the respective lodge of the need to fill a vacancy.

Should said delegate contend the refusal to excuse him/her for such absence is improper then the presiding Officer of this District Lodge shall refer the matter for review and disposition to the District Executive Board.

Vacancies occurring because of death, resignation, removal for just cause or incapacity, shall be filled by the Local Lodge for the unexpired term upon notice from the Secretary-Treasurer. Hired Business Representative(s)/Organizer(s) and staff shall not serve as delegates to the District Council.

Article V. – Auditing

Section 1. There shall be an Auditing Committee of three (3) delegates. Neither Officers, nor more than one (1) from any affiliated local lodge, shall be nominated and elected at the first District Delegate Council meeting of each year for a one (1) year term.

The duty of the Auditing Committee shall be as defined in the IAM Constitution for local and District Lodges. The Auditing Committee shall audit the books and records of this District Lodge semi-annually at the close of business of June and December. A copy of their report will be supplied to each affiliated local lodge.

Article VI. – Bonding

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

Article VII – Revenue and Finance

Section 1. The District per capita tax will be adjusted in accordance with the IAM Constitution. The Secretary-Treasurer shall determine and compute each year the necessary revenue to be charged each local lodge subject to approval of District Delegate Council to service, maintain and carry on the work of the District Lodge. Such costs will be pro-rated on a per member dues payment basis of each affiliated local lodge.

All dues, fees and assessments of the affiliated local lodges shall be remitted monthly to the Secretary-Treasurer in a manner and on forms determined by the Secretary-Treasurer.

The District Lodge shall be recognized by the Grand Lodge as the constitutionally responsible reporting lodge, with the District Lodge Officers assuming all fiduciary responsibility related thereto under the IAM Constitution. The District Lodge shall execute and cause to be filed all financial and other reports on behalf of the District which may be required by applicable civil law, to be signed by the President/Directing Business Representative and Secretary-Treasurer respectively, in such form and manner as shall constitute compliance with legal requirements.

Article VIII. – District Business Representative(s) – Organizer(s)-Staff

Business Representative(s) and/or Organizer employees shall be hired and be a member in continuous good standing of affiliated Local Lodges of this District Lodge for not less than two (2) years prior to appointment to these positions and, working at the trade, skill or profession at the time of appointment and also meet all qualifications set forth in the IAM Constitution.

Staff shall be members in good standing and met such other qualifications as determined by the President/Directing Business Representative.

Business Representative(s) and Organizer(s) shall attend all District Lodge meetings, unless excused by the President/Directing Business Representative, and shall attend such affiliated Local Lodge meetings and/or membership meetings when assigned. They shall have a voice but no vote in the District Lodge meetings.

Article IX. Salary-Per Diem

Salary shall be computed on the basis of twelve (12) times the monthly salary. Salary shall be paid in twenty-six (26) equal bi-weekly payments less any withholdings required by applicable federal or state law or as may be authorized by the payee and this District Lodge. For the faithful performance of their duties the salary shall be as follows:

Salaries effective 1/1/11 shall be

President/Directing Business Representative	\$9,057.36 per month;
Assistant Directing Business Representative(s)	\$8,593.63 per month;
Secretary-Treasurer	\$8,593.63 per month;
Business Representative(s)	\$8,174.25 per month;

Salaries shall be adjusted annually based on the average of the percentage increase in the National Consumer Price Index for Wage Earners and Clerical Workers (CPI-W) as published by US Department of Labor, Bureau of Labor Statistics.

Newly approved Business Representative(s) and/or Organizer(s) shall receive a beginning salary of 70% of current Business Representative rate;
After 12 months 75% of current Business Representative rate;
After 24 month 80% of current Business Representative rate;
After 36 months 90% of current Business Representative rate;

After 48 months 100% of current Business Representative rate.

This District may determine and give credit for previous experience as a full-time officer, business representative/organizer of the IAM.

The salaries of all personnel employed by the District Lodge shall be subject to approval by this District Lodge.

Per Diem will be the IRS allowance per day on days away from place of residence and staying overnight.

Incidental Expense is set at \$20.00 per day for day trip for out of area assignments.

Article X. Benefits

All benefits for Officers; Business Representative; Executive Board/Staff are listed in the DL W24 Employment Handbook.

A Representative, Organizer and/or Staff shall accrue and have seniority rights, for purposes of lay-off due to reduction in force, vacations and sick leave, based on continuous length of service on the full-time payroll of a District Lodge. Time served as elected officer or in any other full time paid union position will be used in cases of identical seniority.

Article XI Strikes

In the event a Local Lodge affiliated under a joint working agreement or under the same overall employer or association is forced into strike action, the District Lodge Office shall immediately be notified and kept informed by the Local Lodge; such notification to set forth the facts involved, bear the Seal of the Local Lodge and be signed by the President and the Secretary-Treasurer. The District Executive Officers will immediately notify all other Local Lodges that may be affected because of contract or common employer. It shall be the policy of the District Lodge to use to the fullest, the rules as established and approved by the District Executive Board to bring about a solution to the problem in the striking Local Lodge. But in no event shall picket lines be established or extended to another Local Lodge until all of the provisions of this Article have been complied with and then only upon approval by the District Executive Board and other IAM Constitutional policies and procedures. At the request of the striking Local Lodge, the District Lodge Officers shall expedite the procedures of this Section.

Article XII – Certifications – Jurisdiction

Section 1. This District Lodge shall hold all Federal and State Bargaining Unit certifications in the name of District Lodge W24, IAM, and shall negotiate and represent all contracts of affiliated Local Lodges now under its jurisdiction. All agreements shall be approved by this Lodge through the Directing Business Representative. Copies of all present and future agreements between any Employer

and any affiliated Local and/or this Lodge shall be kept on file in the office of this District Lodge.

Section 2. All matters of work and territorial jurisdictions of affiliated Local Lodges shall be resolved by this District Lodge subject to Grand Lodge approval.

Section 3. The District Officers shall be authorized to arrange conferences of various divisions within the industry to consult upon special problems when necessary to improve or safeguard wage standards and working conditions. The District policy shall be to work toward uniformity in those contractual items that are industry-wide in scope and to assist in and to coordinate negotiations and working agreement administration.

Where industry-wide negotiations and all other situations less than industry-wide and greater than the jurisdiction of a single Local lodge prevail, they shall be conducted through the District Lodge by the Officers and administrative personnel.

a. When applicable, the District Lodge shall send a letter to all Local Lodges involved in industry-wide negotiations nine (9) months prior to the termination date of the affected contracts, informing them that they must submit any and all points they desire to be considered for industry-wide negotiations to the District Lodge on or before six (6) months prior to the termination date of the affected contracts. The District Lodge shall compile a list of all points received, this list to be furnished to each Local Lodge.

b. The District Lodge Negotiating Committee shall meet to consider all points submitted by the Local Lodges and shall submit their recommendations to a wage conference, if applicable. Those points finally selected by a majority vote of the delegates shall be the points for industry-wide negotiations. The District Lodge Negotiating Committee shall be authorized to coordinate their points with other unions who join in coordinated bargaining.

c. An authorization form shall be prepared in triplicate by the District Lodge and forwarded to all Local Lodges for their use which shall contain proper wording for opening their working agreement and authorizing the District Lodge to represent the Local Lodges in industry-wide negotiations for those points selected and/or any point of industry negotiations that may be proposed by an employer or employer associations. Each Local Lodge shall forward one copy to the employer and one copy to the District Lodge Office. This authorization to represent shall be irrevocable during the term of bargaining, and thereafter limited to traditional industry-wide forms of payment during the term of the working agreement.

d. The District Lodge Negotiating Committee shall be empowered to submit a referendum strike ballot to the membership involved if and when they deem it necessary.

e. In the event strike action becomes necessary, the District Lodge Negotiating Committee shall determine the time for strike action to start, the company or companies to be struck, and other matters relating to strike action.

f. Any proposed settlement or settlements reached by the District Lodge Negotiating Committee with an employer or employer associations shall be submitted to a referendum vote of the affected membership for their ratification or

rejection. The affected participating Local Lodges shall be governed and bound by the overall majority vote.

g. The District President/Directing Business Representative shall appoint three (3) members who shall serve as a Tabulating Committee. They shall tabulate and certify the results of referendum votes taken during negotiations.

h. Each affected Local Lodge shall be allowed the same proportion of delegates to the wage conference as to the last District Council.

Article XIII – Bylaws

Section 1. All proposed amendments to the bylaws of this District Lodge must be submitted in writing, signed and dated. Affiliated Local Lodges, three (3) or more delegates or the Executive Board may originate and propose amendments. The District Secretary-Treasurer shall mail copies of said proposed amendments to each delegate, affiliated Local Lodge, and President/Directing Business Representative.

Section 2. The proposed amendment to the Bylaws shall be received as new business at the next regular District Delegate Council meeting of this Lodge, being read but not acted upon.

Section 3. The next following regular District Delegate Council meeting shall read, open for discussion, and take action on the proposed amendment. A two-thirds (2/3) majority vote of the delegates present shall be required to amend, adopt or reject.

These Bylaws shall take effect upon approval by the International President and shall supersede and replace all former Bylaws, Resolutions and Policy. Nothing in these Bylaws shall be construed or applied in a manner that will conflict with the IAM Constitution. All matters arising and not specifically covered in these Bylaws will be governed by the IAM Constitution.

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