

ROCKY MOUNTAIN LODGE #47

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

BYLAWS

ORDER OF BUSINESS FOR REGULAR MEETINGS

1. Pledge to Flag.
2. Roll call of Officers and noting of absenteeism.
3. New applications.
4. Report of committees on applications and acting on same.
5. Initiations.
6. Reading of minutes and acting on same.
7. Installation of Officers.
8. Examination and introduction of visiting members.
9. Reports of Secretary-Treasurer, including receipts and disbursements since the close of last meeting.
10. Communications, bills, etc.
11. Reports of committees.
12. Report on Organizing Activities.
13. Anything for the good of the IAM and discussion of subjects of an economic nature.
14. Unfinished business.
15. New business. Election of Officers.
16. Report of sick and disabled members and of relief committees.
17. Reports of members out of work and positions vacant.
18. Adjournment.

ARTICLE I - NAMES AND MEETINGS

Section 1. This Lodge shall be known as Rocky Mountain Lodge #47 of the International Association of Machinists and Aerospace Workers.

Section 2. This Lodge shall meet regularly once a month, on the second Saturday of each month at 10:00 a.m., except when the meeting date falls on a generally recognized holiday, in which event a substitute day of meeting shall be set at the preceding meeting.

Section 3. Special meetings shall be called by the Local Lodge President in accordance with the IAM Constitution, and members shall be notified by shop bulletin or other appropriate means. Such meetings shall be confined to the business for which the meeting was called and no other business shall be transacted.

Approved: 8-27-09

Effective: 9-1-09

Section 4. A quorum for Local Lodge 47 shall be as set forth in the IAM Constitution.

ARTICLE II - ELECTION OF OFFICERS AND DELEGATES

Section 1. Officers of Local Lodge 47 shall be nominated at the regular meeting in November and elected at the regular meeting in December every three (3) years, beginning in December 2006. Offices open for nomination are President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor-Sentinel and three (3) Trustees. No member shall hold more than one office at the Local level.

Section 2. At this time delegates shall be nominated and elected if necessary to all organizations with which this Lodge is affiliated. Any eligible member may serve on as many delegations as he or she desires. (Colorado Machinists Council, Denver Area Labor Federation, etc.).

Section 3. All of the procedures, including the 15 day notice, shall apply in the nomination and election of an Officer or Officers to fill vacancies which occur during a regular term of office (in accordance with the requirements of the IAM Constitution).

Section 4. All nominees shall be members in good standing in the Local Lodge for at least one year. Also free from delinquency to the Grand Lodge or any Local Lodge and have one year prior thereto been working at the trade. The qualification of "working at the trade" shall not apply to members who have been unable to obtain employment at the trade because of a strike, lock-out, discrimination or temporary physical disability, or to members retired on pension and paying full dues, or any members who were salaried full-time-employees of the Grand Lodge, District Lodge, Local Lodge or AFL-CIO.

Section 5. The election shall be held at the regular meeting in December. This shall be a summoned meeting. The Recording Secretary shall have suitable ballots prepared on which the names of all nominees, under the proper official classification, shall appear. All elections for Officers shall be done by secret ballot. An asterisk must precede all incumbents' names.

Section 6. No member can be nominated for any office unless he or she is present at the meeting when such nomination is made except where written excuse is offered for absence, received and accepted by the Lodge. At the time of nomination, the prospective nominee shall be recognized only for the purpose of accepting or declining nomination.

Section 7. Tellers shall be appointed as per the IAM Constitution. The tellers shall keep a record of all members voting. This record shall tally with the number of ballots cast. Ballots and records shall be held for one (1) year. Tellers shall be compensated for eight (8) hours lost time off of their regular job plus two (2) meals during election.

Section 8. At the first meeting in January, the new officers will be installed and take office for the coming term.

ARTICLE III - INITIATIONS, REINSTATEMENTS AND DUES

Section 1. The initiation and reinstatement fee shall be: one hundred dollars (\$100.00) regardless of classification.

The initiated members' book shall be marked as Journeyman, Specialist, Production Worker, Helper or Apprentice according to the work performed.

Section 2. The monthly dues of this Lodge shall be a uniform rate equal to two (2) times the weighted average hourly earnings of members covered by the collective bargaining agreement in each shop or bargaining unit under the Local Lodge jurisdiction in accordance with the IAM Constitution, plus \$1.10.

Section 3. Unemployment stamps are used for the purpose of aiding members to maintain their good standing and shall not be issued to members who are on vacation or engaged in any business or profession outside of the trade.

Unemployment stamps shall be issued per the Constitution of the IAM to members who, without fault on their part, are unemployed for the major portion of any month, and therefore, suffer a total or proportionate loss of earnings, due to separation from employment, layoff or furlough, sickness or disability. They shall register their names and addresses in the out-of-work book each month during the period of their unemployment, or in case of disability they shall communicate the fact to the Secretary-Treasurer or Business Representative of the Local Lodge. Members who are sick shall not be required to register personally in the out-of-work book. Their monthly dues must be paid within the two months limit. They shall make application for the unemployment stamps before the expiration of 2 months from the month for which their last dues were paid.

Members, who have received unemployment stamps shall immediately upon securing employment, report to the Financial Secretary or Business Representative. Members who violate any of the provisions of this Section or who obtain unemployment stamps by false pretenses or misrepresentation of the facts shall be guilty of misconduct and subject to charges, trial and penalty therefor as provided in the IAM Constitution.

Section 4. In special organizing drives in new or unorganized shops, the initiation and reinstatement fees shall not be less than the minimum set by Local Lodge, but never less than ten dollars (\$10.00) for the lowest classification without approval of Local 47 and the International President's office in accordance with the IAM Constitution.

Section 5. Reduced rates in dues shall be given only to members qualified to receive same under the applicable provision of the IAM Constitution, and such reduced rates may be reviewed yearly by the Executive Board of the Lodge.

ARTICLE IV - DUTIES OF OFFICERS/DELEGATES AND SALARIES

Section 1. The President shall preside at all meetings as per IAM Constitution and shall administer the obligation and also appoint committees.

Section 2. The Vice President shall perform all the duties of the President in his/her absence.

Section 3. The Secretary-Treasurer shall perform all duties in accordance with the IAM Constitution and shall make sure all officers, employees and other individuals in this Local 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.

Section 4. The Recording Secretary shall conduct correspondence for and in the name of the lodge; present all communications and bills to the lodge; keep a correct report of the minutes of each meeting and sign all vouchers, and shall perform any other duties as required by the IAM Constitution.

Section 5. The Board of Trustees shall have charge of all properties of the lodge, make sure all books and accounts are properly kept. Shall assist the auditing committee in preparing, verifying and signing the local audits which will be performed every six months in July and January of each year. Shall take inventory of the Lodge property and shall submit a report with the last half auditor's report.

Section 6. The Conductor-Sentinel shall examine all persons for the purpose of ascertaining whether any are in attendance that are not entitled to remain and shall assist the executive board as needed.

Section 7. Communicator/Educator shall be appointed by the local lodge president and in accordance with official directives, policies, and programs of the Grand Lodge. He/She will use the latest forms of information technology to communicate with and educate on all issues affecting workers and their families of the Local Lodge Membership.

Section 8. The Executive Board of this lodge shall consist of the President, Vice President, Secretary-Treasurer, Recording Secretary, Conductor-Sentinel and three (3) Trustees. The Executive Board shall meet at a prearranged time prior to the regular monthly meeting to transact the regular business of the Lodge. Such decisions made by the Executive Board shall be reported at the following Local lodge meeting.

Between regular monthly Lodge meetings, the President shall have the power to initiate the call for special meetings of the Executive Board when necessary. The Executive Board shall be empowered to make such emergency decisions on behalf of the Lodge as required between regular monthly meetings. Any and all action taken by the Executive Board shall be reported to the Lodge at the next regular monthly meeting.

At any time, in the opinion of any Executive Board member, a session is deemed advisable; it may be called through the President or the Recording Secretary if same deem it necessary.

Calls for Special Executive Board meeting shall be made with 48 hours notice to the Board.

Section 9. Any elected Officer and/or elected Delegate who is absent from three consecutive regular meetings of this Lodge without being excused therefore, and if there is no controversy as to the refusal to excuse being proper, such Officer and/or Delegate shall be deemed to have resigned from office. The vacancy shall be filled by appointment of the presiding Officer on a pro tem basis for that period reasonably required to bring about the nomination and election of a successor except for the office of President which shall be filled by the VP for the remainder of the term.

- (a) Should such Officer and/or Delegate contend the refusal to excuse is improper, the presiding officer shall prefer charges against said Officer/Delegate charging conduct unbecoming an Officer on the basis of the absence without excuse found acceptable to the Lodge and shall be tried in accordance with acceptable provisions of the IAM Constitution.

Section 10. All resignations shall be presented in writing to be acted on by this lodge.

Section 11. All outgoing Officers, Committeemen, Shop Stewards, Delegates, etc. shall turn over the Lodge property in their possession to their successors and assist their successors to get acquainted with their new duties.

Section 12. Officers must attend all Local Lodge meetings before they are entitled to their salary/expense allowance. Any officer not attending said meetings will forfeit salary/expense allowance for meetings not attended unless on official Union Business or excuse for reasonable cause.

Section 13. Officers Compensation:

President	Shall be entitled to \$.25 per member per month.
Vice President	Shall be entitled to \$.60 per member per month when performing the Duties of President.
Secretary-Treasurer	Shall be entitled to \$1.00 per member per month.
Recording Secretary	Shall be entitled to \$.25 per member per month.
Trustees	Shall be entitled to \$.20 per member per month when performing the duties of a Trustee
Conductor/Sentinel	Shall be entitled to \$.10 per member per month when performing duties assigned by the President.
Communicator/Educator	Shall be entitled to \$.50 per member per month.

If an officer is also elected as a Chief Steward the officer will waive the Chief Steward expenses listed in article V.

ARTICLE V - COMMITTEES AND DUTIES

Section 1. All Shop Committees shall be elected at the shop, by members of the shop involved in the month of December. Terms and number of shop stewards will be determined by individual shops within the local. A member must be in good standing in the Lodge six months before being elected to the Shop Committee, except in newly organized shops. If a tie occurs for Steward or Shop Committee a run off election shall take place within one week. All shops in this local must elect one chief steward unless stipulated for in the bargaining agreement.

Section 2. The Chief Steward will attend one or more meetings a month unless excused by the President and make a report on conditions in the shop stating new hires, discharges, resignations, sick members, job vacancies, and perform such other duties as requested by Rocky Mountain Lodge 47, the President or the Executive Board. The Chief Steward shall assist the Financial Secretary to contact any members who are delinquent in their dues and any members who do not have correct addresses on the Lodge Roster. The Chief Steward shall also process grievances in their shop as specified in their labor agreements. For the faithful performance of these duties, the Chief Steward shall be allowed monthly expenses equal to one month's regular dues which shall be paid on a quarterly basis based upon the number of local meetings the Chief Steward attends or excused from.

Section 3. Three Auditors will be elected at the same time and for the same term as Officers. The Auditors Committee shall conduct a semi-annual audit and perform all duties as set forth in the IAM Constitution. For the faithful performance of these duties, shall be allowed monthly expenses equal to one month's regular dues of each audit performed.

ARTICLE VI - FINANCES

Section 1. Effective January 1st, 2007, forty cents (\$.40) of each regular dues payment shall be allocated monthly to the Strike Fund. Effective January 1st, 2007, forty cents (\$.40) of each regular monthly dues payment shall be allocated monthly to the Savings Fund, formally known as the Emergency Fund. Effective January 1st, 2007, twenty five cents (\$.25) of each regular monthly dues payment shall be allocated monthly to the Organizing Fund. To draw any sum of one thousand dollars (\$1000.00) or more from the Savings Fund, it shall be necessary to have a meeting and a two-thirds (2/3) affirmative vote of the members present.

This Lodge shall pay from its Strike Fund, ninety dollars (\$90.00) per week to eligible members, after one (1) full calendar week of the strike. All strike payments will cease when the Strike Fund has been depleted to twenty-five thousand dollars (\$25,000.00).

No member will receive strike benefits if they are eligible for unemployment insurance.

Section 2. Any member who while serving this Lodge suffers loss of pay from his/her regular job shall be allowed his/her prevailing rate of pay with addition of the following:

- 1) Lodging expenses when supported by proper billing.
- 2) \$50.00 per day per diem or whatever is permissible by IRS standards.
- 3) Mileage per mile travel allowance will be whatever is permissible by IRS standards.
- 4) Actual coach air fare when traveling by air.
- 5) Registration fees and extraordinary expenses authorized by the Lodge.

Section 3. No loan shall be made to any member of this Association out of Lodge funds.

Section 4. Any member that is out of work on a medical basis, the Lodge will cover unemployment stamps for up to 12 months.

Section 5. If a member suffers an involuntary lay off from his/her place of employment, the Local will pay for his/her withdrawal card.

ARTICLE VII - DUTIES OF MEMBERS

Section 1. The Local with the approval of the General Vice President shall have the ability to create a Business Agency. The Business Agency shall consist of an elected Directing Business Representative (DBR), appointed Business Representatives and Organizers employed by the Local Lodge.

Section 2. The DBR Shall be the director of the Business Agency and shall have the full authority, with the approval of the Executive Board to the Local to:

Hire and/or dismiss Business Representatives and Organizers (Appointed positions that are filled must be members of Local 47)

Hire and/or dismiss office staff as required.

Enforce all policies of the Local, Western Territories, Grand Lodge and IAM Constitution.

Section 3. The DBR, Business Representative and Organizers shall devote their time and effort to and be responsible for, the conduct of all business of this Lodge as assigned by the DBR. Such duties and business shall include, but not be limited to, contract negotiations; organizing; the adjustment of grievances arising between members or between members and others; arbitration; contract enforcement and interpretation; apprenticeship and training programs; preparation of reports as required and any other duties assigned by the DBR.

Section 4. The Business Representative and Organizers shall attend all meetings of the Local Lodge unless excused by the DBR.

ARTICLE VIII – QUALIFICATIONS, TERMS OF OFFICE AND ELECTION OF THE DIRECTING BUSINESS REPRESENTATIVE.

Section 1. Candidates for the office of DBR must be members of the IAM in continuous good standing for at least five (5) years prior to nomination and must be a member in continuous good standing for at least one year preceding nomination in Local Lodge 47. Candidates must be free of any delinquency of any nature to the Local lodge, or the Grand lodge. Candidates must meet the qualification of working at the trade.

Section 2. The term of office and election process shall be the same as the officers' term and election process under article II.

Section 3. The DBR may also run for the office President of the Local and if elected will not be entitled to the salary of the President. If the President is also the DBR, the President of the Local will temporarily remove him/herself if a question is put to the Local about the Business Agency (conflict of interest).

Section 4. Any vacancy occurring in the office of DBR shall be filled by the Executive Board of the local on a pro tern basis for that period reasonably required to bring about the election of a successor.

ARTICLE IX - SALARY, EXPENSES AND BENEFITS OF BUSINESS REPRESENTATIVES AND ORGANIZERS

Section 1. The salaries for Business Representatives, Organizers and Directing Business Representative shall be as approved by the Grand Lodge in accordance with the IAM Constitution and these Bylaws shall be a permanent part of the bylaws.

Section 2. In addition to the salaries this Lodge shall pay the following:

To the Directing Business Representative, Business Representatives and Organizers, \$300.00 per month for expenses incurred while performing duties pertaining to the business of this Lodge and, the IRS permissible amount per mile travel allowance when, using their personal automobile on business for the IAM and traveling more than 50 miles, or actual expenses if traveling by any other way than by auto.

The DBR and staff members serving this Local away from their home point shall receive the amount equivalent to their lost wages plus \$50.00 per day per diem plus lodging, transportation, and other expenses as approved by this Lodge. All travel expense will be audited by receipts.

Section 3. Health and Welfare benefits for all full time staff shall be as provided by their previous IAM employer whenever possible to do so.

Section 4. The staff members of this District shall be given the following holiday schedule off with pay.

- New Years Eve
- New Years Day
- Good Friday
- Memorial Day
- Independence Day (July 4)
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving Day
- Christmas Eve
- Christmas Day

Section 5. All full time staff members shall accrue vacation in accordance with the following schedule:

1 year	Two weeks
5 years	Three weeks
10 years	Four weeks
20 years	Five weeks

There will be no carry over or payoff for unused vacation, unless approved by DBR and the Executive Board.

If an employee dies while on the payroll of the Local, vacation pay as provided above, shall be paid to his legal heir or estate.

Section 6. A staff member shall be entitled to twelve (12) days sick leave per year each January 1st. Sick leave shall not be accumulative and no payout of sick leave shall occur at year's end. The sick representative shall be entitled to any benefits from the Health and Welfare Plans according to their rules.

Section 7. For the purpose of this Article, the term "Staff shall be defined to be all full-time Directing Business Representative, Business Representatives and Organizers of Local Lodge 47.

ARTICLE X – DUTIES OF MEMBERS

Section 1. Any member changing place of employment or residence shall notify the Financial Secretary as soon as possible.

Section 2. Any indentured apprentice who does not complete satisfactorily on-the-job and related trade or classroom training that is require in the apprenticeship contract and the same approved by a joint Union-Management advisory committee shall not receive a journeyman card until successful completion.

Section 3. No member of this Lodge shall make an agreement in a shop that is covered by an agreement of this Lodge with an employer as to working conditions, hours or pay, without consent of this Loge, except through the Business Representative or Executive Board. A report of any such case will be made to the Lodge.

Section 4. The Lodge agrees to furnish each member with a dues book or card, indicating his or her good standing.

Section 5. Members must conduct themselves in a respectful manner at all times, keeping their minds to the order of business on the floor and refraining from any personal attacks on other members in accordance with the IAM Constitution under the RULES OF ORDER FOR LOCAL LODGES.

ARTICLE XI – AMENDMENTS

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

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

- a) All proposals must be in writing, signed by not less than five (5) members, and referred to a Bylaws Committee appointed by the President.
- b) Must be read as proposed at two (2) consecutive meetings. Immediately following the second reading, the Bylaws Committee shall submit their recommendations.
- c) Reasonable advance notice must be given to the membership of the time, date and place of the second reading, and vote to be taken on the Bylaws Committee's recommendations.
- d) Each proposal must be considered and voted upon separately. A majority affirmative vote by those present and voting is needed for adoption.
- e) Triplicate copies of approved proposals, together with the master copy of bylaws shall be referred to the International President for approval and designation of an effective date.

Section 2. Any indentured apprentice who does not complete satisfactorily on-the-job and related trade or classroom training that is require in the apprenticeship contract and the same approved by a joint Union-Management advisory committee shall not receive a journeyman card until successful completion.

Section 3. Members must conduct themselves in a respectful manner at all times, keeping their minds to the order of business on the floor and refraining from any personal attacks on other members in accordance with the IAM Constitution under the RULES OF ORDER FOR LOCAL LODGES.

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