

BYLAWS OF LOCAL LODGE NO. 1725

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

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PREAMBLE:

The members of Victory Lodge No. 1725, having admitted you to the membership of their Local Lodge, they most earnestly and respectfully request you to give this copy of the Constitution and Bylaws, which are intended for your instruction, your most careful consideration, with a view of conforming yourself entirely to their guidance.

You are expected to conduct yourself in a manner to preserve the respect of our membership and organization as a whole.

It is the established policy of this Local Lodge to advocate a fair day's work for a fair day's wage, but while advocating for ourselves the rights of an employee, the rights of an employer shall not be lost sight of.

We must strive for mutual understanding with respect, between employee and employer, thus establishing harmonious relationships for which we pray.

It is believed that if you strive to attend meetings and thereby become an active part in the management of our Local Lodge, you will not ever in any way condemn or bring discredit to our organization.

ARTICLE I - NAME AND TIME OF MEETINGS

Section 1. This Local Lodge shall be known as Victory Lodge No. 1725 of the International Association of Machinists and Aerospace Workers, 3727 Rose Lake Drive, Suite 103, Charlotte, NC 28217.

Approved: 8-14-18

Effective: 8-1-18

Section 2. The regular business meeting shall be held on the second Thursday of each month at 3727 Rose Lake Drive, Charlotte NC 28217. Local Lodge starting time of the meeting will rotate each month from 8:00 am to 12:00 pm to 4:00 pm with the January meeting starting at 8:00 am (example, January-8:00 am, February-12:00 pm, March-4:00 pm, etc.). If the meeting date falls on a generally recognized holiday, a substitute day of meeting shall be set at the preceding meeting.

Section 3. Special meetings shall be called in accordance with the IAM Constitution.

Section 4. Quorums for all meetings shall be as provided in the IAM Constitution.

Section 5. All Local Lodge membership meetings will be NON SMOKING between the time periods of "CALL TO ORDER" and "Adjournment" of said meetings.

Section 6. The minutes of the previous month's meeting and the financial report will both be posted prior to the start of the regular meeting. Any questions, corrections or additions will be made at the applicable time.

Section 7. Per our lease agreement smoking is not permitted within 10 feet of our building. IAMAW Local Lodge 1725 in Charlotte, NC is a smoke free facility. This Bylaw protects non smokers from the adverse health effects of secondhand smoke. This bylaw does not infringe on the rights of smokers, it just requires them to smoke outside at least 10 feet from the building.

ARTICLE II - FEES AND DUES

Section 1. The initiation fee for the Local Lodge shall be equal to one month Dues.

Section 2. The reinstatement fee for the Local Lodge shall be equal to one month Dues.

Section 3. The monthly dues for this Local Lodge shall be established and set forth to operate this Local Lodge in proper financial manner.

Section 4. The monthly dues of this Lodge shall be a uniform rate for each membership classification equal to two (2) times the weighted average hourly earnings of members employed in the membership classification and covered by the collective bargaining agreement(s) under the Local Lodge jurisdiction in accordance with the I.A.M. Constitution (plus the additional annual per capita tax adjustment for each year) unless the International President should grant special dispensation provided therein.

Section 5. The Local Lodge will establish a minimum dues rate equal to the Grand Lodge per-capita tax, the respective District Lodge per-capita tax, all applicable affiliations per-capita tax and \$5.00 for the Local Lodge in 2009, increasing to \$7.00 in 2010 and \$9.00 in 2011.

ARTICLE III - OFFICERS AND STEWARDS

Section 1. The Officers duties shall be as provided in the IAM Constitution. The Secretary-Treasurer shall be combined as one office.

- (a) Nominations and election of Local Lodge Officers shall be as provided in the IAM Constitution.
- (b) All Local Lodge Officers must be full dues paying members.

Section 2. Local Lodge Officers shall receive a monthly salary as follows:

President	\$50.00
Vice President	\$50.00
Recording Secretary	\$50.00
Secretary-Treasurer	\$50.00
Sentinel/Conductor	\$25.00
Trustees (3)	\$25.00

In addition, all Grievance Committeemen shall receive a monthly salary of \$50.00. Also, all Local Lodge Officers, Grievance Committee Members, Shop Stewards, Editor and Webmaster shall receive an expense amount equal to one month=s dues.

(a) The principle officers of the Local shall receive a monthly office expense of \$50.00 for expenses related to representing the membership.

(b) All Grievance Committeemen shall receive a monthly office expense of \$50.00 for expenses related to representing the membership.

Section 3. The Local Lodge Newspaper Editor and Local Lodge Webmaster shall be selected by the President, with approval by the Executive Board, based on qualifications, and shall receive a salary of \$100.00 per month.

Section 4. Only one (1) salary or expense will be paid to those members who hold more than one elected Local Lodge office or position. The compensation shall be the highest office or position held.

Section 5. In order to qualify for the compensation noted in Sections 2 & 3, eligible Local Lodge members are to attend the Regular Monthly Business meeting, if available. If for reasons of vacation, sickness, Union Business, or training, members may be excused by the President, with the request made prior to the start of that month's Business meeting, in order to still receive the compensation.

Section 6. All members, Committeemen, Delegates, Auditors, Tellers and members appointed by the President with approval by the Executive Board shall be compensated for normal lost wages while in the performance of duty, at straight time rate.

Section 7. Shop Stewards and their Alternates shall be elected from and by members in each designated shop/work area, on each shift in that shop/work area. The Local Lodge will provide a Nomination Sheet, to be posted during the second week of December, which will be posted for 10 consecutive days. The Local Lodge will then be forwarded the Nomination Sheet, with all Nominations that are signed to be considered as accepted. The Local Lodge will then provide for the Shop Steward Election a ballot for each shop/work area by shift, with the election to be held in January of each year. The Election results shall then be forwarded to the Local Lodge Recording Secretary.

Section 8. Local Lodge Officers are to be elected for a three (3) year term, being nominated in November of election year, elected in December following nominations and take office in January following elections. If only one member is nominated for a specific office they shall be declared the winner by acclamation. The candidate receiving the highest vote for their respective office shall be declared elected.

(a) Grievance Committeemen are to be elected for a two (2) year term, being nominated in November every two years, and elected in December following nominations and take office in January following elections. The Grievance Committee Chairman will be the person who receives the highest number of votes.

Section 9. No member may be nominated for Officer, Auditor, Delegate, or Grievance Committee unless that member has attended four (4) of the regular Business Meetings in the preceding 12 calendar months at the time of nominations. Members on union assignment will be counted as "in attendance" provided they notify the Local Lodge President in advance of the business meeting of their assignment. Any member based out of any station that is more than one hundred (100) miles from the address of the Local Lodge 1725 will be eligible to attend any training without having to meet the minimum meeting attendance requirements upon recommendation of the President and with approval of the Executive Board.

Section 10. Appropriate, timely notification of any Local Lodge Officer election in our newspaper, mailed to all members, shall constitute legal compliance to the laws of the land and the I.A.M.A.W.

(a) In the event that a timely notification cannot be accomplished by the newspaper a mailing may be utilized.

(b) All shop steward elections will be held at the work site including timely notification and nomination by shop bulletin.

(c) All grievance committeemen elections will be held at a location determined by the President. Timely notification of nomination and election locations, dates and times may also be accomplished by shop bulletin.

Section 11. The permanent removal of any person(s) serving in a position (committeeman, clerk, secretary, et al) for Local Lodge 1725, whether the position is a paid or unpaid position, requires the approval of 50% + 1 of the members attending the next Local Lodge business meeting. In the event of an emergency (as determined by the E-Board), such person(s) may be temporarily removed from their position(s) with the prior approval of the E-Board, until the next Local Lodge business meeting at which time their permanent removal will be voted on by the Local Lodge members.

Furthermore, at the business meeting prior to a vote a written justification for the removal must be made available to the members and this justification must be read to the members. After this public reading, any questions concerning the removal can be asked by the members and must be answered by the person(s) seeking the removal.

Section 12. An Elected Officer or Grievance Committeeman who accepts an appointed position within the Union or Company, excluding Contract Negotiations, which shall cause that member to be away from the station for more than a reasonable time, shall resign from their Elected Position of this Local. A reasonable time is to mean a length of time that causes a conflict of interest with their elected duties to the membership.

Section 13. Local Lodge Officer Vacancies: A vacancy in the office of President shall be filled by the Vice President. Any other Executive Board Officer vacancies may be appointed on an interim basis by the President, with approval of the Executive Board, for the remaining term up to one year.

Section 14. Any member wishing to accept a nomination to: Officer, Delegate, Auditor, Committeemen, or Teller shall either accept by the following:

- (a) Vocally in person to the Recording Secretary.
- (b) Have a signed letter of acceptance on file with the Recording Secretary.
- (c) The Recording Secretary or Local Lodge Officer will attempt, in good faith; to contact nominee within 48 hours from the close of Nominations Meeting for their acceptance.

ARTICLE IV - THE EXECUTIVE BOARD

Section 1. The Executive Board shall consist of Local Lodge President, Vice President, Recording Secretary, Secretary-Treasurer, Sentinel/Conductor and three Trustees. The President of the Lodge shall be the Chairman and the Recording Secretary shall be the Secretary of the Executive Board.

Section 2. A majority of the members shall constitute a quorum for Executive Board meetings.

Section 3. The Executive Board shall meet at least once a month prior to the regular meeting to consider any business brought before them. The Chairman and the Secretary of the Executive Board may call a special meeting by notifying all members of the Board.

Section 4. It shall be the duty of the Executive Board to deliberate upon all matters referred to them and, as soon as possible thereafter, report its recommendations to the Lodge.

Section 5. All members of the Executive Board shall pay full Union dues monthly.

ARTICLE V - DELEGATES AND COMMITTEES

Section 1. The President, with approval from the Executive Board, shall appoint all non-elected Committees. These Committees shall include, but not be limited to, the Legislative, Education, Ground Safety, Human Resource, M.N.P.L., Bylaws and Employee Assistance.

Section 2. Any member of this Local Lodge elected as a Delegate to represent the Local Lodge at the Grand Lodge Convention, State Council of Machinists, State AFL-CIO, Central Labor Union, or any other special meetings, shall be allowed, maximum Per Diem as stated in the GSA table plus actual costs of the hotel/motel accommodations (single). Exceptions to GSA per Diem Rates, persons attending classes, seminars etc. at William W. Winpisinger Education and Technology Center or NC AFL-CIO Labor School are to receive an incidental expense amount of \$20.00 per day. The President, with approval from the Executive Board, shall appoint all non-elected Committees annually. These committees shall include, but not be limited to, the Legislative, Education, Ground Safety, Human Resource, M.N.P.L., Bylaws and Employee Assistance.

(a) The Delegate may be advanced the established amount to attend the meeting but, in any event, upon his return, he shall submit to the Local Lodge at the next meeting. An itemized bill and receipts of all expenditures for which the Delegate is billing the Local Lodge. He shall, at this time make a report to the Local Lodge.

(b) In the event that the Local Delegate is advanced the estimated amount before attending the meeting as a Delegate, he shall reimburse the Local Lodge for any amounts over and above the actual expenses as reflected in the itemized bill which he submit to the Local Lodge.

(c) Expense sheets are to be furnished by the Local Lodge to the Delegates.

(d) The Delegate shall submit a written report of the function attended, to be posted at the Local Lodge Hall, at the time that the member submits their expense report for expenses incurred.

(e) If a Local Lodge Committee or group of three (3) or more, are attending the same class or training at the Winpisinger Center and live within fifty (50) miles of Local Lodge and receiving notification of at least fourteen (14) days in advance of training, shall rent an appropriate vehicle or carpool using one members' vehicle. If any member(s) chooses not to participate, they will be reimbursed at the Grand Lodge transportation rate formula.

Section 3. An Audit Committee of three (3) shall be nominated and elected by the Local Lodge in conjunction with Local Lodge Officers' election to serve a three (3) year term.

This Committee shall perform their duties in accordance with the I.A.M. Constitution.

ARTICLE VI - FUNDS

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

Section 2. There shall be an Emergency Fund established at a minimum of \$20,000.00 in accordance with the I.A.M. Constitution. No money shall be voted out of this Emergency Fund except by a three-fourth's vote of those present and voting at a special or called meeting for this purpose.

Section 3. All funds of the Local Lodge, except the regular bills as defined herein, will be drawn by a majority vote at regular meetings upon an order signed by the President (or Vice President in his absence) and Recording Secretary. All monies drawn shall be by numbered checks which will be signed by the Secretary-Treasurer and countersigned by the President or Vice President in the absence of the President.

Section 4. Regular bills shall be interpreted to mean: union meeting hall rent, meeting refreshments, utilities, supplies and other similar bills which may occur regularly. The Grand Lodge and District Lodge per capita tax is not to be considered a bill which must be approved by the membership.

Section 5. No motion shall be in order to vote more than \$400.00 for any purpose at a Local Lodge meeting unless notice has been given at a previous regular meeting or a notice has been posted on the Union bulletin boards (agenda) for one week prior to the next regular meeting at which the vote is to be taken.

Section 6. Under the following circumstances the President of this lodge, or their appointees, shall be authorized to spend up to \$100.00, plus tax and delivery charges, on flowers, fruit baskets or memorial contributions.

(a) In the case of death of a member or a member's immediate family. For clarification purposes; immediate family will defined as spouse, child, step-child, sibling, parent, stepparent, grandparent, grandchild, mother-in-law, father-in-law, or any dependent residing in the member's household.

(b) In the case of a life changing illness or injury affecting a member, a member's spouse or dependent; flowers or a fruit basket may be sent.

While all reasonable efforts will be made to honor members or their loved ones, it will ultimately be the responsibility of the member or member's family to notify the Local Lodge office in a timely manner to make arrangements.

Section 7. A chart of all lost time used in the preceding month shall be posted at each month's Business meeting. Monthly expenditures for lost time, excluding the lost time associated with the Local Lodge Executive Officers in the performance of their required duties, cannot exceed 10% of the gross revenues of the Local Lodge for the previous two (2) months. These calculations will be based on a topped-out rate of pay for any individual classification plus any fees associated with that lost time charge. Exceptions to this will be the Grand Lodge, Transportation, and associated District Conventions where the allocation for lost time will be moved up to 16% of the gross revenues of Local Lodge from the previous two (2) months. Any individual motion or motions that would necessitate expenditures above the limits of this bylaw would require a 2/3 majority vote of the membership at the monthly business meeting to allow that motion(s) to move forward.

Section 8. It shall be the policy of this Lodge to pay the cost of unemployment stamps for any member in good standing that is sick or otherwise disabled in accordance with the IAMAW Constitution, Article G, and Official Circular 870 dated, January 1, 2018.

ARTICLE VII - BYLAWS APPLIED

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 VIII

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

Section 2. Any other amendments, changes or deletions 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 fifteen (15) members, and referred to a Bylaws Committee appointed by the President of the Lodge.

(b) Bylaw proposals will be voted on once a year. All proposals must be submitted prior to the first business meeting in May.

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

(d) Ballots will be done by referendum vote on the Thursday following the second reading. The polls will be open for a minimum of twelve hours to allow all eligible members their right to vote.

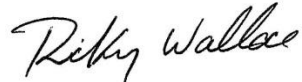
(e) Reasonable advance notice must be given to the membership of the time, date and place of the referendum vote to be taken.

(f) The polling will be conducted by members appointed by the President with the Bylaw Committee not involved.

ARTICLE IX

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

**Approved on behalf of the
International President**

A handwritten signature in cursive script that reads "Rickey Wallace".

Rickey Wallace
RESIDENT GENERAL VICE PRESIDENT