

BYLAWS

CAPITOL CITY IAM MIXED LODGE NO. 354

This lodge shall be known as Capitol City IAM Mixed Lodge No. 354 of the International Association of Machinists and Aerospace Workers, affiliated with Aeronautical Industrial District No. 26.

ARTICLE I

Section 1. The regular meeting shall be held on the second Wednesday of each month at 7:00 p.m., or at other time as set by the Lodge, except when the meeting date falls on a generally recognized holiday, in which event a substitute day of meeting may be set at the preceding meeting.

Quorums for this Lodge shall be determined by Article D, Section 3, of the IAM Constitution.

Section 2. Special meetings shall be called, as outlined in Article D, Section 4, of the IAM Constitution, by the President upon the written request of ten percent (10%) of the members. No less than thirty percent (30%) of the members petitioning for a special called meeting must be present before the meeting can be called to order.

Members shall be notified by Shop Bulletin and/or U. S. Mail at least 48 hours before the date of the special meeting. The business of such meeting shall be confined to the manner set forth in said notice.

Section 3. Meetings shall be conducted in accordance with the rules and regulations of the IAM Constitution and these bylaws.

Section 4. No member shall be allowed to enter the Lodge room or participate in a meeting while under the influence of illegal drugs or intoxicating liquor.

Section 5. When any meeting of the Lodge has once been legally declared adjourned it shall not be reopened except by unanimous consent of the members present. If any member has left the Lodge room subsequent to adjourning, the meeting shall not be reopened.

**ORIGINAL
BYLAWS**

Approved: 8-19-05

Effective: 9-1-05

Section 6. There shall be no split membership meetings of this Local Lodge. On those meeting days on which elections, strike vote or contract ratification will take place, the Lodge and/or Executive Board may, in accordance with other provisions of this Article and applicable provisions of the IAM Constitution set opening and closing times for said meetings which would be sufficiently early to permit voting by members employed on all shifts. Such rearranged hours, however, cannot result in the meeting carrying from one calendar day into either the preceding or the following calendar day.

ARTICLE II

Section 1. MEMBERSHIP - Eligibility for membership in this Lodge shall be determined as provided for in the IAM Constitution.

Section 2. The initiation fee for this lodge shall be \$50.00 plus an amount equivalent to one (1) months dues. The reinstatement fee for this lodge shall be \$25.00 plus an amount equivalent to one (1) months dues. 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 agreements under the Local Lodge jurisdiction in accordance with the IAM Constitution, plus \$1.10.

Any increase in Grand Lodge or District Per Capita shall automatically be added to the Local Lodge dues structure.

Section 3. Any member allowing himself to become two (2) months in arrears shall be dropped from the rolls, and can only regain his or her membership by paying the reinstatement fee at the time of applying for reinstatement.

Section 4. All members who may be unemployed for the majority of working days in any one month shall receive an unemployment stamp for that month from the Secretary-Treasurer provided they apply for it within sixty (60) days of such unemployment, and on payment of \$2.00 for each month unemployed.

Section 5. Any member discharged or suspended from his/her employment and is reinstated with a full settlement of back wages, shall pay the Local Lodge full dues from the time of discharge.

ARTICLE III

Section 1. NOMINATIONS AND ELECTIONS: The Officers of the Lodge shall consist of the President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor/Sentinel and three Trustees. The term of office for all officers shall be three (3) years.

No member shall be eligible to hold office or run for shop committee or stewards election unless he/she has one (1) year of continuous good standing membership in this Local on the date of nomination.

Section 2. The duties of the Local Officers shall be outlined in the Constitution.

Section 3. Candidates for office in this Lodge must have attended at least 50% of the regular monthly meetings held during the twelve month period ending the date of the close of nominations. Candidates must be present when nominated except in cases of illness, or other reasons approved to the satisfaction of the Lodge members in attendance at the first regular meeting in the month of November. When nominations are conducted those not in attendance who wish to be nominated for a particular office must have submitted to the Lodge Recording Secretary, prior to the meeting, a written letter of acceptance for the office he/she wishes to be nominated for.

Section 4. Election of Officers shall be by referendum vote, and shall take place on the second Wednesday of December. The polls shall open at 11:30 a.m. and close not later than 7:00 p.m.

Section 5. Voting shall be by secret ballot with the names of the nominees listed in alphabetical order. Each ballot shall have a perforated slip attached which shall provide for the member's name, card number and place of employment.

Section 6. At least sixty (60) days prior to the election, the President shall appoint at least three (3) members to act as Tellers, and whose duty it is to assist in conducting the election in a fair and impartial manner. The President shall designate one (1) of the Tellers to act as Chairman. If for any reason a Teller is absent at the opening of the election, the President shall immediately appoint another member to take the place of the absent member. Each candidate for office shall be entitled upon written request to appoint one (1) observer (a member of Lodge 354) who shall be permitted to be present at the polls and at the counting of the ballots.

Section 7. There shall be not less than three (3) Tellers present at all elections, one to check dues books and hand out ballots, the second to watch the ballot box, and the third to collect the perforated slips. During the counting of the ballots, the three (3) Tellers shall determine by a majority vote which ballots must be declared void. This decision shall be final and binding to all candidates. No candidate running for officer will be allowed to pass out ballots. No Teller shall give out a ballot unless the member presents his or her dues book, or is otherwise checked and approved by the Secretary-Treasurer.

Section 8. This Lodge shall not pay for the cost of any campaign expenses incurred by any candidate for any office in this Lodge, or any office in the shops within the jurisdiction of this Lodge.

ARTICLE IV

Section 1. EXECUTIVE BOARD: The Executive Board shall consist of all the Local Lodge Officers.

Section 2. The Lodge Executive Board shall meet one (1) hour before the regular membership meeting to consider any and all matters presented to it and shall recommend appropriate action to be taken by the Local Lodge.

Section 3. A majority of the members of the Executive Board shall constitute a quorum.

Section 4. The President or a majority of the Executive Board may call a special meeting of the Executive Board. All board members shall be given a reasonable notice of the time, place and purpose of the special meeting.

Section 5. The Executive Board shall have the authority to take action on any emergency which may develop between regular membership meetings. All such action shall be reported at the next regular membership meeting.

Section 6. Any member with the permission of the Executive Board may appear at a meeting of the Executive Board in order to present information on their problem.

Section 7. All minutes of the Executive Board shall be kept on record and read to the Board members at the next regular meeting for approval and action if necessary.

ARTICLE V

Section 1. SHOP COMMITTEE: The members of the Shop Committees within the jurisdiction of this Lodge shall be nominated and elected by the members in their respective shops once each year. A notice announcing the coming election of the Shop Committee shall be posted on the bulletin board (and such other notice as may be needed) for five working days. Each member who desires to be a candidate shall notify the Lodge Recording Secretary in writing. Newly organized groups coming into the Lodge shall have an election for chairperson and stewards (when necessary) to cover first year agreements.

A notice containing the names of all the candidates and the date of the election must be posted on all bulletin boards five working days prior to the date of the election. Elections must be held in accordance with Article III, Section 5 of these bylaws.

(a) In the event there is more than one nomination for a position the Recording Secretary shall submit a notice containing the names of all the candidates in alphabetical order and the date and times of the election must be posted on all bulletin boards five (5) working days prior to the date of the election. Elections must be held in accordance with Article III, Section 5 of these bylaws.

(b) Each Shop Committee shall select a chairperson by majority vote.

(c) A majority shall constitute a quorum of the Shop Committee.

Section 2. The Chairperson, or in his/her absence a majority of the Shop Committee may temporarily fill any vacancy within the committee pending a meeting of members of the location concerned. This meeting shall be held within thirty (30) days and the vacancy shall be filled by election of the Union members in the area affected.

Section 3. The Shop Committee will enforce all provisions of the agreements with their respective employers. They shall handle all grievances referred to them by the stewards, consistent with their collective bargaining agreement.

Section 4. The Shop Committee shall have no authority to change, amend, add to or take away any provisions of contracts with their respective employers, without the approval of the membership affected by such change.

Section 5. The Shop Chairman or Business Representative may call meetings of the Shop Committee at their discretion, provided they comply with the quorum provision of Section 1(c) of this Article.

The Shop Committee by virtue of their office, where applicable, will be members of the Negotiating Committee.

Each member of the Shop Committee shall be given reasonable notice of the time, place and purpose of all meetings.

Section 6. When necessary, there shall be a joint meeting at least once a month of the Shop Chairpersons and Stewards, and these meetings shall be held after working hours at the Lodge office with the Local's President or his designee present.

Section 7. In cases of alleged wrongdoing by a Steward and/or Committeeperson, charges may be preferred against him/her under appropriate provisions of the IAM Constitution alleging conduct unbecoming a Steward and/or Committeeperson.

Section 9. Shop Committee members and Stewards must be active within the group they represent.

ARTICLE VI

Section 1. Departmental Stewards shall be elected annually within their respective departments. Steward elections shall be held within one month of the date of the Shop Committee election, and shall be run in accordance with the rules applicable to the election of the Shop Committee as described in Article V, Sections 1 and 2. If candidates are not available, Stewards will be appointed by the Shop Committee.

Section 2. It shall be the duty of the Shop Stewards to help stimulate the members to attend all monthly membership meetings, to keep the members they represent informed on all Union matters including Legislation and to represent the members to the best of their ability on all grievances which arise. It shall also be mandatory for the stewards and committee to attend steward classes after the monthly meetings of the membership. Failure to do so may result in removal.

Section 3. The Chairman of the Shop Committee may appoint a member to fill a steward vacancy subject to approval by a majority of the Committee pending a meeting of the members of the shop concerned at which time the vacancy shall be filled by election as described in Article V, Section 1.

Section 4. Any Steward or Committeeperson who has been unjustly discharged and who, following the handling of a grievance or other litigation relative thereto, is reinstated to their previous area where they were employed during the term of his/her office, shall resume their former Union position displacing, if necessary, the member who replaced him/her in that position.

Section 5. All grievances are the property of the Lodge and shall be filed after settlement in the Lodge office. Stewards shall be held responsible for turning over written grievances and notes to the Shop Committee.

Section 6. The number of Shop Committee and Shop Stewards representing each shop shall be as provided in the respective contract.

Section 7. No member shall hold Committee-Person and Steward at the same time.

ARTICLE VII

Section 1. COMMITTEES: The President shall have sole authority to appoint the following committees: Legislative or Political Action, Organizing, Health and Welfare, Human Rights, and Education and Entertainment.

Section 2. The Legislative and Political Action Committee shall keep a record and make a report on all proposed or enacted legislation in favor or against the best interests of organized labor. This Committee shall also report the individual actions of the members of Congress and the State Legislatures within this area, and shall contact such Representatives from time to time when it is deemed advisable to do so.

Section 3. The Organizing Committee shall be made up of all officers, committeepersons, Shop Stewards and members appointed by the President. Its function shall be to organize and bring new members into the International Association of Machinists and Aerospace Workers.

Section 4. The Education and Entertainment Committee shall consist of three (3) members who shall devise ways and means of improving the attendance at the Lodge meetings by having speakers and entertainment from time to time to promote the Union amongst the members.

Section 5. The Human Rights Committee shall function in accordance with the law and IAM policy relating thereto.

Section 6. The Health and Welfare Committee shall send cards to ill members of families of deceased member whereupon a report will be made at the next monthly meeting and a moment of silence will be in order for the deceased member.

Section 7. The President shall have the power to appoint all other committees which may be necessary for the continued efficient administration of union activities and which will insure to the benefit and the good and welfare of the Local Lodge in accordance with the provisions of the IAM Constitution and applicable clarifying Official Circulars.

ARTICLE VIII - REIMBURSEMENTS

Section 1. When authorized by the membership of Local Lodge No. 354, the Lodge shall reimburse Officers, Committeepersons, Steward and members for time lost from work in the performance of their official duties. All such reimbursement shall be reported to the members at the next meeting of the membership.

Section 2. The Secretary-Treasurer shall receive an expense allowance of \$250.00 per month.

Section 3. The President and Recording Secretary shall receive an expense allowance of \$100.00 per month.

ARTICLE IX

Section 1. DELEGATES: Delegates and alternate Delegates to District Lodge No. 26, the New England Conference, the Connecticut State Council of Machinists, shall be nominated and elected in the same manner and at the same time as the Officers of the Lodge. Candidates and delegates must meet the same eligibility requirements as for Lodge Offices. Members receiving the highest number of votes shall be declared the elected delegates and the alternates will be in the order of votes received. Vacancies shall be filled by the alternate delegates in accordance with their standing.

Section 2. Expenses of such delegates, where necessary, shall receive \$50.00 per diem and 30¢ per mile for traveling expenses. They shall also be reimbursed for the cost of a single occupancy hotel or motel room. Per diem and transportation cost if applicable shall be paid in advance.

Section 3. All delegates and alternates not mentioned in this section, shall be elected at a membership meeting as provided in the IAM Constitution.

ARTICLE X

EMERGENCY FUND

This Lodge shall maintain a fund to be known as the Capitol City Lodge 354 Emergency Fund. The amount to be paid into this fund shall be at least 20¢ per member per month.

This Fund may be used for strike purposes or any other emergency which may arise in accordance with the IAM Constitution.

The President shall appoint a committee which shall consist of the Secretary-Treasurer, Recording Secretary and Treasurer, and three members in good standing to handle this Fund during all emergencies.

Donations from outside sources shall be recorded and deposited in this Fund.

ARTICLE XI

GENERAL FUND

The minimum amount in the General Fund shall be \$7,500.00. If the amount in this Fund should drop below this figure in any month, the payment into the Emergency Fund shall be suspended until the minimum is again reached.

ARTICLE XII

Section 1. AMENDMENTS: Any increase in the amount of initiation and reinstatement fees, emergency funds and Local Lodge dues must be handled on the basis of 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.

(f) One copy of the revised bylaws shall be submitted to District Lodge 26.

Section 2. Nothing in these bylaws shall be construed or applied in a manner that will conflict with the IAM Constitution or District Lodge 26 bylaws. All matters arising and not specifically covered in these bylaws will be governed by the IAM Constitution.

ARTICLE XIII

Section 1. All Officers, employees, or 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.

ARTICLE XIV

MISCELLANEOUS

Section 1. Robert's Rules of Order shall be the recognized authority on all points of procedure not covered by the IAM Constitution and these bylaws.

Section 2. No visiting members, other than Grand Lodge Representative, Auditor, Officer or Business Representative of the IAM shall be permitted to participate in debate of any question on the floor of this Lodge without the consent of the majority of members present.

Section 3. The American Flag and the Lodge Charter must be displayed at all membership meetings.

Section 4. If the Recording Secretary is absent from the Local Lodge and/or Executive Board meetings, the President may temporarily appoint an alternate for said meeting with the majority vote of the members.

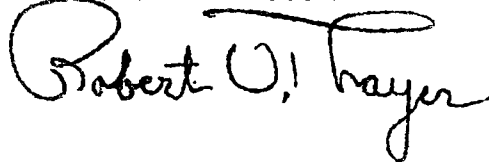
Section 5. In the event a term is used in these bylaws that refers to the male gender, it shall apply equally to the female gender.

Section 6. Financial inability by the Local Lodge, as determined by the Executive Board and ratified by the membership, to pay any or all the salaries, reimbursements, payments of bills or per capita to funds as set forth or indicated in the preceding portion of these bylaws as obligatory and at the same time operate in a sound financial condition, shall immediately cancel any requirements to continue such financial obligations.

In such a situation, the Executive Board shall immediately investigate to determine which of the least vital activities or services are to be discontinued or reduced so that the Lodge can operate in a sound financial condition.

The Executive Board shall report to the membership the result of this investigation and recommend to the membership at a meeting the appropriate action. Such recommendations must be passed by a majority vote of the members present in order to take effect.

Approved for and in behalf of
International President

A handwritten signature in black ink that reads "Robert O. Trayer". The signature is written in a cursive style with a large, looping initial "R".