

BYLAWS

AIR TRANSPORT DISTRICT LODGE NO. 143

INTERNATIONAL ASSOCIATION OF MACHINISTS

AND AEROSPACE WORKERS

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BYLAWS OF AIR TRANSPORT DISTRICT LODGE NO. 143

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

Contracts with the following Companies:

NORTHWEST AIRLINES, INC.

Clerical, Office, Fleet, and Passenger Service Employees
Equipment Service and Stock Clerk Employees
Flight Kitchen Personnel - MSP and SEA
Flight Simulator Technicians
Plant Protection Employees

ALASKA AIRLINES, INC.

Clerical, Office, & Passenger Service Employees
Ramp Service and Stock Clerk Employees

AIR WISCONSIN AIRLINES CORPORATION (United Express)

Clerical, Office, Fleet & Passenger Service Employees

AIRCRAFT SERVICES INTERNATIONAL GROUP

Fuel, Maintenance and Baggage Employees

BIG SKY TRANSPORTATION COMPANY

Mechanic and Related Employees

GREAT LAKES AVIATION (United Express)

Maintenance and Clerks Employees
Mechanic and Related Employees

BEMIDJI AVIATION SERVICES, INC.

Maintenance and Stores Employees

The following Local Lodges are affiliated with District Lodge No. 143, IAM:

Local Lodge 75 Buffalo
Local Lodge 141 Detroit
Local Lodge 154 Nashville
Local Lodge 368 Miami
Local Lodge 561 Kansas City
Local Lodge 601 Anchorage
Local Lodge 731 Jacksonville
Local Lodge 804 Cincinnati
Local Lodge 845 Las Vegas
Local Lodge 846 Baltimore
Local Lodge 949 St. Louis
Local Lodge 1018 LaGuardia
Local Lodge 1040 Seattle
Local Lodge 1044 Pittsburgh
Local Lodge 1287 Salt Lake City
Local Lodge 1320 Columbus
Local Lodge 1445 Newark
Local Lodge 1487 Chicago
Local Lodge 1635, Albuquerque
Local Lodge 1725 Charlotte
Local Lodge 1726 Boston
Local Lodge 1731 Cleveland
Local Lodge 1759 Washington DC
Local Lodge 1776 Philadelphia
Local Lodge 1781 San Francisco
Local Lodge 1826 Omaha
Local Lodge 1833 Minneapolis/St. Paul
Local Lodge 1852 Ft. Lauderdale
Local Lodge 1885 Portland
Local Lodge 1886 Denver
Local Lodge 1894 New York
Local Lodge 1904 Milwaukee
Local Lodge 1905 New Orleans
Local Lodge 1979 Honolulu
Local Lodge 2198 Houston
Local Lodge 2202 Seattle
Local Lodge 2208 Dallas
Local Lodge 2210 San Antonio
Local Lodge 2294 Indianapolis
Local Lodge 2319 Tampa
Local Lodge 2334 Dayton
Local Lodge 2423 Louisville
Local Lodge 2444 Winston-Salem
Local Lodge 2508 Orlando

Local Lodge 2559 Phoenix
Local Lodge 2575 Appleton
Local Lodge 2665 Atlanta
Local Lodge 2725 San Juan
Local Lodge 2763 Memphis
Local Lodge 2765 San Diego
Local Lodge 2785 Los Angeles
Local Lodge 2907 Little Rock
Local Lodge 2909 Oklahoma City
Local Lodge 2914 Norfolk

PREAMBLE

In order to make for a unified effort and to correct any and all irregular conditions that may now be or hereafter arise and to come to a fuller understanding of the working conditions of the craft employed at the various locations and bring about a more harmonious relationship with managements, we, the various lodges holding charter with the International Association of Machinists and Aerospace Workers whose membership has employment within the Air Transport Industry have, according to the IAM Constitution, joined together in the forming of a District Lodge, and are to be governed by these bylaws adopted by a referendum vote and approved by the office of the International President.

ARTICLE I

Name and Purpose

Section 1. This body shall be known as Air Transport District Lodge No. 143 of the International Association of Machinists and Aerospace Workers. It shall be maintained for the purpose of facilitating the work of the organization of airline personnel and such other membership as may become affiliated with this District. District 143 shall further look after the interest of those members affiliated with it in such matters as the negotiation and administration of contracts, the handling of grievances, organizing, and the keeping of each other informed on all parts of the system in matters of common interest.

Section 2. This District shall work in harmony with other districts of the International Association of Machinists and Aerospace Workers, associate and share in common the benefits derived from organization and fraternal affiliation.

ARTICLE II

Membership

Section 1. It shall be composed of local lodges whose membership is employed in the air transport and related industries.

Section 2. For the purpose of handling business, elections and nominations, District 143 shall be divided into eight (8) divisions - Northwest-East; Northwest--Memphis/South; Northwest-West; Northwest-Hawaii; Minneapolis/St. Paul and Upper Midwest, including Northwest Airlines, Bemidji Aviation, Great Lakes Aviation and Aircraft Services International Group; Northwest-Detroit and Michigan area; Alaska Airlines; Air Wisconsin.

Section 3. This District is the highest tribunal of the IAM, within the limits, and, under the general laws of the Order, subordinate to the Grand Lodge, and no local lodge shall make laws in conflict with the laws of the District.

ARTICLE III

Headquarters

Section 1. The headquarters office of this District shall be maintained in the city designated by the District Lodge.

Section 2. In addition to the Headquarters office, additional offices shall be established and maintained in such cities as may be designated by the District Lodge Executive Board.

ARTICLE IV

District Conventions

Section 1. This District shall meet yearly or every other year in convention. The exact date and place shall be determined by the Executive Board. The Local Lodges shall be notified at least one hundred twenty (120) days in advance of Convention date. It shall be the duty of the Secretary-Treasurer to notify all lodges within the District to hold election of delegates and alternates prior to the Convention.

Section 2. The conventions of this District shall be composed of the District Executive Board members and delegates properly elected and authorized by their local lodges.

Should any member of the District Executive Board fail to be designated as a delegate from his/her local lodge, said member shall attend such regular and special conventions and act in his/her official capacity with voice, but with no vote as a delegate.

Section 3. A quorum shall consist of a majority (at least fifty percent (50%) plus one) of authorized delegates representing local lodges affiliated with this District.

Section 4. Each local lodge will be entitled to one (1) delegate for each one hundred (100) members or major fraction (51 or more) thereof, for each company represented to a total of five (5) delegates each. For each additional five hundred (500) members, or major fraction thereof, an additional delegate may be elected. It shall take five (5) delegates to call for a roll call vote.

(a) In addition, each satellite station with at least one hundred (100) members shall be entitled to elect a minimum of one (1) delegate from each company represented. If a delegate is not nominated from a satellite station, that position will be filled by a delegate from the home lodge.

Section 5. The number of delegate votes each local lodge is entitled to shall be governed by Article (IV), Section (4), and will be computed upon the number of members of such local lodge in good standing four (4) months prior to the convention date. The delegation of any local lodge may, by unanimous consent, vote as a unit, or the vote to which said lodge is entitled may be divided equally among its delegates, and in case an equal division is impossible, the fractional number of votes left after the division shall be cast by the first delegate elected by said lodge, except that a delegate from one (1) represented company will not be entitled to cast votes for delegates authorized from other represented companies that are not present.

Section 6. Immediately after the delegate and alternate have been ascertained by the Local Lodge, the Recording Secretary of said Local Lodge will fill out the credential forms furnished by the District Secretary-Treasurer and give one (1) copy to the delegates, one (1) copy to the District Office and return one (1) copy to the local files. The names of

delegates and alternates shall be forwarded to the District Secretary-Treasurer at least thirty (30) days prior to the date of the convention and within seventy-two (72) hours, exclusive of Saturday, Sunday and national holidays, after casting of the ballots.

Section 7. (a) Delegates shall be elected by a majority vote of their respective membership from the Local Lodge represented by the delegate, provided, however, that no lodge shall be allowed to dictate the election of a delegate using the votes of members who are not working under the jurisdiction of the District to accomplish same.

(b) Delegates must be members in good standing in the International Association of Machinists and Aerospace Workers for not less than one (1) year, and not less than one (1) year continuous good standing in their respective lodges, except in the case of a newly affiliated lodge.

(c) Delegates from a newly affiliated lodge must be in good standing from the time they were elected by their lodge.

(d) Any delegate whose lodge is three (3) or more months in arrears shall not be entitled to a seat in the District Convention.

Section 8. The District shall pay three-fourths (3/4) of the expenses, and three-fourths (3/4) of the lost time/salary of one (1) delegate from each Local Lodge with membership of one hundred (100) but less than two hundred fifty (250). The District shall pay all expenses and lost time/salary for one (1) delegate from Local Lodges with less than one hundred (100) members.

Section 9. Minutes of the Convention will be taken by a court reporter with copies being made and sent to all delegates, District Lodge Officers, and Local Lodge Recording Secretaries, not later than forty-five (45) days after said Convention transcripts are received from the court reporter.

Section 10. The President/Directing General Chair shall call a conference for the Local Lodge Grievance Committee Chairpersons, Chief Stewards and Stewards and for the Safety Committee members of Local Lodges in District 143 annually for a minimum of two (2) days duration which shall not be held in conjunction with any other meeting, conference, or convention. The primary purpose of the Safety Committee Conference will be to educate safety representatives on safety, changing legislation, conducting investigations, networking and other related safety and health issues and to discuss common safety issues. The primary purpose of the Chairperson's Conference shall be of workshop nature for each segment of the membership represented by the District. The subject matter to be discussed shall pertain to grievances in all levels, including arbitration and contract language. The expense and lost time of the Local Representatives shall be borne by the respective Local Lodges, except that a Local Lodge may, prior to conference time, apply to the District Lodge Board for assistance in the payment of not more than one (1) representative. The District Lodge Executive Board may grant whatever assistance is warranted but not more than the expenses and lost time of one (1) representative.

ARTICLE V

Duties of the District Executive Board

Section 1. Between District Lodge meetings, it shall be the duty of the District Executive Board to act on all matters of emergency in accordance with the IAM Constitution.

Section 2. The District Executive Board will meet twice a year: in months determined by the President/Directing General Chair or meet on October 1 in election years. Special session shall be held at such time and place as shall be called by the President/Directing General Chair, a majority of the Executive Board or by a majority of the lodges affiliated with the District. All Board action will be conducted with at least two-thirds (2/3) of the Board members acting in attendance.

Section 3. (a) The officers of this District shall consist of a President/Directing General Chair, who will preside at all meetings of the Board; eleven (11) General Chair; nine (9) Vice Presidents; a Secretary-Treasurer, and two (2) Trustees. The District Executive Board shall consist of these twenty-four (24) members.

(b) All members shall have equal voting power and voice in all discussions. The President/Directing General Chair shall cast the deciding vote in case of a tie. In the absence of the President/Directing General Chair, the senior General Chair present shall be the presiding officer.

Section 4. All officers of the Executive Board shall be employees of companies whose employees are represented by District No. 143. They shall have been members of the International Association of Machinists and Aerospace Workers for not less than two (2) years, and not less than one (1) year continuous good standing in the District prior to the election.

Section 5. Any action taken in accordance with Article V, Section 1, above will be made a matter of record to the membership and presented to the next District Convention.

Section 6. Minutes of all Board meetings will be sent to all affiliated Local Lodges within thirty (30) days of the meeting.

Section 7. The District Secretary-Treasurer will provide by 31 October of each year, a list of all anticipated conventions, conferences, and seminars to be offered by the District the following year.

ARTICLE VI

Duties of Officers

Section 1. The President/Directing General Chair of the District Lodge shall attend all meetings of the District Lodge and shall have the power to call special meetings of the

Executive Board. He/she or his/her designated representative shall investigate any grievance that shall arise and endeavor to adjust same. He/she shall advise and counsel the membership and use his/her best efforts to organize workers within a jurisdiction assigned by the General Vice President. He/she shall report monthly to the membership all matters of interest relating to his/her office, including updates on negotiations, and perform all other duties and obligations pertaining to his/her office. He/she shall represent the District Lodge when attending meetings called by the Grand Lodge or by the AFL-CIO, which are of interest to the Air Transport Industry. He/she shall assign and direct the activities of the duly-elected General Chair, including their respective domiciles. He/she shall be responsible for the supervision and maintenance of the District Lodge office(s) as may be established. He/she shall enforce the Constitution of the International Association of Machinists and Aerospace Workers and decide all questions of order and usage according to the provision of these bylaws. Any letter of agreement that is signed shall be sent to all shop committees systemwide. The distribution of all letters of agreements, contract interpretations, arbitration decisions, and other precedent-setting settlements shall be communicated to the Recording Secretary, shop committee, or chair of grievance committee every thirty (30) days.

Section 2. The General Chair shall assist the President/Directing General Chair of the District by performing any duties that may be assigned to them.

Section 3. (a) The Secretary-Treasurer shall attend all meetings and conduct correspondence of the District, excepting as otherwise provided. He/she shall keep a correct account of the finances of the District. He/she shall receive all money due the District and pay all legitimate bills of the District. He/she shall get a correct report from the Grand Lodge as to the number of members in good standing in all Local Lodges in District Lodge No. 143 prior to the annual convention, and shall have same ready for the Auditing Committee. He/she shall make a report to the District every month.

(b) All office supplies, except stationery, stamps and minor incidentals for District Offices exceeding \$500.00 will be approved by the Executive Board before being purchased.

(c) All checks drawn by the Secretary-Treasurer will be countersigned by the President/Directing General Chair of District Lodge No. 143 or in his/her absence an alternate appointed by the President/Directing General Chair.

(d) The Secretary-Treasurer of District Lodge No. 143 will have the books audited by an Auditing Committee twice annually, and the report circulated to each Local Lodge Recording Secretary in a timely manner, and submitted to the convention before adjournment.

(e) The Secretary-Treasurer shall forward copies of the dues check-off reports to the Local Lodge financial officers within seven (7) calendar days of receipt of these reports at the District Office.

Section 4. The Vice Presidents shall perform such functions as the President/Directing General Chair shall require. The expenses and actual lost wages incurred on all trips shall be borne by the District.

Section 5. The District Trustees shall have charge of all property belonging to the District Lodge, shall take inventory of the District at the last District officers' meeting prior to each convention, and shall see that all books are properly kept. They shall give a written report to all conventions. When their successors are elected and installed, they shall turn over to them all books, papers, funds, and other property of the District Lodge that they may have.

Section 6. 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

Salary and Expenses

Section 1. President/Directing General Chair

(a) For the faithful performance of his/her duties, he/she shall receive as starting salary an amount equal to 85% of the President/Directing General Chair's maximum salary, payable one-half (1/2) on the 16th and one-half (1/2) on the last day of each month, and a per diem expense based on IRS Publication 1542 (Maximum Federal Per Diem Rates) and other legitimate expenses when required by the duties of his office to be out of the city designated as District Headquarters. The expense account is to be paid on or before the 5th of the month.

(b) Beginning with the second year in office, he/she shall receive, effective January 1, 2009 \$8688.57 per month on the same dates provided in the above paragraph. The above increases shall not be retroactive and salaries shall be restricted to twice the maximum amount contributed by Grand Lodge in support of General Chair's salaries. This salary shall be adjusted in accordance with the IAM Constitution.

Section 2. General Chair

(a) For the faithful performance of his/her duties, he/she shall receive as starting salary, an amount equal to 80% of the President/Directing General Chair's maximum salary per month for the first year, payable one half (1/2) on the 16th and one half (1/2) on the last day of each month. Per diem expense based on IRS Publication 1542 (Maximum Federal Per Diem Rates) and other legitimate expenses shall be paid when required by duties to be out of the city designated as his/her domicile.

(b) Beginning with the second year in office, he/she shall receive a salary in the amount of 95% of the President/Directing General Chair's maximum salary per month, on the same dates provided in the above paragraph. The above increases shall not

be retroactive. Per diem expense based on IRS Publication 1542 (Maximum Federal Per Diem Rates) and other legitimate expenses shall be paid when required by duties to be out of the city designated as his/her domicile.

Section 3. Secretary-Treasurer

(a) For the faithful performance of his/her duties, he/she shall receive as starting salary an amount equal to 80% of the President/Directing General Chair's maximum salary with legitimate expenses, payable one half (1/2) on the 16th and one half (1/2) on the last day of each month. Per diem expenses based on IRS Publication 1542 (Maximum Federal Per Diem Rates) and other legitimate expenses shall be paid when required by duties to be out of the city designated as his/her domicile.

(b) Beginning with the second year in office, he/she shall receive a salary in the amount of 85% of the President/Directing General Chair's maximum salary on the same dates provided in the above paragraph. The above increases shall not be retroactive. Per diem expense based on IRS Publication 1542 (Maximum Federal Per Diem Rates) and other legitimate expenses shall be paid when required by duties to be out of the city designated as his/her domicile.

Section 4. The President/Directing General Chair, General Chair and Secretary-Treasurer will be granted an annual vacation equal to that which they would receive if working under the terms of the agreement from which they came. Vacations must be taken within their term of office.

Section 5. (a) District Executive Board members directed to perform services for the District for a period exceeding thirty (30) consecutive days shall be compensated in an amount equal to seventy-five percent (75%) of the President/Directing General Chair's maximum salary. Such persons will receive per diem expenses based on IRS Publication 1542 (Maximum Federal Per diem Rates) and other legitimate expenses when required by the duties of his office to be out of the city designated as their home city. Such persons will receive legitimate expenses at their home city.

(b) Other members directed to perform services for the District shall receive actual wages lost from regular work and per diem expenses based on IRS Publication 1542 (Maximum Federal Per Diem Rates) and all other legitimate expenses when away from their home city. Such persons will receive \$20.00 per diem and all other legitimate expenses at their home city.

ARTICLE VIII

Election of District Officers

Section 1. (a) The President/Directing General Chair, Secretary-Treasurer, six (6) General Chairs, one (1) Trustee, Vice President Minneapolis/St. Paul and Upper Midwest, including Northwest Airlines, Bemidji Aviation, Great Lakes Aviation, and Aircraft Services International Group, Vice President (Northwest Airlines) Memphis/South, Vice

President (Northwest Airlines) Hawaii and Vice President (Alaska Airlines) shall be elected by referendum vote each four (4) years (2002-2006, etc.); five (5) General Chairs, one (1) Trustee, Vice President (Northwest Airlines) West, Vice President (Northwest Airlines) East, Vice President (Northwest Airlines) Detroit and Michigan area, Vice President (Alaska Airlines), and Vice President (Air Wisconsin) shall be elected by referendum vote each four (4) years (2000-2004, etc.). Two (2) Vice President to be elected by the membership of Alaska Airlines, one (1) Vice President to be elected by the membership of Air Wisconsin, one (1) Vice President to be elected by the membership in the Upper Midwest, including Northwest Airlines, Bemidji Aviation, Great Lakes Aviation and Aircraft Services International Group and the remaining five (5) Vice President positions to be elected by the respective membership of Northwest Airlines East, Memphis/South, West, Hawaii and Detroit and Michigan area. The Vice Presidents must be a resident of their area.

Section 2. (a) During the first week of November, preceding an election year, the District Secretary-Treasurer shall issue a circular to all Local Lodges affiliated with District Lodge 143, calling for endorsement of nominees for the respective offices, which circular shall be accompanied by proper blanks or forms for the return of endorsements by Local Lodges.

(b) After receipt of said circular, and at least thirty (30) days prior to the first regular meeting in the month of February, notice of nominations and election shall be served upon the membership by mail. Local Lodges shall have the right in the first regular meeting in the month of February, by a plurality vote of those voting to make one (1) nomination each for the offices for which elections are to be held. If necessary, runoff election for Local Lodge nominations shall be held at the first regular meeting in the month of March

(c) Within five (5) days after the close of nomination meeting, the Recording Secretary of the Local Lodges shall forward to the Secretary-Treasurer of the District Lodge, by express mail, a correct list of all endorsements upon the forms provided therefore by the District Secretary-Treasurer.

(d) All endorsements for nominations in order to be tabulated must bear a postmark of not later than five (5) days after the close of the nomination meeting.

(e) The District Lodge Secretary-Treasurer shall immediately tabulate nomination returns and furnish each Local Lodge and nominee a copy.

(f) The District Secretary-Treasurer shall immediately upon tabulating endorsements, notify all nominees of the results of this tabulation by express mail. The nominees after receiving this notification, shall advise the District Secretary-Treasurer not later than the second Friday of April, by express mail, of their acceptance or rejection of the nomination. If no communication is received, the proper assumption shall be that the nominee declines to accept the nomination. From the endorsements received from local lodges, there shall be selected for each elective position the two (2) candidates receiving the highest number of endorsements, and the two (2) selected shall constitute the

candidates for the final ballot. More than two (2) candidates, as above, may appear on the ballot in case of a tie of accepting nominees receiving the highest number of endorsements.

(g) No nominee may be a candidate for more than one (1) office.

(h) In the event there is only one (1) nominee for any of the respective offices, the nominee's name will appear on the ballot without opposition. "Write-in" votes will not be tabulated.

Section 4. (a) After the foregoing provisions have been complied with, the District Secretary-Treasurer shall not later than May 1st, prepare the ballot and have printed thereon the names of all eligible candidates, together with the number and location of the Local Lodge of which they are respective members, said names to be arranged in order according to the number of endorsements received by each candidate for the office stated.

(b) All ballots shall bear the seal of the District Lodge and be so arranged that a voter may with ease designate his choice by marking (X) opposite names of those for whom he wishes to record his vote.

(c) The District Secretary-Treasurer shall supply all Local Lodges, with a sufficient number of ballots (without charge and no other ballots are to be used) to enable each District Lodge No. 143 member in good standing to cast a vote.

(d) The District Secretary-Treasurer shall furnish tally sheets in triplicate upon which shall be tabulated the votes of the members of the Local Lodge. One (1) tally sheet shall be given to and retained by the Local Lodge Recording Secretary. One (1) shall be enclosed with the ballots when forwarding same to the District Secretary-Treasurer, and one (1) shall be forwarded to the District Secretary-Treasurer by express mail in an envelope to be provided by the District Secretary-Treasurer.

(e) Certified tally sheets of voting machines, when used by local lodges, shall be accepted in lieu of ballots mentioned above. Voting machine results must be accompanied by completed tally sheets supplied by the District Secretary-Treasurer. All other foregoing provisions must be complied with.

Section 5. Election of officers of District Lodge No. 143 shall be held on the first regular meeting of each Local Lodge in the month of June

Section 6. (a) All members shall be notified by mail and shop bulletin of such election. Said notice will be mailed to each member eligible to vote, at their last known home address, at least sixty (60) days prior to the election. Specific information as to who is eligible to receive an absentee ballot as hereafter provided shall be communicated to such members. A request for an absentee ballot will be included. Members who reside in outlying districts more than twenty-five (25) miles from the designated balloting place, members who are either confined because of verified illness or on vacation or on official IAM business approved by the Local Lodge, District Lodge or Grand Lodge, as the case may be, shall be furnished absentee ballots, providing that all requests for mail ballots must

be made singly, in writing, by the requesting member and delivering in person or mailing such requests, not later than thirty (30) days before the election, to the Local Lodge Recording Secretary, stating the reason for requesting a mail ballot.

(b) The Local Lodge Recording Secretary will, immediately after he ascertains the request to be legal, mail to the requesting member a ballot together with the proper envelope and instructions for voting. These will be provided by the District Secretary-Treasurer.

(c) The requesting member will mark his ballot and mail it to the Local Lodge Recording Secretary in the proper envelopes, in accordance with the instructions so as to be received by the Local Lodge Recording Secretary by the day on which the election is held.

(d) The Recording Secretary will turn over to the Local Lodge Inspectors of Election all mail ballots received together with all mail ballot requests prior to the close of the polls on the day of the election in that Local Lodge.

Section 7. (a) At the first, or only, meeting held in the month prior to the election of District Lodge Officers, each local lodge shall appoint three (3) members as inspectors of election, who shall receive, record and count the vote of members of their Local Lodge.

(b) In case one (1) or more of the said inspectors is unable to act, then the President of the said Local Lodge shall fill the vacancy by appointment.

Section 8. Vote shall be received by the Inspectors of Election from the opening to the closing of the polls in the lodge room where regular lodge meetings are held, on a pre-determined nationwide date as referred to in Section 5 and upon no other day or at no other place. Provisions must be made to accommodate members who are working nights, and in order that all may have an opportunity to record their vote, the regular lodge meeting, during which the vote is to be taken, may be convened as early as 6:00 a.m. All ballots must be marked in ink or pencil. All votes shall be deposited in the presence of at least two (2) of the Inspectors. The Inspectors shall require each voter to mark his/her own ballot.

Section 9. The Inspectors of Election of each local lodge shall, upon the close of the polls, proceed to count the vote cast, tabulating the results in duplicate on the tally sheets furnished by the District Secretary-Treasurer and within five (5) days, exclusive of Saturday, Sunday, and legal National Holidays, from the close of the polls, forward one (1) copy thereof enclosed together with all of the ballots cast, in a sealed envelope or container to the District Secretary-Treasurer, by certified or registered mail. The ballots and enclosed tally sheet shall be opened only by the three (3) District Election Tellers, to whom the District Secretary-Treasurer shall turn over the ballots. Ballots and tally sheets not mailed within five (5) days, exclusive of Saturday, Sunday, and legal National Holidays, after the close of the polls shall not be counted. One (1) tally sheet shall be retained by the Recording Secretary of the local lodge to be spread upon the records of the Lodge. The

Recording Secretary shall also retain all unused ballots and other election records in a sealed container for a period of at least one (1) year.

Section 10. The opposing candidates for the office of President/Directing General Chair shall each in accordance with the current IAM Constitution, appoint a teller. These tellers shall select an additional teller, all being members of District Lodge No. 143. These tellers shall count the votes for all candidates and announce the results. Candidates for office in the District shall not be eligible to act as tellers.

Section 11. The District Secretary-Treasurer shall be custodian of all ballots cast and tally sheets, and he/she shall, after the District Lodge Election Tellers are duly organized and on their demand, surrender, unopened and in their original envelopes or packages, all ballots and tally sheets. The District Lodge Election Tellers shall meet at the office of the District Secretary-Treasurer within two (2) weeks, after all elections have been held and allowable time for ballots to be sent in, and proceed with the count. The District Lodge Election Tellers shall have full charge of the counting of the ballots, and shall have power to adopt rules to govern their work. After they have counted and tabulated the vote, they shall render a report containing a detailed statement of the vote cast in each lodge for the respective candidates. The District Secretary-Treasurer will have the report of the District Lodge Election Tellers printed and a copy of same shall be mailed to each local lodge and each candidate. The nominee receiving the highest number of votes for the respective office shall be duly declared elected by the District Lodge Election Tellers.

Section 12. (a) In the event that candidates for any office receive an equal number of votes, or tie vote, their names shall be resubmitted in accordance with the law, and such procedure shall be continued until one of the candidates shall receive a greater number of votes than the other candidate contesting for the same office.

(b) If the second or other succeeding ballots do not result in an election prior to the expiration of the term of office of the then incumbent, said incumbent shall be retained in office until his/her successor is duly elected.

Section 13. The candidates declared elected by the District Lodge Election Tellers will be installed into office to which they were elected effective October 1 at the District Executive Board meeting.

Section 14. Special elections of District officers will be held in a like manner to the regular election of officers for the District substituting pertinent dates as applicable to the occasion, and the election shall be conducted as per bylaws regarding the regular elections.

ARTICLE IX

Filling Vacancies

Section 1. When a vacancy occurs in the office of any Executive Board Member, the President/Directing General Chair shall, with approval by the majority of the remaining Executive Board Members, appoint a qualified District Lodge 143 member to fill the

vacancy until the next regular scheduled election. However, should more than twenty-four (24) months remain in the term, a special election shall be conducted.

Section 2. In the event that the office of President/Directing General Chair becomes vacant, the Senior General Chair shall automatically succeed to the office and remain in that office until the next regular election or special election. In the event there is not a Senior General Chair, the District Executive Board will determine the President/Directing General Chair. A special election is required if the unexpired term exceeds two (2) years.

ARTICLE X

Absence and Charges

Section 1. (a) In the event any officer of this Lodge absents himself/herself from three (3) consecutive, regular meetings without being excused therefore, and if there is no controversy as to the refusal to excuse being proper, such officer shall be deemed to have resigned his/her office. The vacancy shall be filled by appointment by the presiding officer on a pro tem basis for that period reasonably required to bring about the nomination and election of a successor.

(b) Should such officer contend the refusal to excuse him/her for such absence is improper, the presiding officer shall prefer charges against him/her, charging conduct unbecoming an officer on the basis of his/her absence without excuse found acceptable to the lodge, and he/she shall be tried in accordance with applicable provisions of the IAM Constitution.

ARTICLE XI

Committees

Section 1. There shall be a Bylaws Committee and an Auditing Committee of at least three (3) members each, who shall be appointed from elected delegates by the President/Directing General Chair and approved by the District Executive Board prior to the convention and may meet prior to the regular convention at the discretion of the District Secretary-Treasurer.

Section 2. (a) The Negotiating Committee for a carrier or company represented by District 143 with a membership of less than 500 shall consist of one (1) member. The Negotiating Committee for a carrier or company with a membership of 501-1500 shall consist of two (2) members. The Negotiating Committee for Northwest Airlines, Inc., Alaska Airlines, Inc. and Air Wisconsin Airlines Corporation shall consist of the following:

- (1) The Northwest Airlines Negotiating Committee will consist of twelve (12) members:

Three (3) members from Airport Operations/Customer Contact Employees: one (1) elected by and from Hub Operations, one (1) elected by and from locations other than Hub operations, and one (1) elected by and from Quality Service Assistant employees.

Two (2) members from Ramp Operations: one (1) elected by and from Hub Operations, and one (1) elected by and from locations other than Hub Operations.

Two (2) members by and from Sales and Reservations Operations.

One (1) member each by and from: Office and Clerical Operations, Stores Operations, Flight Kitchen Operations, Plant Protection Operations, Flight Simulator Operations.

- (2) The Alaska Airlines Negotiating Committee will consist of eight (8) members:

Two (2) members from Airport Operations/Customer Contact employees: one (1) from Local 2202 and one (1) from locations other than Local 2202 and elected by all members systemwide under the COPS contract.

Two (2) members from Sales and Reservations Operations and elected by all members systemwide under the COPS contract.

One (1) member from Office and Clerical Operations and elected by all members systemwide under COPS contract.

Two (2) members from Ramp Operations: one (1) from Local 2202 and one (1) from locations other than Local 2202 and elected by all members systemwide under RSSA contract.

One (1) member from Stores Operations and elected by all members systemwide under RSSA contract.

- (3) The Air Wisconsin Negotiating Committee will consist of two (2) members: one (1) member each by and from: one (1) Passenger Service Agent/Ticket Counter Agents; and one (1) Technical Stores/Supply Personnel.

(b) For the above mentioned Negotiating Committee, reimbursement for time and per diem will be borne by the District.

(c) Each Local Lodge having members under a contract being negotiated may elect one (1) additional member to the Negotiating Committee, expenses and per diem for these members to be borne by the Local Lodge. Members selected by a lodge will remain in negotiations until they are completed. (If for some reason a lodge's delegate misses a session of negotiations, he/she will not be allowed to return to negotiations unless excused by the Chair).

(d) (1) The President/Directing General Chair or his/her designated representative shall serve as Chair of all negotiating committees within the District.

(2) The duties and utilization of members of the Negotiating Committees will be at the discretion of the President/Directing General Chair. Additional members may be added to a Negotiating Committee if the President/Directing General Chair deems it necessary.

(e) Members of all District Negotiating Committees will be elected at least one (1) year prior to contract amendment/expiration by referendum vote of the contract(s) affected. Members of the Negotiating Committees shall serve until the duration of the contract(s) being negotiated has expired.

(f) If no member is nominated and elected to a Negotiating Committee, the President/Directing General Chair shall appoint the member(s) of the Negotiating Committee.

(g) (1) A copy of all negotiated contract changes shall be forwarded to each affected local in sufficient number for each Local Lodge Officer (working under contract affected), Shop Committee member and Steward for a minimum of five (5) days study prior to informational meetings to be scheduled by the District. Such meetings will be scheduled prior to the ratification of any contract, at which time copies of the exact language changes shall be distributed and fully explained.

(2) Not less than five (5) days after the last informational meeting is held, a system-wide secret ballot ratification vote will be conducted on the same day.

(h) District Lodge Negotiating Committees shall make a formal recommendation to the membership to accept or reject prior to voting on the contract.

(i) Members need not attend any scheduled meeting in order to vote for contract ratification.

Section 3. All System Board Members will be appointed by the President/Directing General Chair with the approval of the District Lodge No. 143 Executive Board.

Section 4. 1. All proposals for all the contracts within District 143 shall be voted on by delegates elected from the Local Lodges attending the contract proposals meeting, working under the contracts of the respective companies.

(a) Each Local Lodge shall be entitled to elect one (1) delegate for membership up to 100 under the contract affected and an additional representative from each Satellite Station that are within a local from outside of the main represented group.

(b) In addition, each Local Lodge shall be entitled to elect one (1) additional delegate for each additional 100 members, or major portion thereof, working under the contract affected.

(c) In addition, each satellite station shall be entitled to elect one (1) additional delegate for each additional 100 members or major portion thereof working under the contract affected.

2. The District Secretary-Treasurer will notify each of the Local Lodges affected of the need to elect their respective delegates at least one hundred ten (110) days prior to the opening of the contract; within forty-five (45) days of notification, the Local Lodge will advise the District of delegates elected.

3. Each lodge shall forward all proposed changes to the District forty-five (45) days prior to the opening date of the contract.

The President/Directing General Chair shall appoint an appropriate committee from the delegates elected to assemble like proposals and make recommendations to a meeting of all elected delegates to be called by the President/Directing General Chair (or Executive Board).

Each Lodge will be responsible for its delegate's lost wages and per diem at all meetings.

The President/Directing General Chair or his designee will preside at all meetings called for the purpose of voting on proposed contract changes.

Delegates' approved contract proposals shall be forwarded to the Company in accordance with Grand Lodge policy.

4. The Secretary-Treasurer will provide a standard form to be used in submitting contract proposals listing the article, paragraph and intent of desired change, this form to be included with the call for contract proposals. Unless the proposed changes are on the forms supplied, they will not be considered.

Section 5. Organizing Committee consisting of at least three (3) members appointed by the President/Directing General Chair.

Section 6. There shall be a New Technology Committee consisting of at least three (3) members to be appointed by the President/Directing General Chair.

ARTICLE XII

Grievances

Section 1. All grievances arising in this District, which cannot be settled by the local Shop Committee, will be referred to the President/Directing General Chair.

Section 2. All grievances must be reduced to writing when presented to the President/Directing General Chair, and must be acted upon without unnecessary delay.

Section 3. All grievances referred to the President/Directing General Chair shall be presented over the signature of the duly authorized local Shop Committee and in compliance with time limits set forth in contracts.

Section 4. The grievant shall receive all written decisions pertaining to his/her grievance from the person or persons handling the grievance in the Union steps of the grievance procedure.

ARTICLE XIII

Per Capita Tax

Section 1. Effective the first month following final approval, this District shall be maintained by a per capita equal to seventy-five percent (75%) of the Grand Lodge per capita tax per month per member. Such increase shall in no case be retroactive. The District per capita tax shall be adjusted each January 1 thereafter.

Section 2. Each Local Lodge affiliated with this District shall pay a per capita tax of ten dollars (\$10.00) to the District for each initiation and reinstatement.

ARTICLE XIV

Amendments and Changes

Section 1. These bylaws may be amended or changed by proposals submitted to a District Convention. Bylaw proposals shall be submitted on a standard form provided by the Secretary-Treasurer. Each bylaw proposal must be discussed and voted upon at each Local Lodge meeting where the proposal originates prior to being forwarded to District 143. Unless the proposed bylaw changes are on the forms supplied, they will not be considered. When approved by the convention delegates and approved by Grand Lodge, the amendment or change shall become effective the first of the month following final approval.

(a) Within sixty (60) days of the close of the District convention, the District Secretary-Treasurer shall supply all affiliated Local Lodges tally sheets and a sufficient number of ballots to enable each member in good standing of District Lodge 143 to cast a vote on the amendments or changes to the bylaws. Any time these bylaws are amended other than through the procedures as set forth in this Article, all Local Lodges will be notified within thirty (30) days of the change.

Section 2. (a) Between conventions, any Local Lodge affiliated with this District may propose amendments or changes to these bylaws by submitting same in writing to the District Secretary-Treasurer. The Local Lodge will send a copy of the proposed amendments or changes to other Local Lodges at the same time they are sent to the District Secretary-Treasurer. Any proposed changes must be endorsed by four (4) other Local Lodges within forty-five (45) days after the date the proposing Local Lodge mails proposed changes to the District Secretary-Treasurer. If endorsements are not received within the specified time limits, the proposals are null and void. The District Secretary-Treasurer shall then submit same to the membership of the District and when ratified by a majority of all votes cast by the membership of the affiliated Local Lodges and approved by the Grand Lodge, the amendments or changes shall become effective on the first of the month following final approval.

(b) Referendums sent to the Local Lodges by the District must be voted upon at a regular meeting within forty-five (45) days after receipt of same and ballots and tally sheet shall be forwarded to the District Secretary-Treasurer within seventy-two (72) hours after the casting of the ballots. Absentee ballots shall be handled in accordance with Article VIII, Section 6, of these bylaws.

Section 3. (a) Bylaw changes and resolutions must be in the hands of the District Secretary-Treasurer by a positive date established by the District Executive Board in the call to convention (except that the date will in no case be later than two (2) weeks prior to convention date). These bylaws proposals will be turned over to the delegates and Bylaws Committee one (1) week prior to the opening date of the Convention.

(b) Each additional proposal presented by delegates without the seal of their Local Lodge will require a two-thirds (2/3) majority vote of the delegates assembled before being submitted to the committee.

Section 4. 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.

Section 5. Should the District Executive Board, between conventions, decide that a change to these bylaws is necessary, the Secretary-Treasurer shall send a proposal indicating reason and intent to each local lodge for approval by majority vote at a local meeting within 45 days of receipt of notice.

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