

BYLAWS OF SEMINOLE LODGE NO. 971

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

WEST PALM BEACH, FLORIDA

PREAMBLE

This Lodge has been established for the purpose of Collective Bargaining. It shall endeavor to promote a level of wages and comparable working conditions as benefits the degree of skill and responsibility of persons throughout the International Association of Machinists and Aerospace Workers.

This Lodge shall be dedicated to the support and advancement of the Union movement and shall endeavor to extend its benefits to those who do not enjoy them.

ARTICLE I - NAME AND PURPOSE

Section 1. This Lodge shall be known as Seminole Lodge No. 971. It shall be affiliated with IAM District Lodge No. 166.

Section 2. It shall, through united action, be maintained for the purpose of securing and maintaining the full and current wages commensurate with the skill and responsibility required, and to promote the advancement of the labor movement through training and education where ever possible.

ARTICLE 2 - MEMBERSHIP

Section 1. This Lodge shall be composed of all members of the International Association of Machinists and Aerospace Workers who will be organized in the Greater West Palm Beach Area, the scope of who is eligible to be organized into the membership of Local Lodge 971 shall be controlled by the Local Lodge members.

ARTICLE 3 - GOVERNMENT OF THE LODGE

Section 1. The government of this Lodge shall be by its members at the regular meetings, called special meetings and by the Executive Board between meetings. These bylaws upon approval of the International President will become the rules by which this Lodge will operate. These bylaws supersede all past motions.

Approved: 2-29-2024

Effective: 3-1-2024

Section 2. The regular meeting shall be held on the third (3rd) Sunday of each month at 7:00 p.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 President upon written request of 10% of the members or a majority of the Executive Board at an Executive Board meeting.

Section 4. In the event a Lodge officer is absent, his chair will be filled by appointment of the presiding Chairperson.

Section 5. No business other than that stated in the call will be transacted at a special meeting.

Section 6. A quorum for a regular Lodge meeting shall be in accordance with the provisions of the minimum requirement as set forth in the IAM Constitution.

Section 7. The lodge "Sign In" log shall be closed by announcement from the Chair prior to the Order of Business (number 9) title "Report of the Secretary-Treasurer." At a meeting in progress, no member, after signing in, will be officially excused without first being approved by the Chair. Any member leaving without such approval will automatically invalidate his/her recorded attendance. It shall be the duty of the Sentinel to amend the "Sign In" log accordingly. The "Sign In" Log shall be the sole determining factor of a member's attendance at any given meeting of this Lodge.

ARTICLE 4 - NOMINATION AND ELECTION OF OFFICERS AND COMMITTEES

Section 1. Nomination of Constitutional Officers of this Lodge will be held at the regular meeting in September every third year, beginning September 1993. No member may be nominated for any office unless he/she is a member in good standing, has attended at least 50% of the monthly meetings held during the 12-month period ending the date of close of nominations. Attendance eligibility shall be determined by the "Sign In" Log as stipulated in Article 3, Section 7. He/she must be present to accept or decline the nomination or has previously submitted a letter of acceptance or declination to the President of the Lodge.

Section 2. At the regular meeting every third October beginning October 1993, the Recording Secretary will have ballots prepared for the secret ballot election of the following nominated Officers in compliance with the IAM Constitution: The President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor/Sentinel, and three (3) Trustees who will serve for a term of three (3) years.

(a) Members employed at Pratt & Whitney must nominate and elect six (6) Shop Committeepersons each year; two (2) Shop Committeepersons from Assembly/Manufacturing Area and Production assembly Area (one (1) from the night shift and one (1) from the day shift); two (2) Shop Committeepersons from Test Area (one (1) from the night shift and one (1) from the day shift), one (1) Committeeperson-At-Large and one (1) Job Evaluation Committeeperson. The Chairperson of the Shop Committee shall be elected from the six (6) Shop Committeepersons referred to in this sub-section. In the event of a tie vote, such tie will be broken by a vote of the President. Nominations will take place at the regular meeting in September each year, with the elections to follow at the regular meeting in October each year. No member may be nominated for any Shop Committee unless they are a member in good standing, has attended at least fifty percent (50%) of the monthly meeting held during the twelve month period ending the dated of close nominations.

(b) Members employed at Aerojet Rocketdyne must nominate and elect three (3) Shop Committeepersons each year; one (1) Shop Committeeperson from Manufacturing Building Area; one (1) Shop Committeepersons from Test Area, one (1) Committeeperson-At-Large. The Chairperson of the Shop Committee shall be elected from (3) Shop Committeepersons referred to in this sub-section. In the event of a tie vote, such tie will be broken by a vote of the President. Nominations will take place at the regular meeting in September each year, with the elections to follow at the regular meeting in October each year. No member may be nominated for any Shop Committee unless they are a member in good standing, has attended at least fifty percent (50%) of the monthly meeting held during the twelve month period ending the dated of close nominations.

(c) An Auditing Committee of three (3) shall be nominated and elected for a one (1) year term. Such nomination and election will take place in conjunction with Article 4, Section 2, paragraph (a) above. Members of the Local Lodge's Executive Board shall not be eligible to election as members of the Audit Committee.

(d) The Local Lodge Editor shall be nominated and elected for a term of one (1) year. Such election shall be in conjunction with Article 4, Section 2, paragraph (a) above.

(e) Members employed at Pratt & Whitney must nominate and elect three (3) union safety representatives must occur each year. At least one (1) of the three (3) must be from the test area. The Chairperson of the Safety Committee shall be elected from the three (3) safety representatives referred to in this subsection. In the event of a tie vote, such tie will be broken by a vote of the President. Nomination and election shall be in conjunction with Article 4, Section 2, Paragraph (a) above. No member may be nominated for any Shop Committee unless they are a member in good standing, has attended at least fifty percent (50%) of the monthly meeting held during the twelve month period ending the dated of close nominations.

(f) Members employed at Aerojet Rocketdyne must nominate and elect 3 (3) union safety representatives each year. At least one (1) of the three (3) must be from the test area. The Chairperson of the Safety Committee shall be elected from the three (3) safety representatives referred to in this subsection. In the event of a tie vote, such tie will be broken by a vote of the President. Nominations and election shall be in conjunction with Article 4, Section 2, Paragraph (a) above. No member may be nominated for any Shop Committee unless they are a member in good standing, has attended at least fifty percent (50%) of the monthly meeting held during the twelve month period ending the dated of close nominations.

Section 3. Election ballots shall contain the names and official dues card numbers of all the contested candidates and will be prepared in their order of nomination. Sample ballots shall be posted on all Union-Company bulletin boards at least fifteen (15) days prior to the advertised election in accordance with these Bylaws and the IAM Constitution. This posting is additional to the fifteen (15) day mailed notice requirement as per the IAM Constitution.

Section 4. At the time of voting each member will present his/her dues card or proof of membership and the word "voted" will be entered on his/her dues card and/or on his/her Lodge dues ledger sheet.

Section 5. All persons duly elected will be installed in their office at the regular meeting in November following their October election. Any change in the bylaws affecting the status of present officers will take effect at the end of the officer's term.

ARTICLE 5 - DUTIES OF OFFICERS

Section 1. The duties of the officers will be as set forth in the IAM Constitution.

Section 2. Any officer of the Lodge absent from three (3) consecutive regular meetings who does not present a valid reason therefore, should resign. The term "valid excuse" shall be for three (3) reasons only: 1) Confinement of verified illness; 2) Vacation; 3) Official IAM business approved by the Local or Grand Lodge. Should such officer fail to resign, he/she will be charged with negligence of their duties and tried in accordance with the IAM Constitution. Should a vacancy occur in any office between elections through any cause (other than removal), such a vacancy will be filled by:

a) The office of President shall be filled by the Vice President for the unexpired term.

b) All other vacancies of office between election shall be filled by appointment by the President of the Local Lodge for the remainder of the unexpired term when beyond six (6) months in office.

Section 3. No officer(s), area steward, shop committee or business representative representing this Lodge will conduct any business of or for this Lodge, or negotiate on any matter or business pertaining to this Local Lodge or its industrial relations unless the membership is informed of such business or negotiations at the last meeting prior to the transactions, or at the first meeting of the Local Lodge after the transaction of such business or negotiations. This report must be made to the Lodge regardless of whether the business has been completed and while the Lodge is in session. The report must be made prior to the transaction of the business unless the officer(s) did not know of such business or contemplated negotiations prior to the last business meeting of this Local Lodge.

ARTICLE 6 - THE EXECUTIVE BOARD

Section 1. The Executive Board shall consist of all elected officers, and such other positions as provided in ARTICLE 4. A quorum for an Executive Board meeting shall be fifty percent (50%) plus one (1), a simple majority.

Section 2. Meetings will be called by the President and meetings must be called by him upon request from a majority of the Executive Board.

Section 3. The Lodge must approve all recommendations before they shall become effective.

ARTICLE 7 - AREA STEWARDS

Section 1. There shall be an Area Steward for each Area and shift as per Unit contract. Area Stewards shall be nominated only by members from the unit, area and shift they will be representing at the regular meeting in September each year and elected in October by a majority of members present of their respective unit, area and shift. Stewards duly elected shall be installed at the regular meeting the following November.

Section 2. In the event no nominees are available for the Area Steward election, appointment may be made by the President of the Local to the position subject to the approval of the membership at the next regular Lodge meeting. This appointment is to be in effect until the next regular election of stewards.

Section 3. The duties of an Area Steward shall be as outlined in the "IAM -- SHOP STEWARDS' MANUAL". Area Stewards shall report all grievance information to their Area Shop Committeepersons. Shop Committeepersons shall report on all pending and settled grievances. It is the responsibility of all Shop Committeepersons to see that every grievant shall be informed the results of his/her grievance within ten (10) days of the grievance settlement.

(a) When a new or changed Job Description is received by the Local Lodge, the Job Evaluation Committeeperson shall forward copies immediately to each employee of that particular Job Code requesting his/her input on the matter be made known as soon as possible to committee members handling Job Descriptions. Responsive Local Lodge action must be initiated within thirty (30) days in order to be timely.

Section 4. In the case of an Area Steward vacancy, the vacancy shall be filled by appointment, by the President of the Local Lodge, for the remainder of the unexpired term when beyond six (6) months in office.

Section 5. A meeting of Area Stewards shall be held at least once a month at a time and place to be chosen by the Body.

ARTICLE 8 - FUNDS

Section 1. The funds of this Lodge shall be held intact as hereinafter provided.

Section 2. Under no circumstances shall any funds be advanced to any person except duly authorized delegates or representatives, provided that such funds shall be used to defray traveling expenses, while away from home on business for this Lodge, and then such unused funds shall be returned and an itemized report with valid proof to substantiate the bill shall be rendered at the next regular meeting of the Lodge after the return of such delegates or representatives.

Section 3. Lodging will be paid on presentation of the rate bill of the Hotel(s) and/or Motel(s) used by a member while on approved official Local Lodge business. To cover other expenses, there will be a per diem allowance of thirty-five dollars (\$35.00). Delegate registration fees for called Conferences or Seminars shall be paid by the Local Lodge. Any member required to use his/her vehicle for union business will be reimbursed at the current IRS rate. Payment for mileage will be approved at the regular Lodge meeting only upon presentation of written voucher.

Section 4. All appeals for aid or donations shall first be referred to the Executive Board for recommendations to the membership. The membership, by a majority vote in attendance, may override the recommendations of the Executive Board on the particular subject.

Section 5. The Secretary Treasurer, upon timely notification shall direct that a Bible of the current faith be presented on the demise of a member or one of the following relatives of a member: Spouse, Father, Mother, Sister, Brother, Child, Grandchild, Parent of current Spouse, Step-Parent and Step-Child if brought up and supported as though a natural child.

Section 6. All bills of this Lodge, after being read, must be approved by the Lodge before payment can be affected, except in case of routine expenses which may be paid upon presentation but must be presented to the Lodge for final approval.

(a) The Secretary-Treasurer will, each month, send to District Lodge No. 166 the per capita tax as called for in the Bylaws of District Lodge No. 166. Said payment of per capita tax does not need prior membership approval.

Section 7. All monies derived from dances, picnics and similar fund raising drives after expenses are paid will be put into the fund which the occasion benefits and a full report be made at the next Local Lodge regular meeting.

Section 8. All monies to be spent for organizing must have prior approval of the membership.

Section 9. The Secretary Treasurer shall be reimbursed forty cents (40¢) per member per month for the faithful performance of his/her duties.

Section 10. A minimum of thirty cents (30¢) per member per month shall be deposited in the Local Lodge Emergency Fund to comply with the IAM Constitution.

Section 11. The cost of a member's life-time retirement fee to Grand Lodge shall be absorbed by the Local Lodge.

ARTICLE 9 - DUES AND REINSTATEMENT FEES

Section 1. The initiation fee for this Lodge shall be equal to one month's dues.

Section 2. The reinstatement fee for this Lodge shall be fifty dollars (\$50.00). The fifty dollar (\$50.00) reinstatement fee to be a cash payment. All Honorary Withdrawal Card holders will be reinstated in accordance with the provisions set forth in the IAM Constitution.

Section 3. The monthly dues of this Lodge covered by a collective bargaining agreement(s) which the weighted average hourly is \$30.00 or more shall be a uniform rate equal to one and one half (1.5) times the weighted average hourly earnings of members in each shop of the bargaining unit under the Local Lodge jurisdiction plus an additional \$14.00 fee to remain in the Local Lodge funds for Local Lodge business.

The monthly dues will be discussed with a resolution drawn up and voted on at the regular meeting each October. The purpose being to inform members of changes if any, in weighted averages and assessments that will be effective at the beginning of each year (January 1) per the IAM Constitution.

Section 4. The monthly dues of this Lodge of members covered by a collective bargaining agreement(s) which the weighted average hourly is \$29.99 or less will pay minimum membership dues equal to the cost of all per cap payments required of Local 971 plus a \$1.00 fee. The \$1.00 fee will remain in the local for administration.

ARTICLE 10 - BONDING AND MEMBERSHIP APPLICATION

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.

Section 2. In accordance with the IAM Constitution, every application for membership shall be presented in writing and shall state the name, residence, date and place of birth, occupation and place of employment of the applicant. If 2/3 of those present consent, they may vote upon an application for membership at the same meeting at which the applicant is proposed, otherwise, the application for membership shall be referred to a committee of three (3) members, two (2) of whom shall be appointed by the President and one of whom shall be appointed by the Vice President.

The committee shall investigate the eligibility of the applicant and report thereon at the next regular meeting where upon a "yea" and "nay" vote will be taken upon the question of the admission of the applicant to membership. A 2/3 vote of those voting on the question shall be necessary to elect the applicant to membership. An application once rejected shall not again be voted upon until after the expiration of six (6) months.

ARTICLE 11 - AUDITS

Section 1. Audits of the Lodge finances shall be performed by the elected Auditors, semi-annually at the end of June and December in the manner set forth in the IAM Constitution. Auditors will be members of the Finance Committee of the Lodge.

Section 2. It shall be the duty of the Trustees to perform all duties set forth in the IAM Constitution and in addition thereto serve as members of the Finance Committee of this Lodge. All bonds for officers shall be in the care of the Trustees except the bonds of the Trustees, which shall be deposited with the Recording Secretary.

Section 3. A Financial Committee report will be made to the membership at the regular meeting in February of each year. Such report will be in writing and signed jointly by the Secretary-Treasurer, the Trustees and Auditors.

ARTICLE 12 - AMENDMENTS

Section 1. 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 at the second reading with copies being given to the membership present. Amendments to be made on proposed changes to be made at the second reading.

(d) Each proposal must be considered and voted upon separately. A majority affirmative vote by those present and voting is needed for adoption.

(e) One copy 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. 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 in these bylaws shall be governed by the IAM Constitution.

ARTICLE 13 - ORDER OF BUSINESS

Section 1. The Order of Business agenda for the Local Lodge meeting shall be as directed in the IAM Constitution.

Section 2. The Rules of Order as set forth in the IAM Constitution shall be the law of meetings and matters not covered therein shall be covered by Robert's Rules of Order.

Approved by

Brian Bryant
INTERNATIONAL PRESIDENT