

BYLAWS OF AIRCRAFT ENGINE LODGE NO. 912
INTERNATIONAL ASSOCIATION OF MACHINISTS
AND
AEROSPACE WORKERS

PREAMBLE

We, the members of Aircraft Engine Lodge No. 912, International Association of Machinists and Aerospace Workers, believe that the right of those who toil is to enjoy to the fullest extent the wealth created by their labor and that this is a natural and just right.

We realize that under changing industrial and economic conditions it is impossible for those who toil to obtain the full reward of their labor other than through united action.

Therefore; We, the members of Aircraft Engine Lodge No. 912, IAM, pledge ourselves to labor unitedly for the principles of our great organization, to educate and train our membership to perpetuate our Lodge on the basis of solidarity and justice, to ever fight for the emancipation of labor, and to consistently endeavor to bring about a higher standard of living among our members.

We further pledge to cooperate in bringing about the establishment of the platform of the Grand Lodge of the International Association of Machinists and Aerospace Workers.

BYLAWS OF AIRCRAFT ENGINE LODGE NO. 912

ARTICLE I

NAME

Section 1. This Lodge shall be known as Aircraft Engine Lodge No. 912 International Association of Machinists and Aerospace Workers.

ARTICLE II

Section 1. Meetings of this Lodge shall be held in accordance with the IAM Constitution.

Approved: 2-19-09
Effective: 3-1-09

Section 2. All meetings of this Lodge shall be held at U.A.W. Meeting Hall located at 10020 Reading Rd., Evendale, Ohio, except for the purpose of holding elections. These meetings may be held at a place convenient to the membership.

Section 3. This Lodge shall hold one (1) regular meeting each month. The regular meeting of this Lodge shall be the second (2nd) Tuesday of each month at 12:00 p.m. unless the meeting date falls on a generally recognized holiday, a substitute day of meeting may be set at the preceding meeting. Any change in the meeting dates will be posted in advance of said meeting.

ARTICLE III

OFFICERS, DUTIES AND COMPENSATIONS

Section 1. The officers of this Lodge, their qualifications, election and installation shall be in accordance with the IAM Constitution. The duties of the officers shall be as prescribed in the IAM Constitution.

Nominations and the election of officers shall be held in election year.

All terms of officers shall be for the period of three (3) years.

All notices and correspondence will be approved by the President and bear the seal of the Lodge.

Section 2. The Executive Board shall consist of a President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor-Sentinel and three (3) Trustees.

Section 3. In an emergency that requires prompt action, the Executive Board shall have full charge in handling such matters.

Section 4. The President shall receive \$300.00 per quarter year.

Section 5. The Vice President shall receive \$100.00 per quarter year.

Section 6. The Recording Secretary shall receive \$300.00 per quarter year.

Section 7. The Secretary-Treasurer shall receive two percent (2%) of all dues collected, same to be paid monthly. Compensation will be granted for time lost from work. Any question about this time or compensation shall be brought before the Executive Board.

Section 8. The Conductor-Sentinel shall receive \$30.00 per quarter year.

Section 9. 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.

Section 10. The Secretary of the Bargaining Committee shall receive \$60.00 per month.

Section 11. The Chairperson of the Bargaining Committee shall receive \$100.00 per month.

Section 12. The Trustee(s) shall receive \$30.00 per quarter year.

Section 13. That any designated members, committee member or members of the Benefits Committee, or officer attending union business out of the plant, such as Federal Mediation, arbitration, contract negotiations, labor board hearings, affiliations meetings, and special approved meetings shall receive twenty-five dollars (\$25.00) per day for expenses. Any questions about these meetings or pay shall be brought before the Executive Board.

Section 14. Any member and/or members delegated by the Local Lodge membership to represent the Local Lodge on official business necessitating travel out of town shall receive seventy-five dollars (\$75.00) per day allowance. His/her actual expenditures for lodging (up to single occupancy) and travel at the actual coach class airfare, or if traveled by vehicle up to one thousand (1000) miles roundtrip by the most direct route at the mileage rate set forth by the IRS at the time of travel. All other travel arrangements shall be pre-approved by the Executive Board.

Section 15. In the event any officer of this Lodge is absent from three (3) consecutive, regular meetings of this lodge without being excused therefor, and if there is no controversy as to the refusal to excuse being proper, such officer shall be deemed to have resigned his 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.

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

Section 16. The Recording Secretary of Local Lodge 912 shall report the activities of Local Lodge 912 through a monthly Stewards report to be distributed at the Local Lodge 912 meeting each month. The President of Local Lodge 912 may delegate additional members to assist in preparing this report for the membership.

ARTICLE IV

STANDING COMMITTEES

Section 1. The Lodge shall elect or the President may appoint the following standing committees: Educational Committee, Legislative Committee, Organizing Committee, Investigation Committee, Entertainment Committee, Relief Committee, Workers Compensation Committee, and Human Rights and Benefits Committee.

Section 2. The Finance Committee shall consist of the Board of Trustees and they shall receive and investigate all bills, appeals for aid, or any communications or recommendations that necessitate the expenditure of any funds received by the Lodge. They shall recommend as to what action they deem to be in the best interest of the Lodge.

They shall have charge of all property belonging to the Local Lodge; shall see that all books are properly kept; and at the time of the semi-annual audit, shall assist the Auditing Committee in the examination of the books and accounts and verify the report of the Auditing Committee by attaching their signatures thereto.

Should the work of the auditing of the books of the Local Lodge be delayed on account of the failure of one or more of the Trustees to be in attendance, the Auditors shall proceed to carry on the work in the same manner as though all of the Trustees were present. The Trustees shall be liable to the Grand Lodge for all funds and other property of the Local Lodge under their control.

Section 3. The Educational Committee shall foster and direct an educational program among the membership of the Lodge. They shall be charged with the responsibility of new member's introduction and training.

Section 4. The Legislative Committee shall receive all communications on legislation and legislative matters as directed by the Lodge, and shall make their report and recommendations on same to the Lodge. This Committee shall keep a file on all legislative matters of interest to labor and shall keep the Lodge informed at all times on the progress of State and National Legislation affecting labor.

Section 5. The Organizing Committee shall cooperate with the Business Representatives, District Officers, Grand Lodge Officers, and Representatives in devising ways and means of maintaining the present membership and organizing the unorganized.

Section 6. The Auditing Committee and Trustees shall audit the financial records and books of the Secretary-Treasurer at the close of June and December. The Auditing Committee shall make its semi-annual report at the regular meeting of the Lodge. They shall file a written copy of this report with the General Secretary-Treasurer and the Recording Secretary of the Lodge.

Section 7. The Investigating Committee shall investigate all challenged candidates for initiation. They shall inquire into the candidates' eligibility for membership and their qualifications for membership classification, and make their report and recommendations to the Lodge. All matters pertaining to changing of membership classification shall be referred to this committee for investigation and recommendations.

Section 8. The Entertainment Committee shall be responsible for the social program of this Lodge. The Lodge shall hold one (1) picnic per year subject to the approval of the membership if there are funds available. Refreshments after lodge meetings shall be voted upon by the members in attendance at the Lodge meeting(s).

Section 9. The Relief Committee will be appointed in accordance with the IAM Constitution. Any member in good standing who is removed from the payroll prior to Christmas and will remain off during the Christmas holidays, due to sickness or accident will be entitled to a gift certificate not to exceed \$30.00 and must be voted upon by the members in attendance at a regular lodge meeting.

(a) The Relief Committee upon a motion passed by the membership at a regular Lodge meeting should investigate to determine the need of a member and be authorized to give assistance up to and no more than \$100.00 to pay a specific bill or portion thereof. A report of this action to be given to the membership at the next regular Lodge meeting. Any further assistance to pay any additional bills will be brought before the Lodge upon the recommendation of the Relief Committee.

Section 10. It shall be the duty of the Chairperson of each Committee to report to the Lodge any member or members of his or her Committee failing to function or perform the duties assigned to them.

Section 11. The Safety Committee will be appointed by the Bargaining Committee and their duties and responsibilities shall be assigned by the Chairperson of the Bargaining Committee.

In the event that a Safety Committeeperson leaves the shift for any reason for which his appointment was made, that Safety Committeeperson will no longer retain that position. The Bargaining Committee will at that time appoint his replacement.

All Safety Committeepersons of this Local Lodge shall attend the regular monthly Lodge meeting and give a report, per shift, in order to keep the membership informed of all safety matters. Failure to attend two (2) consecutive regular lodge meetings without proper excuse will cause the removal of that safety member from that position.

Section 12. The Workers Compensation Committee to be responsible to the Chairperson of the Workers Compensation Committee, and will keep, and make a report to the membership.

ARTICLE V

AFFILIATIONS AND DELEGATES

Section 1. This Lodge shall affiliate with District No. 34, Ohio State Council of Machinists, Ohio AFL-CIO and the Cincinnati AFL-CIO Labor Council and the Eastern States Council of Machinists.

Section 2. The President of the Lodge and the Chairperson of the Bargaining Committee shall be automatic delegates to the District No. 34, IAMAW.

The President of the Lodge and the Secretary-Treasurer shall be automatic delegates to the Ohio State Council of Machinists.

The President of the Lodge and the Legislative Chairperson shall be automatic delegates to the Cincinnati AFL-CIO Labor Council and Ohio AFL-CIO.

The Lodge shall elect Delegates to the AFL-CIO upon call. All additional Delegates to the affiliated labor organizations shall be elected for a three (3) year term.

Section 3. The Lodge may affiliate with any legitimate labor body approved by the Executive Council of the Grand Lodge. A two-thirds (2/3) majority vote of the members of the Lodge present shall be necessary for affiliation.

Section 4. Alternate delegates shall be elected to become active in the absence of regular delegates to all affiliated organizations.

Section 5. All delegates to our affiliations shall make a full report to the Lodge on their return.

Section 6. All candidates for elective offices in this Lodge shall have attended 50 per cent of the regular meetings of this Lodge during the 12-month period ending the date of the close of nominations and validated by signature in the attendance book. (Elective offices include officers, Bargaining Committee Members, Delegates and Alternates, Chief Stewards and Audit Committee.)

ARTICLE VI

INITIATION FEES, REINSTATEMENT FEES AND DUES

Section 1. Initiation and reinstatement fees shall be equal to two (2) current month's dues for each individual member.

Section 2. The monthly dues of this Lodge shall be a minimum rate equal to two (2) times the individual current hourly earnings of each member of the Local Lodge. The dues will be calculated based on a 48-week year and paid for 52 consecutive weeks.

Section 3. During the process of organizing, concession of the initiation fee may be granted by special action of the Lodge when dispensation is granted by the International President.

Section 4. Applications for membership or reinstatement of membership in this Local Lodge must be submitted on the membership application forms supplied by this Local Lodge and all application forms must be accompanied by two (2) completely filled out dues checkoff cards, or the proper initiation or reinstatement fee. Honorary withdrawal cards, either from the IAM or a union with which the IAM has a reciprocal transfer agreement, must be submitted within thirty (30) days after accepting employment and be submitted with a membership application as above, also the applicant must meet all other provisions set forth in the IAM Constitution.

Applications for membership or reinstatement shall be voted on at the same meeting at which they are presented, but any application may be referred to the Investigating Committee, if a majority of those voting elect to do so. A majority of those voting on the question of membership shall be necessary to elect any applicant to membership. An application once rejected shall not again be voted on until after six (6) months.

Membership shall begin on the date of initiation or reinstatement.

Section 5. As used in this section, delinquency is defined as the failure of a member to pay his dues, fines, assessments or special levies within the current month. Except as otherwise provided for in the IAM Constitution.

Delinquency for two (2) months in the payment of dues, fines, special levies or assessments shall automatically cancel membership and all rights, privileges, and benefits incident thereto. The period of good standing membership of members whose membership has been cancelled for delinquency or other cause shall date from their last reinstatement as shown by the Grand Lodge records and their rights, privileges and benefits under the provisions of the IAM Constitution and these bylaws shall attach and date from their last reinstatement, as though they had never before held membership in the IAM.

Section 6. Local Lodge No. 912 will pay the unemployment stamp for any member in good standing who is sick or disabled according to Article G of the IAM Constitution. The member must make written application for the unemployment stamp(s) in a timely manner. The matter of reporting is entirely the member's responsibility.

Members who violate any provisions of this section, and by incorporation of Article G of the IAM Constitution, or who obtain unemployment stamps by false pretenses or misrepresentation of the facts, shall be guilty of misconduct and subject to charges, trial and penalty therefore as provided in Article L of the IAM Constitution.

Section 7. Lost or destroyed dues books will be replaced at the cost of 25¢ to the member.

Section 8. Local Lodge No. 912 will pay the Retirement Card fee for all members in good standing upon application within the required time period as outlined in the IAM&AW Constitution.

ARTICLE VII

FUNDS

Section 1. All funds of this Lodge in excess of approximately \$10,000.00 shall be invested into a savings account or government bonds for an Emergency Fund as set forth in the IAM Constitution.

Section 2. All deposits and withdrawals of the Emergency Fund shall be handled in the same manner as all other Lodge receipts and disbursements except as set forth in the IAM Constitution.

Section 3. All donations of Lodge funds for any charitable request, relief aid to member(s), or donations to any individual shall be voted upon by the members in attendance at a regular Lodge meeting.

Section 4. Additional dues collected and donations received and deposited in the building fund for the purpose of purchasing a building or site for a new union hall for Local Lodge 912 shall remain in these account(s). All interest earned on these funds shall also be for this same purpose. Any motion to use these funds for any other purpose shall be notified to all Local Lodge 912 members in good standing (active and retired) in writing a minimum of fourteen days prior to a vote or any action being taken. This notice is to include the date, time and place of the vote, exact wording of the intended motion and be sent via the US postal service.

ARTICLE VIII

BARGAINING COMMITTEE AND CHIEF STEWARDS

Section 1. Nominations, Elections and Duties of the Bargaining Committee

(a) For election purposes, the Bargaining Unit shall be identified as either the Machining Group or the Maintenance Group.

(b) For election purposes, the Plant shall be identified as either the North Area (Bldg. 500 and North) or as the South Area (Bldg. 700 and South).

The identification of the present and of any future classifications or plant physical changes that may come into existence shall be the responsibility of the Bargaining Committee for election and/or representation purposes.

(c) The nominations for Bargaining Committee members shall be held at the regular lodge meeting in November and elections will be held in December. The Bargaining Committee members will assume their duties January 1st following the elections.

(d) The Bargaining Committee shall consist of the President of Lodge 912, IAMAW and eight (8) elected committee members.

The terms of office and committee positions are identified as follows:

(1) Committee Position - 1st Shift Maintenance-South, to be elected for a three (3) year term during December 1991 and every three (3) years thereafter.

(2) Committee Position - 1st Shift Maintenance-South, to be elected for a three (3) year term during December 1990 and every three (3) years thereafter.

(3) Committee Position - 1st Shift Machining-South, to be elected for a three (3) year term during December 1990 and every three (3) years thereafter.

(4) Committee Position - 1st Shift Machining-North, to be elected for a three (3) year term during December 1991 and every three (3) years thereafter.

(5) Committee Position - 1st Shift Maintenance-North, to be elected for a three (3) year term during December 1991 and every three (3) years thereafter.

(6) Committee Position - 2nd Shift Machining-Plantwide, to be elected for a three (3) year term during December 1990 and every three (3) years thereafter.

(7) Committee Position - 2nd Shift Maintenance-Plantwide, to be elected for a three (3) term during December 1991 and every three (3) years thereafter.

(8) Committee Position - 3rd Shift Maintenance-or Machining, Plantwide, to be elected for a three (3) year term during December 1990 and every three (3) years thereafter.

(e) Candidates must be members in good standing for one (1) year.

(f) Candidates must have attended fifty percent (50%) or more of the regular lodge meetings held during the 12 month period ending with the date of the close of nominations.

(g) Candidates must be nominated for and accept the nominations of one (1) and only one (1) of the Bargaining Committee positions open for nominations.

(h) Candidates must be from the Group of (Machining or Maintenance) and the Area of (Building 500 and North) or (Building 700 and South) for which they seek nomination. There must also be in existence the classification of the nominee and the shift that they seek election to.

(i) Candidates who meet the qualifications set fourth in the Article under Section (1e), (1f), (1g) and (1h) are eligible to seek nomination for any shift Bargaining Committee position, regardless of the shift that the candidate is on at the time of nominations.

(j) Elected Bargaining Committee members must accept the shift and group for which they were elected. Failure to do so forfeits the position.

(k) All Bargaining Committee members shall be obligated as Representatives of the Lodge at a regular Lodge meeting and shall be required to perform the duties in accordance with the established procedure adapted by the Lodge.

(l) If the classification of the elected Bargaining Committee member is eliminated and the shift for which he/she was elected, he/she will continue to represent the membership as a Bargaining Committee member for the remainder of his/her term.

(m) In the event that an elected Bargaining Committee member accepts an upgrade with in the Group (Machining or Maintenance) for which he/she was elected, but not limited to Area (Building 500 and North) or (Building 700 and South), he/she will continue to represent the group and area for which he/she was elected for the remainder of their term.

(n) Following any election of a Bargaining Committee member, the Bargaining Committee shall elect a Bargaining Committee member as Chairperson of the Bargaining Committee in January following the elections.

(o) The Chairperson of the Bargaining Committee shall file with Recording Secretary of this Lodge, the name and address of each member of the Bargaining Committee and Stewards by the 1st of March of each year and to immediately advise the Lodge of any changes therefore.

(p) It shall be the duty of the Chairperson of the Bargaining Committee to report to the Lodge any member or members of the Bargaining Committee failing to perform the functions or duties assigned to them.

(q) The Chairperson of the Bargaining Committee may appoint a Bargaining Committee member, in the absence of, or until an election can be held. The Chairperson shall maintain a complete record of his/her activities.

(r) The Bargaining Committee shall elect a member of the Bargaining Committee as secretary of the Bargaining Committee. The Secretary of the Bargaining Committee shall maintain the minutes of all Bargaining Committee meetings. The Secretary of the Bargaining Committee shall file a monthly report of the activities of the Bargaining Committee each calendar month. This report shall be distributed at the regular lodge meeting each month. A copy of this report shall be filed with the Secretary of Local Lodge 912. Other Bargaining Committee communications may also be distributed at the Evendale Plant as needed.

(s) A Bargaining Committee member may appoint a Steward in the absence of, or until an election can be held.

(t) All members of the Bargaining Committee shall be required to attend the regular monthly lodge meeting. Acceptable excuses for failing to comply are the same as detailed in Article IX Section 5.

(u) All Bargaining Committee decisions will only be made after:

(1) All Bargaining Committee members will have as much prior notice as circumstances permit.

(2) All Bargaining Committee members or their designated alternatives are present unless a member absents himself and fails to designate and alternate and/or the alternate absents themselves also.

(3) No vote under the circumstances will be binding unless at least six (6) votes are in agreement.

(4) All Bargaining Committee decisions will be voted on by secret ballot.

(5) The Chairperson of (or his designated alternate) the Bargaining Committee will be responsible for the Call for, and the handling of the Bargaining Committee voting.

(6) All Bargaining Committee decisions will be recorded and also reported at the regular monthly lodge meetings.

ARTICLE IX

STEWARDS

Section 1. Stewards shall be elected by the members that they represent.

Section 2. All Stewards shall be elected and elections shall be held in January under the supervision of a Committee member or Chief Steward for the term of one (1) year.

(a) Nominations and elections for Stewards shall be held from January 1 through January 31 under the supervision of a Committee member or Chief Steward for a term of one (1) year, (with the exception of when an area is eliminated by reduction and/or rearrangement of an area. Under these situations, the Bargaining Committee will determine the status of the Stewards. The 1-year term will not apply).

(b) Candidates must have attended four (4) or more of the regular meetings of the Lodge during the twelve-month period prior to nominations to be eligible to run for Steward. The Election Committee shall investigate and report to the respective Committeeperson or Chief Steward the names of eligible and ineligible candidates.

(c) The respective Committee member or Chief Steward will hold elections of Stewards after report is given, anytime from January 1, through January 31. Whenever any given area fails to have an eligible candidate, a Steward in any other area designated by the Committee or Chief Steward will cover said area until such time as a valid election can be held.

(d) Eligibility requirements stated above and below in Section 3 will apply in all Stewards' elections.

(e) Prior to conducting the election the Committeeperson or Chief Steward shall announce that in the event of a tie, the election shall be decided by a toss of a coin, the most senior candidate shall make the call of the coin.

Section 3. A Steward must have been a member of this Lodge in good standing for six (6) months. Exceptions may be made in exceptional cases; recommended by the Shop Committee members.

Section 4. An elected Steward, for absence from two (2) consecutive regular meetings or special meetings of this Lodge without being excused therefor, shall have the right to a trial if he/she so desires prior to removal from his/her position.

Section 5. The excuses acceptable for failing to comply with Article IX, Section 4, will be verified personal illness, death in immediate family, vacation and official union business. Other excuses may be made in exceptional cases when requested in writing by the Steward and presented to his Committee member or Chief Steward and then

recommended and accepted by the Lodge. Any excused meeting shall not be considered as an eligibility requirement for election purposes.

Section 6. Attendance for Stewards will be validated by his or her signature in the attendance book.

Section 7. There shall be special steward meetings each year as called by the Chairperson of the Bargaining Committee or the President of the Lodge.

ARTICLE X

Section 1. Any officer, committee member or steward failing to perform the duties of his/her office or position shall be subject to applicable provisions of the IAM Constitution.

ARTICLE XI

ELECTIONS

Section 1. All elections of this Lodge shall be by plurality vote.

Section 2. Elections shall be held in accordance with the IAM Constitution.

Section 3. 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 on written requests mailed or delivered in person to the Recording Secretary no later than ten (10) days before the date of the election. The elections in which absentee ballots are required shall be in accordance with the IAM Constitution, plus the election of members of the Bargaining Committee and Delegates to the Grand Lodge Convention.

Section 4. Any election protest shall not be valid unless filed in writing with the President of the Lodge within five (5) days after the election.

Section 5. At the same time of notifying the membership as to date, time and location as to where an election is to be held, the Local Lodge Executive Board shall identify the restrictions regarding the necessary boundaries dividing the area from soliciting votes from the balloting place.

ARTICLE XII

DEATH

Section 1. Upon the death of a retired member, an active member or an active member's spouse, son, daughter, mother, father, sister, brother, the Recording Secretary shall procure a suitable floral piece, or Bible, or a donation to the charitable organization of the member's or member's family choice, not to exceed the cost of \$30.00, to be paid from the funds of the Lodge.

ARTICLE XIII

CHANGE OF EMPLOYMENT AND ADDRESS

Section 1. Each member must notify the Secretary-Treasurer and Business Representative of any change of address or change of employment.

ARTICLE XIV

DISTURBING MEETINGS

Section 1. Any member, who persists in disturbing the meeting after having been called to order, or warned three (3) times, may be fined or compelled to leave the hall.

Section 2. All fines imposed can be remitted only by a two-thirds (2/3) majority vote of the members present. All fines and assessments shall be charged as dues thirty (30) days after notification and must be paid before dues can be accepted by the Secretary-Treasurer.

ARTICLE XV

REPEAL OF FORMER BYLAWS

Section 1. These bylaws, when approved and accepted by Grand Lodge, shall supersede all previous bylaws and amendments thereto. All articles, sections and sentences shall be considered as separate articles, sections, and sentences, and any rejection by Grand Lodge of any part of these bylaws shall not affect any other section or part.

ARTICLE XVI

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.

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

(e) Triplicate copies of approved proposals, together with the master copy of bylaws shall be referred to the International President for approval and designation of an effective date.

Section 2. The membership shall be notified by shop bulletin of such proposed amendment or amendments and the date of the meeting.

Section 3. No proposed amendments to these bylaws shall be in order if the proposal has been properly voted upon during the past one (1) year and defeated.

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.

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