

BYLAWS OF T45TS MERIDIAN

LOCAL 18

IAM UNION

ARTICLE I

NAME

Section 1. This Local shall be known as Local 18 of the International Association of Machinists and Aerospace Workers.

ARTICLE II

MEETINGS

Section 1. The regular meeting of Local 18 shall be held on the 3rd Saturday of each month at 9:00 a.m. Location: the normal meeting place or meeting place to be announced. Officer's meeting will be at 8:00 a.m., except when the meeting date falls on a generally recognized holiday, in which event a substitute day of meeting may be set at the preceding meeting.

Section 2. The President, in accordance with the IAM Constitution shall call a special meeting. Notice of such meetings shall be posted on the bulletin boards giving the date, time and place of the meeting at least forty-eight (48) hours before time of the meeting.

Section 3. The call for special meetings shall state the purpose of the meeting and discussion and action at such special meetings shall be confined to the subject for which the meeting was called. A quorum for a special meeting shall be as defined in the IAM Constitution.

Section 4. No member shall leave the Local room while any member has the floor or until he has obtained the consent of the presiding officer.

Section 5. Not less than ten (10) members in good standing shall constitute a quorum.

ARTICLE III

ORDER OF BUSINESS

Section 1. Order of business shall be as per the IAM Constitution. All questions, unless otherwise provided, shall be decided in accordance with Robert's Rules of Order.

Approved: 8-15-25
Effective: 8-1-25

ARTICLE IV

APPLICATION FOR MEMBERSHIP

Section 1. All applications for membership shall be on a form duly approved. All applications must be submitted to an Investigating Committee in writing by a member, and shall state the name, residence, date and place of birth, occupation and place of employment of the applicant. If a majority of those present consent, the Local may vote upon an application for membership at the same meeting at which the applicant is proposed. If a majority vote is not achieved, the applicant's request will be submitted for approval IAM Constitution, Article I, Section 2.

Section 2. The initiation fee for all new members shall be the equivalent of one (1) month's dues.

Section 3. A reinstatement fee of the equivalent of twelve (12) month's dues shall be assessed to the individual.

Section 4. Application for transfer into a Local of the IAM must be made within 30 days after accepting employment, and upon presentation of documentary evidence of good standing membership in such union and the payment of a \$10.00 fee plus the current month's dues. The applicant, if qualified and accepted in accordance with the provisions of the IAM Constitution, will be initiated or reinstated into membership without the payment of the customary initiation or reinstatement fee. Whenever a person accepts employment and thereby becomes eligible for membership, and fails to apply for membership in the manner herein provided for, said transfer will not be affected and the member shall be initiated or reinstated in the usual manner.

Section 5. The Local will pay the cost of an IAM retirement application fee, for union members.

ARTICLE V

LOCAL DUES

Section 1. The monthly dues of this Local shall be a rate equal to 2.5 times the individual hourly earnings or the total per capita tax rate for each member, whichever is greater. The dues shall be based on the current wages as of 1 October of each year. The dues shall apply to all members covered by collective bargaining agreements under the Local's jurisdiction in accordance with the IAM Constitution.

Section 2. Any lapsed member may be reinstated by presenting his/her application and reinstatement fee. Said application shall take the usual course, except that a two-thirds (2/3) vote shall be required to reject him.

Section 3. The Local will pay the cost of an unemployment stamp for any month that Local member is laid off and unemployed. (This is to lessen the financial burden of a member that does not have any finances coming in and keep them in good standing and/or not having to pay a reinstatement fee upon returning to work.)

ARTICLE VI

UNEMPLOYED MEMBERS

Section 1. Any member becoming unemployed shall be governed by applicable provisions of Article G of the IAM Constitution.

Section 2. Any member that remains unemployed for a period in excess of six (6) months shall have the option (a) to request a Withdraw Card in accordance with IAM Constitution Article I, or (b) to remain a member of this Local by continuing to pay unemployment dues in accordance with Article G of the IAM Constitution.

ARTICLE VII

MEMBER'S ADDRESSES

Section 1. All members must give their addresses in full to the Recording Secretary who shall enter them in the roll book kept for that purpose. In the event of a member changing his/her address, he/she shall notify the Secretary-Treasurer of such change, giving the new address in full, within ten (10) days. The Secretary-Treasurer shall keep the Recording Secretary informed of the members received by transfer and their address and the members transferred out.

ARTICLE VIII

BONDING OFFICERS

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

ARTICLE IX

DELEGATES EXPENSE AND LOST TIME

Section 1. Members required to be away from home on legitimate Union business authorized by this Local shall be reimbursed on the cost of hotel/motel accommodations (single occupancy) per member per night. Plus reimbursement for meals to be paid in accordance with the current Internal Revenue Service Per Diem Rates, or \$100.00, whichever amount is greater, for each day and night away from home. This \$100.00 option will be left up to the member, due to tax implications.

Members attending the William W. Winpisinger Center (W3) will receive \$20.00 per day (for actual days at the W3) for incidentals.

Section 2. When a delegation of members or committees is to be sent out, the expenses will be paid on mileage in accordance with the IRS Mileage rate.

Section 3. Lost time will be allowed only when the business to be conducted cannot be taken care of before or after working hours, and shall be subject to the approval of the Local.

Section 4. Expenses shall be paid in advance to Delegates to all conferences and/or conventions attended.

Section 5. Rental Cars: When a member is required to be away from home and a rental car is authorized by the Local, the member must take the rental car insurance provided by the rental agency. This requirement is to protect the member and the Local from undue financial hardships in case of an accident.

ARTICLE X

ELECTION OF OFFICERS

Section 1.

(a) This Local shall, every three (3) years, upon ratification of these bylaws, nominate Officers in November and hold elections in December. These Officers are: President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor/Sentinel, and Trustees consisting of 3 members. Elections will also be held for Stewards.

(b) Election of Officers and Committeemen shall be held at the meeting in December at the regular meeting place. In the event a run-off election is required, it shall be held at the meeting in January. Polls shall open at the beginning of regular order of business. All elected or nominated Officers shall be limited to run for one permanent office at the same time.

Section 2.

(a) Qualifications for nomination and election for any office, post or position, permanent committee inclusive: Nominees must have attended a minimum of fifty percent (50%) of regular meetings in the twelve (12) month period prior to close of nominations. Members will be required to be at nominations and elections unless work requirements or an emergency does not allow, and approved by Executive Board. Written consent shall be given to presiding officer at the time of nomination. Nomination of absent members will not be accepted without his/her signed statement. All nominees for any elected or appointed office, post or position representing this Local must be a member of this Local for one (1) year and in good standing at the time of nomination.

(a) The nominee's current position will be up for nomination, if held, and he/she accepts the nomination to office, permanent committee, or stewardship.

(b) In the event any elected officer or steward of this Local absents himself/herself from three (3) consecutive regular meetings 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/her office.

(c) Members who are confined because of verified illness, or on vacation, or on official IAM business approved by the Local, District, or the International, or working for an employer on regular or travel assignment, or reserved military leave/assignment, at the time the Local meeting is held, shall be excused from attending Local meetings.

(d) 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 Local, and he/she shall be tried in accordance with applicable provisions of the IAM Constitution.

Section 3. The Executive Board shall consist of President, Vice President, Secretary-Treasurer, Recording Secretary, three (3) Trustees and Conductor/Sentinel. A majority of the board shall constitute a quorum for the transaction of business. The President shall be Chairman and Recording Secretary shall be the Secretary. It shall be the duty of the Executive Board to consider all matters referred to it by the Local, and report back to the Local its action on same as soon as possible. The Board shall be subject to the President's call at any time.

Section 4. The Executive Board shall meet at least once a month.

Section 5. The duties of all Officers of the Local shall be in accordance with applicable provisions of the IAM Constitution and these bylaws. In addition to other duties specified, the Recording Secretary shall maintain a record of attendance at all meetings for each member. Attendance will be based upon signatures in the attendance record book.

Section 6. All vacancies of office between elections covering Officers, Executive Board Members, Committees and Delegates shall be filled by appointment by the President of the Local with approval of the Executive Board. Such appointment shall be for the remainder of the unexpired term.

Section 7. Absentee ballots may be obtained upon verification of authorized absences in accordance with the IAM Constitution.

ARTICLE XI

ELECTION AND DUTIES OF COMMITTEES

Section 1. All permanent committees and stewards shall be elected at the same time and in the same manner as Local Officers, except as specified by the IAM Constitution and these bylaws.

Section 2. An Auditing Committee of three (3) members shall be elected at the same time as Local Officers, all of whom shall serve a three (3) term. The books and accounts shall be audited by the Local Auditing Committee on a semi-annual basis at the close of June and December.

Section 3.

(a) Required number of delegates shall be elected to the Central Labor Council or other bodies with which the Local is affiliated as required by their respective bylaws.

(b) Members of this Local elected to an office of said Councils shall have expenses paid in accordance with the provisions of these bylaws.

(c) In elected offices and posts, the member must remain qualified under the provisions of these bylaws. The elected member who fails to comply with this Article and Section will be asked to resign. Should such officer refuse to resign, the presiding officer shall prefer charges against him/her, charging conduct unbecoming an officer on the basis of his/her absence without excuse and he/she will be tried in accordance with applicable provisions of the IAM Constitution.

Section 4. Following committees and Delegation shall be exempt from 50% meeting attendance eligibility to be nominated and elected; Auditors, Educational Committee, and any temporary committee appointed by the President and/or Executive Board. The Local shall decide the term served by a temporary committee.

Section 5. This Local will elect a Women's Committee of up to ten (10) members. The committee will have one (1) member as chairperson and one (1) member as secretary. Members of this committee will be affiliated with the Coalition of Labor Union Women (CLUW) and the AFL-CIO's working women's department. Meetings will be held at minimum, monthly by no less than three (3) members. The Women's Committee will be allotted a monthly monetary value of two-hundred dollars, (\$200.00), not to be exceeded and the dissemination of monies will be decided by the Women's Committee. Any positive balance of monies from the monthly monetary value, at the end of every month, shall be carried over and added to the following month's monthly value. The amount carried over shall not exceed 2 years' worth of monthly allotments (\$4800), any monies in excess of \$4800 at the time of this bylaw change will be returned to the Local's general fund.

ARTICLE XII

AMENDMENTS OF LOCAL BYLAWS

Section 1. Any increase in the amount of initiation and reinstatement fees, Emergency Funds and Local 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 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) Approved proposals, together with the master copy of bylaws shall be referred to the International President for approval and designation of an effective date.

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

ARTICLE XIII

Section 1. Due to the personal time required to complete the duties/requirements of the Recording Secretary and Secretary-Treasurer, compensation should be made by a paid wage each month. These salaries shall be paid per the January 1, 2001 IAM Constitution, Article C, Section 13, page 95.

Section 2. The elected Officer to the position of Recording Secretary shall receive a paid salary of \$100.00 per month to compensate for duties of the Local.

Section 3. The elected Officers to the position of Secretary-Treasurer shall receive a paid salary of \$200.00 per month to compensate for duties of the Local.

Section 4. The elected Officer to the position of President shall receive a paid salary of \$100.00 per month to compensate for duties of the Local.

ARTICLE XIV

Section 1. Funds may be withdrawn from the regular checking account and deposited in a savings fund by the action of the Executive Board of this Local.

Section 2. Funds must be deposited only in an U.S. Government Deposit Insured Depository.

ARTICLE XV

Section 1. The local shall make reasonable purchases for office supplies and office maintenance, these purchases shall not exceed \$250.00 in any one month, without a vote from the membership. Purchases in excess of \$250.00 will be approved by a majority vote.

Section 2. The local is authorized to purchase flower arrangements for members with a death in the immediate family. The immediate family is spouse, mother, father, mother-in-law, father-in-law, children.

Section 3. Unless at least (7) calendar days' notice has been given the membership by bulletin board, newsletter, or website, no motion shall be in order to appropriate funds except for the following: per capita tax, ordinary bills, lost time and per diem for members on approved union business. The request for posting must be in the hands of the President or Recording Secretary no less than three (3) days prior to the seven (7) day posting period. The motion must be submitted on an approved Local 18 form.

Section 4. Changes to the bylaws must be read at the first meeting following approval by the International.

Section 5. The Local's Secretary-Treasurer has the authority to pay all customary/normal/recurring bills until the next normal monthly meeting.

Approved by

Brian Bryant
INTERNATIONAL PRESIDENT