

BYLAWS OF AQUIDNECK LODGE NO. 587

**INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS, AFL-CIO**

PREAMBLE

Recognizing the achievement of Collective Bargaining as the most advanced method of employees receiving their just share of the profits of their labor, We, the workers of the Raytheon Company, have associated ourselves with the International Association of Machinists and Aerospace Workers, AFL-CIO, and operate under a charter of same as Aquidneck Lodge No. 587.

In order to further our own interests, it therefore becomes necessary to live within the confines of the rules of the IAM Constitution, and to strive to make our local organization through example, an organization of fair dealing, not only with the employer, but with our own members, assuring a good foundation for the future and instilling the confidence of the community in Aquidneck Lodge No. 587 of District No. 170 of the International Association of Machinists and Aerospace Workers, AFL-CIO.

ARTICLE I - NAME

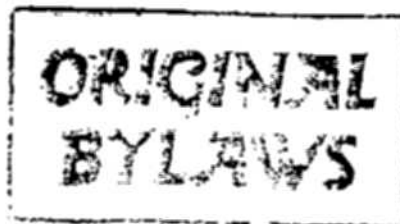
Section 1. This organization shall be known as Aquidneck Lodge No. 587, of District Lodge No. 170, of the International Association of Machinists and Aerospace Workers, AFL-CIO, by virtue of a charter issued by the International Organization in October, 1965.

ARTICLE II - MEETINGS

Section 1. The regular meeting of this Lodge shall be held on the second (2nd) Sunday of each month. Meetings shall be held at 7:00 p.m. at such place as may be determined by the Lodge from time to time. If a meeting falls on a holiday, that meeting shall be held on the following Sunday.

Section 2. Special meetings shall be called by the President of the Lodge in accordance with the IAM Constitution.

Section 3. The President shall preside at all meetings. In his absence, the Vice President shall preside. In the absence of both, the line of succession to the Chair shall be as follows: Recording Secretary or Secretary-Treasurer.



Approved: 6-26-00

Effective: 7-1-00

ARTICLE III - QUORUM

Section 1. Fifteen (15) members in good standing, exclusive of the officers present, shall constitute a quorum for the transaction of business.

Section 2. No member shall be allowed to enter or leave the Lodge room during the opening, reading of the minutes, or while the Lodge is in executive session, unless excused by the Sentinel.

Section 3. When the Lodge meeting has been adjourned, it shall not be reopened the same night, except by a unanimous consent of the members present. If any member has left the room subsequent to closing, it shall not be reopened.

ARTICLE IV - FEES AND DUES

Section 1. The initiation fee shall be \$150.00.

Section 2. The reinstatement fee shall be \$150.00.

Section 3. The monthly dues of this Lodge shall be a uniform rate equal to two (2) times the weighted average hourly earnings of members covered by the collective bargaining agreements under the Local Lodge jurisdiction in accordance with the IAM Constitution, plus \$1.10.

Section 4. Should any member allow his or her dues to become in arrears to the amount of two (2) months, he shall be dropped from the roll of membership and shall forfeit all benefits of this Association.

ARTICLE V - DUTIES

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. The duties of the various officers shall be in accordance with the IAM Constitution.

ARTICLE VI - NOMINATIONS

Section 1. Nomination of Local Lodge officers shall take place at the September meeting of every three (3) years. Nominations shall be accepted for President, Vice-President, Recording Secretary, Secretary-Treasurer, Sentinel, Trustees, and Executive Board.

Section 2. Nominations shall be accepted for Shop Committee, District Delegates and Convention Delegates at the September meeting. This will be on a yearly basis.

Section 3. Candidates for the above positions must be members in good standing in accordance with the IAM Constitution, for one (1) year prior to this meeting.

Section 4. Members must be present at this meeting to accept nominations or have a note in the hands of the Recording Secretary stating their intention to accept if nominated.

Section 5. Position of candidates on the ballot shall be determined as follows:

1. Incumbents shall be listed first. If there is more than one (1) incumbent, the names shall be drawn for position.

2. All other candidates shall have their names drawn for position.

Section 6. In order to be eligible as an Officer or Committeeman, or a candidate for any position on the ballot a member must have been in good standing of this Lodge for at least one (1) year.

ARTICLE VII - ELECTIONS

Section 1. Elections for the Local Lodge Officers shall be held at the meeting in October of each year. Such election shall be by secret ballot.

Section 2. To be eligible to vote, the member must have his dues book. In the absence of his dues book, eligibility shall be determined from a check off list prepared by the Secretary-Treasurer.

Section 3. The candidate receiving the largest number of votes shall be declared elected.

ARTICLE VIII - ROLL CALL

Section 1. The roll call of all Officers, Shop Committeemen and Stewards shall be made at each meeting. Any of the above absenting himself with or without an excuse from three (3) regular meetings, in one year, should resign. Should he fail to resign he will then be charged with negligence of his duties and tried in accordance with the IAM Constitution.

ARTICLE IX - THE EXECUTIVE BOARD

Section 1. An Executive Board of the four (4) Chair Officers and five (5) other members shall be elected each year, all of whom shall be elected at the same time and in the same manner as Local Lodge officers.

Section 2. It shall meet between the monthly meetings of the Lodge.

Section 3. It shall be empowered to call special meetings.

Section 4. It may not expend more than \$100.00 in any month between meetings of the Local Lodge without sanction of the Lodge.

Section 5. It will report at the regular meeting of the following month.

ARTICLE X - COMPENSATION

Section 1. For the faithful performance of their duties, the various officials shall be compensated monthly as follows effective January 1, 1984.:

President - \$65.00
Vice President - \$35.00
Recording Secretary - \$35.00
District Delegate - \$15.00
Secretary-Treasurer - \$200.00

To provide that the Tellers will be paid when they perform their duties and not monthly, \$20.00.

To provide that the Auditors and Trustees will be paid when they perform their duties and not monthly, \$20.00.

Section 2. Members of the Shop Committee and each Steward and Conductor and Sentinel shall be paid an amount equivalent to their dues.

Section 3. Tellers shall be compensated for lost time when necessary.

ARTICLE XI - STEWARDS

Section 1. Every year in the first week in December nominations forms will be posted in every service area, on which candidates may declare their intentions to become candidates for Steward. These forms will not be removed until the first work day in January and this will close nominations. A candidate for Steward must be a member in

good standing for one (1) year to be eligible. In order to be nominated and elected that member must be working on the shift and in the service area at the close of nominations.

Section 2. Every year in the month of January, elections will be held in every service area for Stewards. Elections shall be in the various service areas during the noon lunch break, under the direction of the President, Recording Secretary and one (1) Teller from the service area involved. The date of the election for each service area will be posted in that service area one (1) week before said elections.

Section 3. The Steward shall be elected only by those members on the shift and in the service area on the day of the election. His term of service will start on February 1. The Steward shall hold his position for one (1) year, unless reelected.

Section 4. A vacancy may be filled temporarily by the President until the service area elects a Steward.

Section 5. A Steward, to receive compensation as specified in Article X, Section 2, must attend all the regular meetings of the Lodge each month. A reasonable excuse for absence may be accepted by the membership.

ARTICLE XII - SHOP COMMITTEE

Section 1. The Shop Committee shall be composed of five (5) members. The President and Vice President shall automatically become members of this Committee. The President shall become Chairman of the Shop Committee. In the event of a resignation or death the Alternate shall assume the position of the Shop Committeeman. The next highest on the ballot shall assume the duties of Shop Committee Alternate.

Section 2. The duties of the Shop Committee shall be to meet with the representatives of the company to negotiate the renewal of contracts or any changes thereto, and to report to the Body the results of these negotiations which must be acted upon by the Body and be accepted before empowered to sign or enter into agreement with the company or its representatives.

Section 3. It shall act as a Grievance Committee and represent the Lodge and individual members thereof on any grievance that has been submitted in writing by the Stewards.

Section 4. It shall be empowered, after a contract has been approved by the Body, to sign same on behalf of the Lodge and said contract shall be binding as though signed by each individual member thereof.

ARTICLE XIII - SCREENING COMMITTEE

Section 1. A Screening Committee shall process any or all grievances not settled by the grievance procedure. This committee shall recommend whether or not each grievance will be submitted to arbitration. Any individual involved will be informed of the meeting and may attend to present his views and arguments. Meetings will be called by the President when necessary and four (4) members shall constitute a quorum.

Section 2. The committee shall be composed of the Officers, all Stewards, Shop Committee and Shop Committee Alternates.

Section 3. Any member may appeal the decision of this committee at a regular Lodge meeting.

ARTICLE XIV - FINANCIAL AID

Section 1. All appeals for financial aid shall be referred to the Executive Board for consideration and investigation before they are voted upon by the Lodge and further, that all funds appropriated by the Lodge for any purpose other than current expenses of the Lodge shall require a majority vote of the members present.

Section 2. No committee, except the Executive Board, shall spend any money without discussion of the subject by the Body at a regular meeting.

ARTICLE XV - PETITIONS

Section 1. No member of the Lodge shall sign or influence any other member to sign any petition, unless said petition is duly authorized by the Executive Board or by a vote of the Lodge.

ARTICLE XVI - GENERAL

Section 1. Any subsequent bylaws that may be enacted by the Body at a later date shall be appended and recorded in the minutes of the Recording Secretary and shall be recognized as part of these bylaws after Grand Lodge approval.

Section 2. 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 3. 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 XVII - ORDER OF BUSINESS

Section 1. The Order of Business shall be as specified in the IAM Constitution.

ARTICLE XVIII - SAVINGS ACCOUNT

Section 1. One percent (1%) of all money received from reinstatements, initiations, and monthly dues shall be placed in a savings account.

Approved for and in behalf of
International President

