

BYLAWS OF BADGER LODGE NO. 1406

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

PREAMBLE

Believing that the right of those who toil to enjoy to the full extent the wealth created by their labor is a natural right, and realizing that under the changing industrial conditions incident to the enormous growth of syndicates and other aggregations of capital it is impossible for those who toil to obtain the full reward of their labor other than through united action; and recognizing the fact that those who toil should use their rights of citizenship intelligently, through organization founded upon the class struggle and acting along cooperative economic and political lines using the natural resources, means of production and distribution for the benefit of all the people, with the view of restoring the commonwealth to all those performing useful service to society;

NOW, THEREFORE; We, the International Association of Machinists and Aerospace Workers, pledge ourselves to labor unitedly in behalf of the principles herein set forth, to perpetuate our Association on the basis of solidarity and justice, to expound its objects, to labor for the general adoption of its principles, to consistently endeavor to bring about a higher standard of living among the toiling masses.

TABLE OF CONTENTS

Preamble	
Art. I	Name and Meetings
Art. II	Jurisdiction
Art. III	Officers and Delegates
Art. IV	Executive Board
Art. V	Fees, Dues and Special Levies
Art. VI	Funds
Art. VII	Duties of Lodge Officers and Members
Art. VIII	Committees
Art. IX	Rules of Order
Art. X	Amendments
Art. XI	Affiliations

Approved: 1-6-09
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ARTICLE I

Name and Meetings

Section 1. This Lodge shall be known as Badger Lodge 1406, International Association of Machinists and Aerospace Workers, Madison, Wisconsin.

Section 2. Regular meetings of this Lodge shall be held on the first Tuesday of each month, on the date and at the time as indicated on the meeting notices prepared by the Recording Secretary.

Section 3. In the interim between meetings of this Lodge, the Executive Board shall be empowered to take care of any emergency matters that may arise and shall make a detailed report at the next regular meeting of the Lodge.

Section 4. A special meeting may be called by the President or Vice President, provided the constitution has been complied with and the members have been properly notified of the reason for the meeting.

Section 5. Fifteen (15) members shall constitute a quorum for the transaction of business.

Section 6. Each member upon entering the meeting hall shall sign the registration book.

ARTICLE II

Jurisdiction

Section 1. This Lodge shall have jurisdiction over Machinists, Helpers, Automotive Mechanics, Production Workers, or any other person qualified to carry a card in the International Association of Machinists and Aerospace Workers in any manufacturing establishment, contract, or repair shop, located in Dane and Columbia Counties, authorized by the International President. IAM District 10 shall have jurisdiction over the geographical area covered by this Lodge.

ARTICLE III

Officers and Delegates

(Election, Duties, Expense Allowance)

Section 1. The officers of this Lodge, their selection, duties, qualifications and responsibilities shall be in accordance with the IAM Constitution.

Section 2. Nominations shall be held at the regular meeting in November of election year. A suitable ballot shall be prepared and ready for the members to vote at the regular meeting in December following nominations. Polls shall be kept open from 1:00 P.M. to 8:00 P.M. on voting day. An absentee ballot will be provided as defined in Article II Section 3 Paragraph 4 of the I.A.M. Constitution. Installation of officers shall be held at the regular meeting in January following election.

Section 3. All members shall be notified, by authorized publication, not later than fifteen (15) days prior to the election relative thereto by U.S. Mail at their last known address.

Section 4. No member shall be placed in nomination for any office or delegateship who is not in attendance at the meeting when nominations are held. If, for compelling reasons, it is not possible for a member to be present at such meeting he/she shall be nominated at such meeting providing a written consent, accepting nomination, was filed with the Recording Secretary prior to the meeting.

Section 5. Members attending at least fifty percent (50%) of the regularly scheduled monthly meetings held during the twelve (12) month period ending with the meeting in which nominations for Lodge offices and/or Delegateships take place shall be eligible to be Candidates for election, provided they have signed the attendance register as provided in Article I, Section 6.

Section 6. 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 7. The monthly salary for Lodge officers for the performance of their duties shall be as follows:

President	\$ 80.00 per month
Vice President	\$ 40.00 per month
Recording Secretary	\$ 75.00 per month
Secretary-Treasurer	\$180.00 per month
Trustees	\$ 30.00 per month
Sentinel-Conductor	\$ 30.00 per month

Section 8. The Recording Secretary shall receive one-half day's (2) compensation per month for actual time lost while performing his/her duties.

The Secretary-Treasurer shall receive one (1) day's compensation per month for actual time lost while performing his/her duties.

Section 9. Any officer of this Lodge absenting himself/herself from three (3) consecutive, regular meetings and who does not present valid reasons, shall resign. Should he/she fail to resign, he/she will then be charged with negligence of his/her duties and tried in accordance with the IAM Constitution.

Section 10. (a) The term of office for Lodge Officers shall be three (3) years.

(b) Local Lodge Delegates of 1406 will be elected to a three (3) year term. These Delegates will represent 1406 at the District 10 monthly meeting.

Section 11. In the event of any vacancy occurring in any Local Lodge office, or delegate to association, other than the office of Local Lodge President due to the death, resignation, incapacity, or for other legitimate cause, such vacancy or vacancies shall be filled for the remainder of said office's unexpired term by appointment by the Local Lodge President, subject to confirmation by majority vote of the Executive Board.

Section 12. All appeals for donations and contributions, all financial and business transactions, except for the normal expendable type office supplies and the fixed periodic financial obligations (i.e. rent, lights, telephone, water, salary expenses per capita and affiliation fees) must first be submitted to the Executive Board of the Lodge for recommendation before being submitted to a vote of the Lodge.

Purchases ordered by a vote of the Lodge shall be conducted by the Executive Board or a designee of the Executive Board, as the Board may order.

Section 13. All elected and/or appointed delegates to Conferences or Conventions shall receive actual cost of hotel room (single occupancy) expenses, the I.R.S. per diem for cities per day, and the I.R.S. mileage allowance for travel expenses, not to exceed first class air fare and actual lost time as applicable.

(a) The Local Lodge President may attend all Wisconsin State Council of Machinists Conferences and shall cast all votes for the Local Lodge at said conference. If the Local Lodge President is unable to attend, he/she shall have the authority to appoint a representative to fill in his/her absence. The Local Lodge Secretary-Treasurer may attend all Wisconsin State Council of Machinists Conferences.

ARTICLE IV

The Executive Board

Section 1. The Executive Board shall consist of eight (8) members: President, Vice President, Recording Secretary, Secretary-Treasurer, the three (3) Trustees and Sentinel-Conductor.

Section 2. Five (5) members shall constitute a quorum for Executive Board meetings.

Section 3. The Executive Board shall conduct its business in a methodical and businesslike way, keeping a record of its proceedings and otherwise conducting its affairs according to the principles reflected by the IAM Constitution and these bylaws.

Section 4. The Executive Board shall meet at least once a month and transact any business referred to it by this Lodge. The Chairperson and the Secretary of the Executive Board may call a special meeting by notifying all members of the Board.

Section 5. It shall be the duty of the Executive Board to deliberate upon all matters referred to it by this Lodge and all other matters coming to its attention for the good and welfare of this Lodge, and as soon as possible thereafter, to report to the Lodge its recommendations.

ARTICLE V

Fees and Dues

Section 1. Qualifications for membership in this Lodge shall be as provided in the IAM Constitution.

Section 2. (a) The initiation fee for this Lodge shall be \$100.00.

(b) The reinstatement fee shall be \$100.00, unless an authorized withdrawal card is presented.

(c) The monthly dues of this Lodge shall be established as the sum of Grand Lodge per capita tax, District 10 per capita tax, State AFL-CIO per capita tax, Central Labor Council per capita tax plus ½ hour of pay.

Section 3. Dues not paid through check-off are to be remitted to the Lodge Secretary-Treasurer on regular Lodge meeting nights, or by U.S. Mail.

ARTICLE VI

Funds

Section 1. The general funds of this Lodge can be drawn only upon order drawn by the Recording Secretary, countersigned by the President, the check in all cases to be drawn by the Secretary-Treasurer and countersigned by the President.

(a) The Local Lodge shall maintain a petty cash fund not to exceed a twenty-five dollar (\$25.00) limit and shall be managed by the Secretary-Treasurer.

ARTICLE VII

Duties of Lodge Officers and Members

Section 1. The members of this Lodge shall carry out all duties imposed upon them, including these duties as outlined in the IAM Constitution to the best of their ability.

Section 2. It shall be the duty of every member of this Lodge to faithfully and efficiently fulfill his/her obligations to his/her employer. He/she shall perform his/her work carefully and conscientiously and shall not at any time permit his/her indiscretion or carelessness to cast a reflection upon this organization.

Section 3. It is the duty of every member to cast his/her vote on any subject of vital interest to the Lodge or the members thereof. Should conditions warrant, the Chairperson may request that every member present, vote on the subject at hand.

Section 4. The duties of this Lodge, its officers and members shall be as set forth in the IAM Constitution.

Section 5. The approval of a strike, method of declaring a strike, and the settlement of a strike shall be in accordance with the Strike Provisions of the IAM Constitution.

Section 6. It is the policy of this Lodge that the officers, members, representatives, work harmoniously together and not try to gain credit by the discrediting of another member, officer, or representative in any way. It is a member's duty to present his/her dues card upon request to the Shop Committee, Officer or Business Representative of the Lodge for inspection and to assist the Shop Committee and Business Representative in carrying out the laws of this Association.

Section 7. No member of this Lodge shall make any agreement with their employer with regard to their wages, hours, rate of pay or conditions of employment without the consent of the Lodge.

Section 8. Members serving on Shop Committees, other committees, as provided in these bylaws, or other members as may be authorized who in such services to

the Lodge, during non-negotiating periods for times extending over lunch and dinner periods, may recover actual reasonable expenses for lunches, dinners, tips, (excluding alcoholic beverages) "Request for Payment" form filed with the Lodge Secretary-Treasurer.

Section 9. Any Local Lodge officer or District Lodge delegate who is working a night shift which conflicts with the regular monthly Executive Board meeting, and Local Lodge or District Lodge meeting shall receive compensation for actual lost time for attending said meeting(s).

ARTICLE VIII

Committees

Section 1. An Auditing Committee consisting of three (3) members shall be nominated and elected for a one (1) year term in the month subsequent to Lodge Officer elections and shall receive \$20.00 expense for each audit attended. The Lodge shall audit the books semi-annually effective the first of each calendar year.

Section 2. The Finance Committee shall consist of the three Trustees. It shall be their duties to examine all bills before their presentation to the membership for approval and to generally advise the membership regarding the financial condition of the Lodge.

Section 3. All Local Lodge Committees as required under Article E of the Grand Lodge Constitution and the following Committees:

Committee on Membership and Applications
Committee on Education
Committee on Community Services & Welfare
Committee on Legislation

or such other Committees as may be authorized by the Local Lodge shall consist of not more than five (5) members appointed by the President of the Lodge. Members of such Committees may be discharged at any time for failure to attend called meetings of the Committee they are appointed to. All Committees shall perform the duties assigned them and report their findings and recommendations to the Executive Board and to the Lodge membership meetings.

Section 4. Shop Committees.

Each respective shop or plant shall elect a Shop Committee comprised of members from each respective shop or plant at times and for periods determined by a majority vote of the membership at a called meeting of each shop or plant. An absentee ballot will be provided to those qualifying as in Article II, Section 3,

Paragraph 4 of the I.A.M. Constitution. The Local Lodge shall make the final determination in regard to total number of a Shop Committee should any question as to size arise.

By a majority vote of the members at a called meeting of a shop or plant, they may determine that there should be a Shop Committee representative from a night shift or determine that not more than a specified number of members from the same department shall be elected to the Shop Committee.

Each shop within the Local Lodge shall have a shift steward(s)/-stewardess(s) if they so desire. Members may elect by secret ballot shift steward(s)/stewardess(s) for the respective shifts. If the members of shift chose not to use the elective system, then the Shop Committee Chairperson may appoint a shift steward(s)/stewardess(s) with majority consent of the Shop Committee members.

The Shop Committee, with the servicing Business Representative, shall have control as to the number of steward(s)/stewardess(s) per shift in each shop.

Section 5. Members of Shop Committees on all shifts required to attend Contract Negotiating meetings shall receive reasonable reimbursement for receipts received for expenses for each such meeting. Lost time not compensated by an employer shall be paid by the Local.

ARTICLE IX

Rules of Order

Section 1. Rules of Order shall be in accordance with the IAM Constitution.

ARTICLE X

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. 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 XI

AFFILIATIONS

Section 1. This Lodge shall be affiliated with IAM District Lodge 10 and all IAM & AW Councils and Conferences, State and Local AFL-CIO Central Labor Bodies.