

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS**

BYLAWS

These Bylaws were adopted and approved by the delegates attending the 2nd Annual Convention of the Pennsylvania State Council of the International Association of Machinists held in Harrisburg, Pennsylvania, May 10th and 11th, 1947 and amended in:

HARRISBURG, PA June 2, 1998

C. A. O'BRIEN	PRESIDENT
	EXECUTIVE VICE PRESIDENT
	SECRETARY-TREASURER
	RECORDING SECRETARY

Approved: 6-9-10
Effective: 6-1-10

BY-LAWS

ARTICLE 1 - NAME

This organization shall be known as the Pennsylvania State Council of the International Association of Machinists and Aerospace Workers.

ARTICLE 2 - PURPOSE

Section A. The purpose of this council shall be to promote the interests of the membership in the International Association of Machinists and Aerospace Workers throughout the State of Pennsylvania; to work for the passage of legislation beneficial to labor; and to work against legislation detrimental to labor; to unite within its fold all I.A.M. Lodges in this State, fostering unity of purpose and action, providing leadership and direction for meeting our mutual problems; to cooperate with all Grand Lodge, District, and Local Representatives, whenever such cooperation may be requested.

Section B. It shall be the purpose of this Council to encourage local and district lodges to become affiliated with the State Federation of Labor, the various Central Trades and Labor Councils, to take an active part in their conventions and activities whenever possible and advisable.

Section C. To provide means for the publication and circulation of news and information. Promote the better education of our members through the medium of literature on political and economic subjects.

ARTICLE 3 - MEMBERSHIP

All District and Local Lodges of the I.A.M. within the State of Pennsylvania shall be eligible for membership. Out of State Districts, having locals within Pennsylvania shall be eligible for membership. Out of State Local Lodges who are affiliated with a District Lodge within Pennsylvania shall be eligible for membership.

ARTICLE 4 - REPRESENTATION

Each affiliate Local Lodge of this Council shall be entitled to delegates based on their membership per the following schedule. However, if two (2) Local Lodges within a radius of fifty (50) miles of each other and each lodge having less than one hundred fifty (150) members, so desires, they may combine to send one (1) delegate to represent them at the State Council meeting. Such delegates must be elected by a majority vote in each of the lodges so combining.

No delegate shall be seated without proper credentials from their District or Local Lodge under the seal of the Lodge or Lodges. A delegate must be in good standing in the Local or District Lodge he represents.

District Lodges shall be entitled to three (3) delegates. Local Lodge delegates to the convention shall be based on the number of members dues paid.

<u>Membership</u>	<u>Maximum # Delegates</u>
Under 50	3
50-99	4
100-149	5
150-199	6
200-299	7
300-499	8
500-999	9
1000-1999	10
2000 and over	11

Each affiliated District or Local Lodge shall contribute at least \$25.00 to the State M.N.P.L. Educational Fund annually at the call of the Secretary-Treasurer. Such contributions must be paid before seating of delegates at a convention.

ARTICLE 5 - VOTING

Each Local Lodge or District Lodge shall be entitled to one (1) vote for each delegate they are entitled to have. Each delegate shall be entitled to one (1) vote. If less than the maximum number of delegates attends the Conference from a local or district, then the delegates attending may cast votes up to the maximum number of delegate votes they are entitled to. The delegates attending shall divide the votes equally among its delegates. If only one delegate attends the delegate may cast all the votes for the lodge.

ARTICLE 6 - REVENUE

Section A. Revenue of the Council shall be derived from monthly dues from each Local Lodge and each District Lodge. The Secretary-Treasurer shall furnish to each Local and District Lodge affiliate, a certificate of membership. Dues shall be thirty-five dollars (\$35.00) per month effective July 1, 2005 through December 2007, for each affiliation, payable quarterly and to be paid in advance to the Secretary-Treasurer of the Pennsylvania State Council of Machinists and Aerospace Workers. Effective January 2008 dues shall be based on the following schedule.

Dues shall be based on the dues paying membership of the Local Lodge, who work in the state of Pennsylvania, as of January each year for the duration of the year. Any out of state lodge who chooses to participate shall pay according to the same schedule.

Effective January 2008:

Membership Dues per month

Under 50	\$ 20
50-99	\$ 30
100-149	\$ 35
150-199	\$ 40
200-299	\$ 45
300-499	\$ 50
500-999	\$ 60
1000-1999	\$ 75
2000 and over	\$100

Dues for District Lodge shall be \$420 per year, payable prior to April each year.

All dues must be paid to date to assure the seating of the delegates.

Section B. Any Local Lodge who cannot afford to pay the monthly dues may submit a written request to the Secretary-Treasurer of the Council for dispensation. The request shall include copies of their most recent LM Reports and most recent Audit Report.

The President, Secretary-Treasurer and Executive Vice President shall review the request and make a determination as to the amount of dispensation, if any, to be granted. Request for dispensation must be made yearly.

ARTICLE 7 - OFFICERS

Section A. Only duly authorized delegates shall be eligible for nomination and election to office. It is understood that a duly elected officer who is an authorized delegate, if unable to attend the convention because of reasons beyond his control, shall be considered a regular seated delegate.

Section B. Officers shall be nominated, elected and installed at the annual Convention and shall serve for a three (3) year term.

Section C. In the event any elective officer other than that of President is to become vacant, it shall be the duty and authority of the President to immediately fill the vacancy by appointment for the unexpired term, and notify the Secretary-Treasurer of the appointment and the Secretary-Treasurer shall so notify all affiliated lodges within the section served by the appointee.

Section D. In the event the office of President becomes vacant, the Executive Vice-President shall immediately assume the duties of the President and the Secretary-Treasurer shall so notify all affiliated lodges.

Section E. The Officers of the Council shall be: President, Secretary-Treasurer, Recording Secretary, Public Relations Director, M.N.P.L. Director East, M.N.P.L. Director West, Airline Coordinator East, Airline Coordinator West, Automotive Coordinator East, Automotive Coordinator West, Railroad Coordinator and twelve (12) geographical sections as outlined in Section H, provided there are two or more affiliations of the State Council in that Section.

Section F. The President, Secretary-Treasurer, Recording Secretary, Public Relations Director, M.N.P.L. Director East, M.N.P.L. Director West, Airline Coordinator East, Airline Coordinator West, Automotive Coordinator East, Automotive Coordinator West, and Railroad Coordinator shall be nominated and elected at large by the delegates present. The Vice-Presidents shall be nominated and elected by their respective sections. Election of officers shall be by secret ballot and the officers elected shall constitute the Executive Board.

Section G. Immediately following adjournment of the annual conference the section Vice President shall nominate and elect an EXECUTIVE VICE PRESIDENT from the section Vice Presidents.

Section H. The twelve (12) geographic divisions of the state shall be by counties as follows:

SECTION ONE

ERIE

SECTION TWO

WARREN
CORY, PA.

Mc KEAN

POTTER

SECTION THREE

BRADFORD
SULLIVAN

WAYNE
TIOGA

SUSQUEHANNA
WYOMING

SECTION FOUR

CRAWFORD
CLARION
JEFFERSON

MERCER
FOREST

VENANGO
ELK

SECTION FIVE

CLINTON
CLEARFIELD
UNION
MONTOUR

CENTER
LYCOMING
NORTHUMBERLAND
SNYDER

CAMERON
MIFFLIN
JUNIATA

SECTION SIX

LUZERNE
LACKAWANNA

COLUMBIA
PIKE

CARBON
MONROE

SECTION SEVEN

LAWRENCE
INDIANA
WESTMORELAND
FAYETTE

BUTLER
BEAVER
WASHINGTON

ARMSTRONG
ALLEGHENY
GREENE

SECTION EIGHT

CAMBRIA
SOMERSET

BLAIR
BEDFORD

HUNTINGTON
FULTON

SECTION NINE

PERRY
SCHUYKILL

DAUPHIN
LEBANON

CUMBERLAND

SECTION TEN

FRANKLIN
LANCASTER

YORK

ADAMS

SECTION ELEVEN

CHESTER
BERKS
BUCKS

DELAWARE
LEHIGH
NORTHAMPTON

PHILADELPHIA
MONTGOMERY

SECTION TWELVE

Affiliated Local Lodges – Cecil and Harford County Maryland, Delaware, New Jersey, and Washington, D.C.

Section I. The Auditors shall be appointed by the President with approval of the Council. Said Auditors shall audit the books prior to the adjournment of the annual meeting of the State Council and cause a report to be made in the regular order of business.

Section J. The President shall appoint such number of Sergeants at Arms as necessary at each session of the Council.

Section K. The IAM Delegates to the Convention of the Pennsylvania AFL-CIO shall caucus among themselves for the purpose of nominating persons to fill the number of Vice Presidents positions allotted to the IAM. Each Delegate shall have one (1) vote, unless a roll-call vote is held. Voting will be by secret ballot.

ARTICLE 8 - DUTIES OF OFFICERS

Section A. President - The President shall preside at meetings of the Council and the Executive Board. He shall decide all questions or disputes not controlled by the By-Laws of the Council or the Constitution of the International Association of Machinists and Aerospace Workers; be responsible for the carrying out of all decisions of the Executive Board whenever he shall deem it necessary to the welfare of the organization; shall be ex-officio member of all committees not otherwise provided for; and in case of a tie, shall cast the deciding vote.

Section B. Vice-Presidents - The Vice-President shall assist the President in carrying out the decisions of the Council and shall act as his representative in the Section of the State wherein the Vice-President shall preside; shall report on meetings. In the absence of the President, the Executive Vice-President shall preside at the meetings and otherwise assume the duties of the President.

Section C. Secretary-Treasurer - The Secretary-Treasurer shall conduct all publicity and correspondence for and in the name of the Council. He shall keep a record of the proceedings of all Executive Board and Council Meetings; copies of which shall be made available by him to the various lodges, as ordered by the Council and he shall present all communications and bills to the Council and keep a proper record of the same. He shall receive all money accruing from any source, give his receipt as evidence of the receipt thereof, and deposit the same in a bank of sound financial standing in the name of the Council. He shall be bonded in an amount decided by the Executive Board, at the expense of the Council. He shall pay all orders promptly drawn and disburse in such a way as to show the balance of cash on hand at each meeting of the Council or Executive Board. He shall be authorized to purchase whatever material are necessary for the success of the annual convention. The out-going Secretary-Treasurer shall complete all minutes and pay all expenses of the last Council meeting.

Section D. Executive Board - The Executive Board shall provide leadership for the Council through its meetings; shall have power to act for the Council in emergency situations, provided that such action must be presented to the next regular Council meeting, and shall recommend to the Council proposals for action on all matters of interest to the Council and shall carry out the decisions of the Council in all respects.

Section E. Recording Secretary – The Recording Secretary shall take minutes of all executive board meetings and council meetings. The Recording Secretary shall assist the President and Secretary-Treasurer as directed.

Section F. Public Relations Director - The duties of the Public Relations Director shall be to stimulate, direct, and serve as a clearing house of all educational and other social and recreational activities of the lodges and to publicize the activities of the State Council meeting. He shall forward, at least quarterly, the State Council "News" to all delegates and affiliated lodges; setting forth the pertinent current political issues and stating proper action of delegates and lodges to the best interests of organized labor.

Section G. MNPL Director - The duties of the MNPL Director shall be to Chair the Legislative Committee, coordinate political activities, to keep the Council Officers up-to-date on pending legislation effecting Labor and coordinate the disbursements of MNPL donations to endorsed political candidates throughout the State of Pennsylvania, in accordance with the following procedure:

1) Upon notification from a District Lodge, Local Lodge or this Council, of the official endorsement of a political candidate, the MNPL Director shall make a formal request to the National MNPL Director for a political contribution.

2) Upon receipt of said contribution from the National MNPL Director he/she shall forward the check to the Directing Business Representative or the Servicing General Chairman of the Local Lodge or District Lodge initiating the request. Should the request be initiated by this Council the check will be forwarded to the Directing Business Representative or Servicing General Chairman of the Local Lodge or District Lodge in the territory represented by the political candidate.

3) The check will be accompanied by a letter from the State MNPL Director requesting that the Local Lodge or District Lodge have a picture taken to record the presentation of the donation.

ARTICLE 9 - EXPENSES FOR DELEGATES, OFFICERS AND COMMITTEES

Section A. All expenses of delegates, officers, and committees shall be paid by the Local or District Lodge which they represent except under the following conditions provided in Sections B, C, and D.

Section B. Any officer or committee member called into session prior to the

scheduled opening of the conference, shall be allowed \$75.00 per diem.

Section C. Any officer or committee member called to an Executive Board meeting or special meeting, shall be allowed transportation expense of mileage up to the maximum allowed by the IRS standards when traveling by automobile, or coach fare when traveling by railroad, plane or bus and \$75.00 per diem. Mileage by car at the maximum allowed by the IRS standards shall not exceed coach air fare.

Section D. In the event the duly elected President or Secretary-Treasurer is not recognized as a delegate from his respective Local or District Lodge, such President or Secretary-Treasurer shall be compensated in an amount in conjunction with the provisions set forth in Section C above by the Council for his attendance at such meetings, (and through the conference and return home) that for the faithful performance of his duties, the Secretary-Treasurer shall receive \$200.00 per year.

Section E. All expenses pertaining to the actual cost of operating and setting up of the convention shall be itemized and have the approval of the Executive Board.

ARTICLE 10 - MEETINGS

Section A. Meetings of the Council shall be held at the call of the Executive Board. All affiliates shall be notified at least sixty (60) days in advance of called meetings.

Section B. The Executive Board shall meet at least one day prior to the convening of the conference, unless otherwise decided by the Executive Board. Notices of meetings may be called by the President if an emergency arises or for the purpose of endorsements of political candidates in the State of Pennsylvania. Notices of meetings shall be mailed to the Executive Board Members at least seven (7) days but not more than fifteen (15) days prior to the date of such meeting.

Section C. The President shall call a meeting of the Conference Steering Committee at least six months prior to the Annual Conference for the purpose of preparing an agenda for the forthcoming Council Conference.

Section D. The convention shall convene each year, as determined by the Executive Board at 9:00 a.m. and continue until all business has transpired ending as near to noon as possible on the final day.

ARTICLE 11 - COMMITTEES

Section A. There shall be three standing committees: A CONFERENCE STEERING COMMITTEE, LEGISLATIVE COMMITTEE, LAW COMMITTEE AND A MNPL DIRECTOR, to be selected at each annual Council Conference.

Section B. The CONFERENCE STEERING COMMITTEE shall be composed

of the President, Executive Vice President, Secretary-Treasurer, Public Relations Director, and the Sectional Vice President from the section in which the convention will be held.

Section C. The LEGISLATIVE COMMITTEE shall be composed of the Executive Board and Chaired by the MNPL Director whose duties it shall be to assist the legislative agents, in the promotion of legislation beneficial to labor and to work against legislation which would be detrimental to the interests of labor.

Section D. The LAWS COMMITTEE shall be composed of five members whose duties shall be to police the By-Laws and give interpretations on same, also to study and secure interpretations on the IAM Constitution for the benefit of the entire membership. Also to receive and prepare for presentation all proposed amendments to the By-Laws of the Council.

Section E. **RESOLUTIONS** - All resolutions must be in the hands of the Secretary-Treasurer at least twelve (12) hours in advance of the called State Council meeting, except by consent of the Council.

ARTICLE 12 - CONDUCT OF OFFICERS

Any reference to the above, shall be subject to the provisions as set forth in the IAM Constitution.

ARTICLE 13 - APPRENTICE TRAINING

The Council will endeavor to induce locals throughout the State of Pennsylvania to institute indentured apprentice training under the Federal Apprenticeship Program and also in accordance with the IAM Constitution.

ARTICLE 14 - PENNSYLVANIA CHAPTER OF THE ALLIANCE FOR RETIRED AMERICANS

The Pennsylvania State Council of Machinists and Aerospace Workers shall make an annual contribution to the Pennsylvania Chapter of the Alliance for Retired Americans organization in the amount of two thousand and five hundred dollars (2,500), upon approval of the Pennsylvania State Council of Machinists Executive Board.

ARTICLE 15 - QUORUM

Section A. A majority of the Executive Board shall constitute a quorum necessary for the transaction of business at meetings of the Executive Board.

Section B. Delegates representing 25% of affiliated lodges shall constitute a quorum necessary for the transaction of business of Council meetings.

ARTICLE 16 - ORDER OF BUSINESS

PENNSYLVANIA STATE COUNCIL OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

1. The pledge of allegiance to the Flag.
2. Roll Call of officers and delegates.
3. Reading of minutes of previous meeting.
4. Report of Secretary-Treasurer.
5. Introduction of guests, Good and Welfare.
6. Communications and Bills.
7. Unfinished Business.
8. Reports of Officers and Committees.
9. New Business.
10. Election of Officers and Committees.
11. Receipts and Expenses.
12. Installation of Officers.
13. Adjournment.

The above Order of Business is subject to change by a majority vote of the Delegates in attendance.

ARTICLE 17 - POLITICAL DISCUSSION

No discussions of candidacy for Grand Lodge Officers shall be in order at any time.

ARTICLE 18 - RULES OF ORDER

The rules of order provided in the Constitution for Local Lodges of the International Association of Machinists and Aerospace Workers.

ARTICLE 19 - AMENDMENTS TO BY-LAWS

Any proposed amendments to these bylaws must be submitted in writing to the Secretary-Treasurer at least one (1) week prior to the convening of the Convention, who shall turn them over to the Law Committee for preparation and shall come up in regular order of business at the following meetings of the Council. A majority of the delegates present shall be required to approve an amendment.

ARTICLE 20 - ANNUAL CONFERENCES

Following the closing of the Conference, the Executive Board shall meet and designate the site for the following annual conference.

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