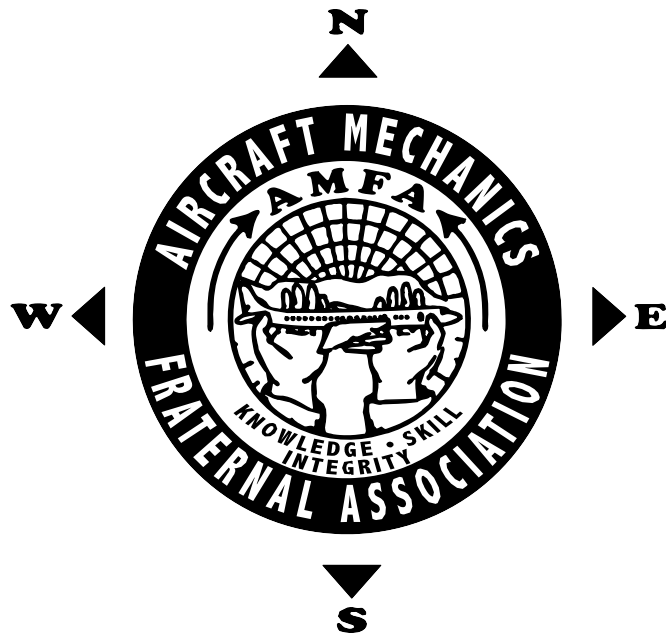


**AIRCRAFT MECHANICS FRATERNAL ASSOCIATION**



**LOCAL 11 BYLAWS**

**Dallas, Texas**

**AS AMENDED July 25, 2019**

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## OFFICER OATH

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I pledge on my honor to abide by the Constitution of the Aircraft Mechanics Fraternal Association and the rules and Bylaws of Local 11; to discharge all my commitments, duties, and obligations to my union, fellow workers, and employer faithfully; and to conduct myself at all time as becomes a member of this, a professional skilled Association.

## PREAMBLE

The aim of Local 11 of the Aircraft Mechanics Fraternal Association is to:

- Promote and protect the interest of our membership
- Elevate the moral, intellectual and social conditions of all Aircraft Technicians and Airline Support Personnel in the aviation community.
- Encourage a higher standard of skill, raise the standards, and increase the recognition of the Aircraft Technician
- Assist and encourage those members who do not have appropriate licenses, to secure the same through establishment of an educational branch of the Association

We consider Aircraft Technicians to be highly skilled and responsible individuals, with a public trust, and we shall continually strive for higher standards in aircraft maintenance, servicing, and handling in the interest of public safety and the industry.

We recognize the similar needs and interests of all Aircraft Technicians regardless of race, creed, color, sex, marital status, or religion, and bar no individual from membership, as defined in the AMFA Constitution, except those disloyal to the government of the United States of America.

With the above principles in mind, we pledge ourselves to uphold the basic doctrines to craft unionism, to recognize individual seniority rights of members, and to protect and elevate our profession through a strong unification of Aircraft Technicians and Airline Support Personnel within an independent, skilled, craft association.

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**ARTICLE I: JURISDICTION**

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SECTION 1: This organization shall be known as Local 11 of the Aircraft Mechanics Fraternal Association.

- A. Local 11 hereinafter may be referred to as the Local.
- B. The Aircraft Mechanics Fraternal Association hereinafter may be referred to as AMFA or the Association.

SECTION 2: Local 11 shall have jurisdiction over the territorial area as prescribed by the AMFA Constitution, the AMFA National Executive Council and the Local 11 Charter.

□ □ □

1 ARTICLE II: LOCAL EXECUTIVE COUNCIL

(Cont.)

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3  
4 SECTION 6: A maximum of two (2) Executive Officer at Large positions may be recommended by the  
5 Local Executive Council (LEC), and approved by a majority of the membership at a regular membership  
6 meeting. Upon approval these positions shall be filled through the election process as outlined in the  
7 AMFA Constitution and Article IV of these Bylaws. These Officers shall assist the LEC, and perform  
8 other duties as determined by the Local membership.  
9

10 SECTION 7: Any Local Executive Council (LEC) member missing three (3) successive regular Council  
11 meetings, missing two-thirds (2/3<sup>rd</sup>) of specially called LEC meetings, missing a total of five (5) regular  
12 LEC meetings in one (1) calendar year, or attending less than fifty percent (50%) of regular membership  
13 meetings in one (1) calendar year and is not incapacitated by personal medical reasons, family  
14 emergencies, on scheduled vacation, or on official AMFA business shall have that office considered  
15 vacant and said office shall be filled according to Article IV of these Bylaws.  
16

17 SECTION 8: The Local Executive Council (LEC) will make available two (2) additional seats at the  
18 monthly LEC meeting. Two (2) members in good standing may attend the LEC meeting. These members  
19 will conduct themselves in an orderly manner.

20 They shall be allowed the right to question and discuss all matters opened for debate by the Council. Such  
21 member(s) will not have a vote and will accept the right of the LEC to remove them from the room for  
22 disorderly conduct, or in matters of another member's protection of privacy. A sign-up sheet to request to  
23 attend the LEC meetings will be available to members in good standing at the Local office.

24 In the event that more than two (2) members submit requests for seats the seats will be assigned to  
25 members in the order that the requests were received, with requests from members who have attended  
26 LEC meetings in the last three (3) months being bypassed. If space permits, the Local President may  
27 make more seats available.  
28

29

1 ARTICLE III: LOCAL OFFICERS AND DUTIES

2 SECTION 1: Local Officers

3 A. The Officers of the Local shall consist of at least the following:

- 4 1. President
- 5 2. Vice President
- 6 3. Secretary
- 7 4. Treasurer
- 8 5. Safety & Standards Chairman
- 9 6. Airline Representative(s) (one (1) each, per Airline within the Local)

10 The positions of Secretary and Treasurer may be combined as long as this does not violate  
11 the AMFA Constitution.

12 B. The following Officers may be utilized to best meet the needs of the Local membership:

- 13 1. Executive Officers at Large (as approved, two (2) maximum)

14 C. No other Officer positions shall be established without a change in the Local Bylaws. All  
15 changes in Officers by any means shall be immediately forwarded to the National Secretary.

16  
17 SECTION 2: Duties of Local Officers

18 A. PRESIDENT - Will preside at all meetings of the Local unless otherwise noted, decide all  
19 questions and disputes not controlled by the law of the Association, will countersign all  
20 checks properly drawn on or by the Treasurer. That person shall appoint all Committees not  
21 provided for by the Constitution or the Bylaws. That person shall enforce the law of the  
22 Association as pertaining to the Local. That person shall render an accounting of that person's  
23 activities once a month to the Local Executive Council. That person shall be custodian of the  
24 Local Charter.

25 B. VICE PRESIDENT - Will preside at all meetings in the absence of the President. That person  
26 shall assume the duties of the President in the absence of that officer, or when such office is made  
27 vacant by death, resignation, or otherwise. That person shall see to it that the property of the Local  
28 is maintained in good order. That person shall assist the President in carrying out the policies of  
29 the Local.

1 ARTICLE III: LOCAL OFFICERS AND DUTIES  
2 (cont.)

3  
4 SECTION 2: Duties of Local Officers (cont.)  
5

6 C. SECRETARY - Shall conduct all correspondence in the name of the Local. That person shall  
7 be custodian of the Local Seal. That person shall keep a permanent up-to-date record of the  
8 minutes of the Local. That person shall keep the correct minutes of all Local meetings and shall  
9 preserve all documents and correspondence. A record of attendance shall be kept at all meetings,  
10 both regular and special, and such attendance records shall be a part of the minutes of the  
11 meetings. That person shall present all communications and bills to the Local. That person shall  
12 draft all orders on the Treasurer, or Secretary/Treasurer, when passed by the Local, and attest the  
13 same by signing and attaching the Seal of the Local thereto. That person shall prepare and sign all  
14 credentials of delegates and alternate delegates to the National Convention, and send duplicates to  
15 the National Secretary and perform such other duties as required by the AMFA Constitution.  
16

17 D. TREASURER - Shall receive all funds of the Local, give receipts therefore and deposit the  
18 same in a bank of sound financial standing in the name of the Local. That person shall countersign  
19 all checks with the Local President drawn from such accounts, and shall be responsible for  
20 ensuring the payment of all bills payable by the Local upon approval of the Local Executive  
21 Council. That person shall keep an accurate account of all disbursements in such a way as to show  
22 the balance of cash on hand on the last day of the preceding month and cash on hand at the  
23 beginning of each meeting of the Local; file all receipted bills; keep a correct account between the  
24 Local and its members; and notify all members who become two (2) months delinquent in dues.  
25

26 At the end of each month, the Treasurer shall complete the monthly report form in duplicate,  
27 furnished by the National Treasurer, send the original report to the National Treasurer and remit  
28 an amount equal to the per capita tax called for by the report. This report shall also include a  
29 correct statement of the number of members on the books of the Local and shall set forth in detail  
30 all additions to and subtractions from the membership roll, together with a list of members who  
31 have been expelled and persons whose applications have been rejected, with reasons therefore.

32 Monies collected by the Local Treasurer on behalf of the National as indicated on the monthly  
33 reports shall be used for no other purpose and must accompany the report. Treasurers who  
34 receive dues from a member under the jurisdiction of another Local shall immediately notify the  
35 Secretary of such Local, with full particulars as to name, address, card number, Airline and the  
36 amount. When a member transfers to another Local, the Treasurer shall bring his record up-to-  
37 date and notify the National Secretary of such transfers.  
38



1 ARTICLE III: LOCAL OFFICERS AND DUTIES  
2 (cont.)  
3

4 SECTION 2: Duties of Local Officers (cont.)

5 The Local Treasurer shall forward to the National Treasurer a copy of the Local monthly financial  
6 statement presented to the membership at Local meetings.  
7

8 E. LOCAL SAFETY & STANDARDS CHAIRMAN - Shall coordinate the duties and functions  
9 of all Local Safety and Standards Coordinators and their committees. That person shall be directly  
10 responsible to the membership and shall submit report to the National Safety & Standards  
11 Director. That person shall also periodically provide briefing reports on industrial safety and air  
12 issues to the National Safety and Standards Director. That person shall act as liaison between the  
13 Local and Government and Academic entities. Through Local meetings, newsletters, and other  
14 means will keep the members informed of all matters relating to safety and standards. Local  
15 Bylaws shall prevail.  
16

17 F. EXECUTIVE OFFICER AT LARGE - The Executive Officer at Large positions are up to two  
18 (2) open positions to assist the Local Executive Council and perform other duties for the Local as  
19 approved by the Local membership.  
20

21 G. AIRLINE REPRESENTATIVE - The duties of Airline Representative shall be to thoroughly  
22 familiarize him/herself with the contract agreement between the Airline and this Association,  
23 select, with approval of Local Executive Council (LEC), any Shop Representative or Area  
24 Representative positions the members have not elected, within his Airline. That person will be a  
25 coordinator for the Area Representatives and Shop Representatives to the LEC and provide the  
26 Area Representatives and Shop Representatives with accurate up-to-date information on all  
27 contract interpretation and grievance matters. That person shall be a member of the Grievance  
28 Committee. Attendance at the monthly Airline Representative meeting is mandatory.

29 The Airline Representative will communicate as deemed necessary to keep the Area  
30 Representative(s) up-to-date regarding grievances, negotiations, and contractual interpretations.  
31 Prior to ratification, the Airline Representative will call a meeting to acquaint the new contract to  
32 the Area Representative(s).

33 Three (3) absences in succession for any reason except while on official Association business or  
34 for personal medical reasons shall deem his/her position vacant. An Airline Representative may  
35 be recalled from office in accordance with the provisions of the AMFA Constitution, upon written  
36 request to the Local President by twenty-five percent (25%) of the members in good standing of  
37 the Airline with that Local.  
38

1 **ARTICLE III: LOCAL OFFICERS AND DUTIES**

2 **(cont.)**

3

4 SECTION 3: Any Local Officer missing three (3) successive regular membership meetings or attending  
5 less than fifty percent (50%) of regular membership meetings in one (1) calendar year and is not  
6 incapacitated by personal medical reasons, family emergencies, on scheduled vacation, or on official  
7 AMFA business shall have that office considered vacant and said office shall be filled according to  
8 Article IV, Section 2 of these Bylaws.

9

10

1 ARTICLE IV: LOCAL OFFICER ELECTIONS, VACANCIES AND RECALL

2  
3 SECTION 1: Elections

4 A. Election of Local Officers

5 1. Nominations and elections shall be governed by the rules set forth in the AMFA  
6 Constitution.

7  
8 2. Nominations for all Local Officers shall be called for at the first (1<sup>st</sup>) meeting in  
9 October. Notice of such nominations will be posted on all Association bulletin boards  
10 stating the time, place of the meeting, and positions open for nomination at least seven (7)  
11 calendar days prior to nominations, as to provide ample time for all members in good  
12 standing to participate therein. If a quorum is not present at this meeting, nominations will  
13 be called for at a special meeting called for the purpose of taking nominations. The  
14 Local shall elect the aforementioned Officers by secret ballot vote, of its membership, on  
15 the regularly scheduled December monthly meeting day. No member shall be entitled to  
16 hold more than one (1) office at the same time.

17  
18 3. To be nominated, a member shall be an active member in good standing and meet all  
19 other necessary requirements as outlined in the AMFA Constitution. Any member having  
20 accepted nomination and whom later wishes to decline, for any reason, must do so in  
21 writing to the Local Secretary and shall have his/her name removed as a candidate  
22 provided such notice has been received prior to ballot preparation.

23  
24 4. No member may accept nominations for more than one (1) office at the same time.

25  
26 5. Local Officers shall be elected, unless otherwise specified in these Bylaws, for a two (2)  
27 year term.

28  
29 6. The Officers of the Local shall be elected in the month of December on a staggered  
30 basis as follows: During the month of December of every even numbered year the  
31 positions of President, Secretary, Safety and Standards Chairman, and one (1) Executive  
32 Officer at Large (if required) shall be elected. During the month of December of every odd  
33 numbered year the positions of Vice President, Treasurer, and Airline Representative(s),  
34 and one (1) Executive Officer at Large (if required) shall be elected.

1 **ARTICLE IV: LOCAL OFFICER ELECTIONS, VACANCIES AND RECALL**

2 **(cont.)**

3 SECTION 1: Elections (cont.)

4 A. Election of Local Officers (cont.)

5  
6 7. Unless otherwise specified in these Bylaws, newly elected Officers shall assume the  
7 duties of the office to which they were elected at the regular membership meeting(s) in  
8 January following their election in December as provided in the AMFA Constitution.

9  
10 8. Executive Officer(s) at Large election process will be conducted as follows. If the Local  
11 Executive Council (LEC) recognizes a need for additional members to assist them in the  
12 performance of their duties, the LEC will present for membership approval, a  
13 recommendation and motion at the regular membership meeting(s) to allow for election of  
14 such position(s). The recommendation will explain the need for, including the anticipated  
15 duties for the position, the time commitment required, and the anticipated term of office  
16 (not to exceed two (2) years).

17  
18 Upon receiving membership approval for the creation of these position(s), by a majority  
19 vote of all members in attendance at the regular membership meeting(s), Official  
20 Notification shall be posted for nominations to an election of these position(s) in  
21 accordance with these Bylaws, including a summary of the anticipated duties, and term of  
22 office.

23  
24 B. Election Protests

25  
26 1. Protests of Local Officer Elections shall be accomplished per the AMFA Constitution.  
27

1                   **ARTICLE IV: LOCAL OFFICER ELECTIONS, VACANCIES AND RECALL**

2   **(cont.)**

3       **SECTION 1: Elections (cont.)**

4  
5           **C. General**

- 6
- 7           1. A member shall be considered elected if that person receives the highest number of all  
8           votes cast by members in good standing.
  - 9           2. The installation of Officers shall take place at the first (1<sup>st</sup>) regularly scheduled  
10           monthly business meeting in January, or at the first (1<sup>st</sup>) regular membership meeting  
11           following their election.
  - 12           3. When a notice to resign an elected position has been submitted in writing to the Local  
13           Secretary, it shall not be withdrawn.
  - 14           4. Prior to any election a minimum of three (3) Election Tellers (not on any ballot) will  
15           be chosen at random from the list of Local Tellers. Election Tellers chosen are to assist  
16           in conducting elections in a fair and impartial manner.
  - 17           5. A balloting method and/or location, that best meet the needs of the membership, will  
18           be determined by the LEC, in accordance with the AMFA Constitution.
  - 19           6. Ballots cast for candidates not nominated in conformity with Local Bylaws (i.e. write-  
20           ins) shall not be tabulated.
  - 21           7. Each candidate for office shall be permitted to have an observer(s) present during the  
22           preparation, mailing, and counting of ballots in a mail ballot election; and at the  
23           polling place(s) and the counting of ballots in a polling place election.
  - 24           8. All elections held within this Local shall be conducted, when applicable, in accordance  
25           with the AMFA Constitution, and the Department of Labor Labor-Management  
26           Reporting and Disclosure Act of 1959 as amended.
  - 27           9. The Local Secretary shall preserve for one (1) year the ballots and all other records  
28           pertaining to an election.
- 29

1                   **ARTICLE IV: LOCAL OFFICER ELECTIONS, VACANCIES AND RECALL**

2   **(cont.)**

3  
4   **SECTION 2: Vacancies in Local Officer Positions**

5   The Vice-President shall assume the duties of the President in the absence of that Officer, or when such  
6   office is made vacant by death, resignation, or otherwise.

7   All vacancies over one hundred-eighty (180) days, for Local Officer positions, are to be considered  
8   permanent vacancies and will be filled through an election process by a secret ballot vote of the  
9   affected members. Vacancies of one hundred-eighty (180) days or less, for Local Officer positions,  
10   shall be filled by appointment for the remainder of the term by the Local Executive Council with the  
11   approval by a simple majority of the members in attendance at the next regular membership meeting.

12  
13   **SECTION 3: Recall of Local Officers**

14   Recall of Local Officers shall be accomplished per the AMFA Constitution.

15   □   □   □

1 ARTICLE V: OTHER LOCAL REPRESENTATIVES

2  
3 SECTION 1: Local Representatives

4 A. Local Representatives regarding contractual issues shall include:

- 5 1. Aircraft/Appearance Technician Area Representatives (if applicable)
- 6 2. Shop Representatives
- 7 3. Shop/Contract Committee (according to the respective Collective Bargaining
- 8 Agreement (CBA))
- 9 4. Committees (as provided for in the applicable CBA)

10  
11 B. Duties of Local CBA Representatives:

12  
13 1. AREA REPRESENTATIVES - Shall thoroughly familiarize themselves with the

14 Collective Bargaining Agreement (CBA) between the Airline and this Association. Area

15 representatives will be utilized for the purpose of handling grievances from their

16 respective areas and, in coordination with the Airline Representative of their Local, shall

17 be utilized for contractual interpretations. Area Representatives shall represent the

18 members of their respective areas to the Airline Representative and the Local Executive

19 Council (LEC). Area Representatives will maintain close contact with the members and

20 Shop Representatives of the respective areas they serve.

21 Area Representatives will be responsible for compiling contract proposals from their

22 respective areas; and will submit them to the LEC in ample time for investigation,

23 coordination, and preparation prior to negotiations as per the AMFA Constitution and

24 Bylaws. They may be utilized for counsel and communication to the negotiators. Area

25 Representatives will be kept informed regarding the progress of negotiations and will keep

26 the Shop Representatives and members of their respective areas informed of such

27 progress, and may be requested to attend negotiations by the LEC.

28 They will receive a copy of the proposed contract prior to negotiations and minutes

29 concerning negotiations as well as Local meetings.

30  
31 2. SHOP REPRESENTATIVES - Shall act on behalf of employees in the work areas they

32 have responsibility for, for the purpose of collecting and facilitating the processing of

33 grievances/complaints. Shop Representatives shall report to the Area/Airline

34 Representative, or Contract/Shop Committee as applicable, weekly in regard to

35 disciplinary action by the Company. This report shall include the affected employee's

36 response to the Shop Representative. That person shall act as the member's first (1<sup>st</sup>) line

37 of communication between the shop floor and LEC, coordinating through the Area/Airline

38 Representative or Shop/Contract Committee as applicable. That person shall distribute to

39 the members any information forwarded to that person from the Local Officers and

40 Representatives and, in turn, forward the concerns of the members to the Airline

41 Representative, Contract/Shop Committee, and/or LEC.

1  
2 The Shop Representatives shall communicate all concerns regarding workplace and flight

3 **ARTICLE V: OTHER LOCAL REPRESENTATIVES**

4 **(cont.)**

5  
6 safety to the Local Safety and Standards Chairman. In the event of a shift or bid location  
7 change, it is the Shop Representative's duty to inform the Area/Airline Representative of  
8 said change at the earliest possible time so that a replacement Shop Representative may  
9 be elected or appointed with no undue delay.

- 10  
11 3. CONTRACT/SHOP COMMITTEE (as provided for in the applicable CBA) Shall  
12 thoroughly familiarize themselves with the Collective Bargaining Agreement (CBA)  
13 between the Airline and this Association.

14 Shall act on behalf of employees in the work areas they have responsibility for, for the  
15 purpose of collecting and facilitating the processing of grievances/complaints.

16 Shall report to the Airline Representative weekly in regard to disciplinary action by the  
17 Company. This report shall include the affected employee's response to the Shop  
18 Representative.

19 That person shall distribute to the members any information forwarded to that person from  
20 the Local Officers and Representatives and, in turn, forward the concerns of the members  
21 to the Airline Representative and/or LEC.

- 22  
23 4. Other Committees as provided for in the applicable Collective Bargaining Agreement  
24 (CBA).

- 25 a. Farm-Out/Subcontracting Committee  
26 b. Safety Committee  
27 c. Etc.  
28



1 ARTICLE V: OTHER LOCAL REPRESENTATIVES

2 (cont.)

3  
4 C. Elections:

5 1. Area Representatives shall be elected by the members they will represent, as determined  
6 by the Airline Representative. The election for this position will be conducted in the  
7 month of January following the Airline Representative election. The term of office for this  
8 position is two (2) years.

9 2. Shop Representatives shall be elected by the members they will represent, as  
10 determined by the Airline/Area Representative. The election for this position will be  
11 conducted in the month of February each year.

12 3. Shop/Contract Committee members shall be elected by the members they will represent.  
13 The Election cycle and terms of office will be determined by the LEC.

14 4. Committee members shall be elected by the members they will represent. The election  
15 cycle and term of office will be determined by the LEC. Committee size will be  
16 determined by the Local 11 LEC, and during financial duress the LEC may reduce any  
17 committee.

18  
19 D. Recall: Recall of Local Representatives listed above shall be accomplished in accordance  
20 with the AMFA Constitution.

21  
22 E. Vacancies: The Airline Representative shall select, with approval of the LEC any Shop/Area  
23 Representative positions the members have not filled by election. The Airline Representative  
24 shall select, with approval of the LEC any Shop/Area Representative positions that have  
25 become vacant with less than one hundred-eighty (180) days remaining in the term of service.  
26 Vacancies of one hundred-eighty (180) days or more will be filled by election.

1 ARTICLE V: OTHER LOCAL REPRESENTATIVES

2 (cont.)

3  
4 SECTION 2: Other Representatives of the Local shall include:

5  
6 A. Safety and Standards Coordinators/Representative(s) (if applicable)

7 B. Communication Coordinator Representative

8 C. Auditors (3)

9 D. Tellers (3)

10 E. Committees

11 1. Maintenance Ideas Committee

12 2. By-Laws Committee

13 3. Etc.

14  
15 F. Duties of Local Representatives:

16  
17 1. SAFETY& STANDARDS CORRINATORS/REPRESENTATIVES - Shall  
18 report to and take direction from the Local Safety and Standards Chairman, and  
19 will coordinate and assist Industrial and Standards Committees.

20  
21 2. COMMUNICATION COORDINATOR REPRESENTATIVE – Shall establish  
22 and maintain the Local Area Network (LAN) (if applicable), Computer Systems,  
23 Software Applications, Internet/Web Hosting, and the Website for the Local. The  
24 Communication Coordinator Representative will work with the Local Secretary in  
25 the receipt and dispersal of information and correspondence to the membership.  
26 The Communication Coordinator will also be the Local GrievTrac Administrator  
27 and will work with the Airline Representative in the GrievTrac process.

28  
29 3. AUDITORS – Shall examine the books each January and July for the preceding  
30 six (6) months, and a copy of their findings shall be sent to the National Treasurer  
31 within thirty (30) days after completing their audit. Their findings will be reported  
32 to the membership at the next regular membership meeting(s) after their audit is  
33 complete.

34  
35 4. TELLERS – Shall assist in conducting elections in a fair and impartial manner.  
36 Tellers shall be responsible for the preparation and mailing of ballot packages,  
37 collecting ballots, verification of voter eligibility, counting of ballots, and the  
38 completion of tally sheets.

**ARTICLE V: OTHER LOCAL REPRESENTATIVES**

(cont.)

5. COMMITTEE MEMBERS – Shall perform the duties of their respective committees as described in this Article and/or the applicable CBA.

a. Bylaws Committee – Shall be responsible for properly amending the Local Bylaws as described in these Bylaws. Committee will meet as necessary to ensure that the Bylaws conform to the AMFA Constitution. Committee members shall hold this position for a period of 2 years.

b. Contract Proposal Committee - Shall be formed no later than 6 months prior to the expiration of the CBA. Committee members will compile submitted proposals and present them to the membership within the guidelines of the AMFA Constitution

c. Maintenance Ideas Committee – Shall interface with the membership to allow for the flow of ideas between the members and management.

C. Elections

1. All Committees will be nominated during odd years in the months of October through December and will be elected (as required) or confirmed at the January General Membership Meeting of the even years.

2. Committee members shall be elected by the members they will represent. The election cycle and terms of office will be determined by the LEC.

□ □ □

ARTICLE VI: LOCAL FINANCES

SECTION 1: The Local Executive Council (LEC) shall have full control of all assets and monies of the Local. The membership shall approve all sales and purchases of the Local subject to these Bylaws. At the beginning of each fiscal year a proposed annual Local operational budget will be presented to the membership and approved at the regular membership meeting(s). All sales, purchases, leases and rentals, that are anticipated to exceed the approved yearly operational budget expenses shall be presented to, and approved by a simple majority vote of the members in good standing, present the regular membership meeting(s).

SECTION 2: The Local Treasurer shall deposit all funds received in such bank or depository as approved by the Local Executive Council. All checks, drafts, or orders for withdrawal or transfer of such monies shall be signed by the Local Treasurer, and countersigned by the Local President or the Local Vice President in the absence of the President.

SECTION 3: A per-capita tax when due on all active members of the Local shall be handled in accordance with the AMFA Constitution.

SECTION 4: The Local Treasurer shall submit a list of members and their membership status, with the appropriate monies (when such a payment is required) to the National Treasurer (as per the AMFA Constitution or AMFA National Policy) on or before the tenth (10<sup>th</sup>) of each month. The Local Treasurer shall submit the aforementioned list with the members who have their dues paid by check-off so indicated and a bill for the amount due to the Local.

SECTION 5: Financial Statements

A. A financial statement shall be issued by the Local Treasurer monthly, and shall be made available to the membership at the regularly scheduled membership meeting(s) for their approval. This financial statement shall contain information as written in the AMFA Constitution.

B. The Local financial records will be available for review at the Local office, by appointment at the request of any Local member in good standing.

1 ARTICLE VI: LOCAL FINANCES

2 (cont.)

3  
4  
5 SECTION 6: No other fees, dues, or assessments of any kind besides those stated in the AMFA  
6 Constitution shall be levied without prior approval by secret ballot vote of the majority of the  
7 membership in good standing who voted. Such monies shall only be used for the purpose as stated on the  
8 ballot. No assessments shall be imposed in excess of fifty percent (50%) 0.5 times the base hourly rate  
9 per month nor shall any fines be levied in excess of five hundred dollars (\$500.00).  
10

11 SECTION 7: Local Officer Expenses

- 12 A. Local Officers, Representatives or members while on business as authorized by the members  
13 shall be reimbursed incurred expenses.
- 14 B. When it is required in the course of the Local business for Officers or members to travel away  
15 from home, actual transportation costs, lost wages, (if any), and per diem will be paid by the  
16 Local in accordance with the applicable city chart as published by the IRS for that year, plus  
17 single occupancy lodging, and mileage at the IRS mileage allowance when driving their  
18 personal vehicle. If the estimated mileage allowance will exceed the cost of a rental vehicle  
19 then a rental shall be used.
- 20 C. Expense reports shall be submitted to the Local Treasurer by the first (1<sup>st</sup>) of every month. All  
21 travel expense reports must be submitted within thirty (30) days after completion of travel.
- 22 D. All expense reports shall be approved by two (2) LEC members; neither of whom submitted  
23 the report, before being reimbursed by the Local.  
24

25 SECTION 8: Petty Cash Fund

- 26 A. A petty cash fund shall be maintained for the purpose of covering incidental expenses incurred  
27 in the operation of the Local office. The Local LEC Officers are authorized use of this fund.  
28 All other expenses shall be submitted to the Local in accordance with Article VI, Section 7, of  
29 these Bylaws.
- 30 B. The Local Treasurer will report the amount of expenditures from the petty cash fund to  
31 the membership at the regular membership meeting(s). The Treasurer will oversee the  
32 dispersal of funds from the petty cash fund to ensure that correct records will be kept.
- 33 C. The petty cash fund shall be limited to a cash flow of five hundred dollars (\$500.00) per  
34 month.  
35

1 ARTICLE VI: LOCAL FINANCES

2 (cont.)

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4  
5 SECTION 9: Emergency Fund

6 A. One Dollar (\$1.00) per member, per month from the Local dues collected will be allocated for  
7 the emergency fund. No money shall be voted out of this fund except by a two-thirds (2/3<sup>rd</sup>)  
8 majority vote of the members in good standing present at a special meeting called for such a  
9 purpose.

10  
11 SECTION 10: Committee Financing Fund

12 A. All Committees of the Local will draw normal Committee related expenses from the Local  
13 General Fund. To utilize this fund a Committee must submit a proposed budget that outlines the  
14 anticipated normal yearly expenses required supporting Committee activities. The Committee's  
15 budget is to be submitted to the LEC for approval to coincide with the normal Local Budget  
16 approval process.

17 B. On occasion a Committee may have an unanticipated expense for Committee activities. That  
18 Committee must submit a Committee expense request in writing to the LEC for approval.

19 C. Some examples of normal Committee Expenses:

- 20 1. Wages for LEC approved Association leave of Committee members in support of  
21 Committee activities
- 22 2. Expenditures normally incurred by a Committee within the Local such as:
- 23 a. Retirement gifts to Local members
- 24 b. Memorial gifts to Local members
- 25 c. Cost of printing materials for the distribution,  
26 including mailing costs, other than Official  
27 Notification as required by the Bylaws
- 28 d. Training expenses unique to one (1) Committee

29  
30 SECTION 11: Credit card(s) may be available for use as required for travel/hotel reservations, Internet  
31 purchases, and other limited purchases for convenience. Credit card(s) are to be kept secured at all times.  
32 Use of the credit card(s) will be authorized only by the CONCURRENCE of the Local President and  
33 Treasurer.

1 ARTICLE VI: LOCAL FINANCES  
2 (cont.)  
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5 SECTION 12: Local Audit and Member Elected Auditors

6 A. Three (3) members elected per Article V, Section 2C, Paragraph (2) of these Bylaws will serve  
7 as Auditors and shall examine any bills or expenditures as requested by the Local Treasurer or the  
8 LEC. In the months of January and July they shall act as the Local Auditors and examine the books of  
9 the preceding six (6) months. The auditors shall include a statement that non-germane  
10 expenditures are accurately identified and properly recorded. A copy of their findings with  
11 recommendations, if needed, shall be sent to the LEC and the National Treasurer within thirty  
12 (30) days after completion of the audit and reported to the membership at the next regular  
13 membership meeting(s). The National Treasurer's findings and recommendations, if any, will be  
14 read at the regular membership meeting(s) within sixty (60) days; along with a report from the  
15 LEC as to how such recommendations will be implemented. These findings shall be retained as a  
16 permanent record at the Local. The audit will be available for review at the Local office,  
17 by appointment at the request of any Local member in good standing.  
18

19 SECTION 13: The Local Treasurer shall, with the approval of the LEC, arrange with a bonding company  
20 for the bonding of such Officers and employees as required by Law. The amount of bond shall be set by  
21 the LEC but shall in no case be less than required by the law. The Local shall pay the cost of such  
22 bonding.  
23

24 SECTION 14: Fiscal year for the Local shall commence on the first (1<sup>st</sup>) day of January and expire on the  
25 thirty-first (31<sup>st</sup>) day of December of the same year.  
26  
27

ARTICLE VI: LOCAL FINANCES

(cont.)

SECTION 15: Welfare Fund

A. A welfare fund shall be established for the purpose of providing funds used for charitable donations, memorial gifts, and any motions related to hardship of and for the Local membership.

1. This fund and the guidelines listed in this section shall be the sole source for all money paid out for those items listed in this section.

B. This fund shall have a minimum level of no less than \$300, and a maximum level not to exceed \$100,000.

C. It shall be funded by at a rate of 5% of membership dues collected monthly. The Local Treasurer will ensure no further deposits into this fund after the maximum limit has been reached. The Local Treasurer will ensure any such interest accrued in this fund after reaching the maximum limit, will be transferred to the Local's General Fund at a time frame of no less than every quarter. Also funds from any other Local banking account shall not be used in conjunction with those activities normally provided by this fund. A funding source that is not directly related to the collection of dues may be used in addition to the normal funding source, provided that it is approved by the Local membership through a motion at a regular monthly membership meeting.

1. No motion may be made to remove money from this fund for any reason, with the exception of those motions presented by the welfare fund committee as outlined in subsection G below, or by a unanimous LEC vote (to be used for extreme case Local business hardship and/or issues only).

D. The maximum amount of funds to be dispersed from the welfare fund for any reason, to any one individual shall be \$2500, once in a 12 month period and twice in a 36 month period.

E. At the first membership meeting of each calendar year, A discussion and vote will be held to designate up to 2 charitable organizations that will be authorized to receive funds for that calendar year. At no time will more than 2 charitable organizations be authorized to receive funds at the same time.

1. Should the membership decide during that calendar year that a new charitable organization is preferred, a discussion and vote will be held at a membership meeting. If a new organization is chosen, one of the existing authorized organizations will be deselected during this same vote.

2. The maximum amount of funds to be dispensed to an authorized charitable organization shall be limited to \$2500 in a 12-month period. In cases where Local 11 members are assisting these organizations, the maximum amount allowed for this organization can be increased to \$5000, providing that it is related to expense reportable items and services.



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2 **ARTICLE VI: LOCAL FINANCES**  
3 **(cont.)**  
4

- 5 3. At no time shall Local 11's total payout to all charitable organizations combined exceed  
6 \$12500 annually on a calendar basis.
- 7 4. Charitable donations will only be provided to those organizations that are recognized by  
8 the Internal Revenue Service as a charitable organization.
- 9

10 F. Memorial gifts will not exceed a sum total of \$200.00 and are limited to the Member and  
11 their immediate family. (Parents, Mother, Father, Step-parents, children, step children and  
12 Members' siblings). Memorial gifts outside of those listed require LEC approval and are limited  
13 to \$200.00.

14

15 G. Funds used for the purpose of providing hardship relief to the Local's members will be  
16 required to meet the following guidelines:

- 17 1. A welfare fund committee, consisting of 4 members of the Local, shall be created for  
18 the purpose of determining whether members wishing assistance meet the criteria for  
19 obtaining it.
- 20 a. The Local Vice President shall sit on this committee as Chairman, at all times  
21 that it is in session. Should the Office of Vice President be vacant, the remaining  
22 LEC will appoint a LEC Officer to chair this committee until the Vice  
23 President office has been filled. This position will not be included as one of  
24 the 4 sitting members. Should this committee vote on a particular application  
25 which results in a tie, the Chairman will cast the tie-breaking vote.
- 26 b. This committee shall meet as necessary to review any applications for  
27 assistance.
- 28
- 29 2. The receiving member will have a verifiable need for assistance with final  
30 determination to be verified by the Welfare Committee. The Welfare Committee, after  
31 reviewing a request for funds, may increase or decrease the requested amount of assistance  
32 to be given to a Member within the limits set forth in this section.
- 33 3. The Welfare Committee has the authority to deny a request should the receiving  
34 member have vacation and/or floating holiday time available for the year in which the  
35 request was made, based on the application request and situation.
- 36 4. Any and all supplemental insurance and workers compensation payments being  
37 received by the Member must be disclosed to the Welfare Fund Committee.
- 38 5. Requests for Welfare Fund assistance must be submitted by a local 11 Member in good  
39 standing to the Local 11 LEC. Only Members in good standing may receive assistance  
40 from the Welfare Fund.
- 41 6. The omission of requested information or providing false information for the purpose of

1 **ARTICLE VI: LOCAL FINANCES**

2 **(cont.)**

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4  
5 qualifying for the Welfare Fund will disqualify the Member and his family from receiving  
6 any money from the Welfare Fund for a period of 3 years.

7 7. The Welfare Committee will submit its review and final determination of all requests to  
8 the Local 11 LEC for final approval before distribution of funds. In the event a request  
9 is denied by the Welfare Fund Committee, it may be resubmitted to this committee  
10 no earlier than 90 days from its date of denial.

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13

1 ARTICLE VII: MEMBERSHIP AND DUES

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4 SECTION 1: All members of an Airline, represented by AMFA shall pay a one hundred dollars  
5 (\$100.00) initiation fee upon application for membership in the Association. The initiation fee shall be  
6 waived for the following persons: those individuals who were employed within the represented class  
7 and craft at and before the time AMFA was duly authorized by said persons at the Company at which  
8 they are employed. Local dues shall be in accordance with the AMFA Constitution for each member of a  
9 certified Airline.  
10

11 SECTION 2: Newly hired Probationary Employees will not be required to pay dues as long as they are on  
12 probationary status as defined in their applicable labor agreement as per AMFA National policy or the  
13 AMFA Constitution. The individual Contractual Bargaining Agreements (CBA) within the  
14 Airline and Local (i.e. Aircraft Technicians and Appearance Technicians) will govern the collection of  
15 dues on Probationary Employees.  
16

17 SECTION 3: Each applicant for membership shall be thoroughly investigated by the Local Secretary with  
18 the aid and advice of the Local Executive Council having jurisdiction. Acceptance or rejection to  
19 membership shall be determined by the members with the recommendation of the Secretary. The Local  
20 Executive Council shall be notified immediately upon the applicant's acceptance or rejection. Upon his  
21 acceptance he may become a member.  
22

23 SECTION 4: Any Association member transferring from any AMFA Local will not be required to pay  
24 any initiation or reinstatement fees.  
25

26 SECTION 5: In the event a member chooses to withdraw from this Association due to taking a position  
27 in management or seeking employment in a field not represented by this Association, he/she may request  
28 an honorary withdrawal card from the Association. The request for such a card shall then be presented to  
29 the membership for their approval at the next regularly scheduled membership meeting(s). Any member  
30 issued a withdrawal card by the Association shall be entitled to return to the membership of the  
31 Association with a reinstatement fee of twenty-five dollars (\$25.00). Requests for Honorary Withdrawal  
32 must be submitted within sixty (60) days of the receipt of the last payment of dues.  
33

34 SECTION 6: Each member shall keep the Local Secretary informed of his correct address and  
35 telephone number.  
36

37 SECTION 7: Any member having knowledge of a job opening in the industry shall notify the Local  
38 Secretary in order to enable him to assist in the placement of any unemployed members.  
39

**ARTICLE VII: MEMBERSHIP AND DUES**

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SECTION 8: Any member of the Local, who is holding a position as a full-time or part-time Officer, Representative, Committee Person, etc., shall be required to pay Association dues and assessments during their tenure in office.

## ARTICLE VIII: MEETINGS

1  
2 SECTION 1: This Local shall hold no less than one (1) membership meeting(s) every two (2) months.  
3 In the event a regularly scheduled membership meeting happens to fall on a holiday the Local Executive  
4 Council shall determine an appropriate day to hold the meeting. Said meeting may be scheduled no more  
5 than seven (7) days before or after the original meeting date. A motion to change the starting time for any  
6 shift meeting(s) must be submitted in writing to the Local Secretary seven (7) days prior to the regular  
7 membership meeting(s) and appear in the posted agenda per Section 6 of this Article. Meetings shall be  
8 scheduled as to provide all members equal opportunity to attend.

9  
10 SECTION 2: The Order of Business for each Local meeting shall be as follows:

- 11 A. Pledge to the Flag
- 12 B. Roll Call of Officers and Identification of Non-members
- 13 C. Reading of Minutes and Correspondence
- 14 D. Applications for Membership and Withdrawals
- 15 E. Report of the Treasurer
- 16 F. Report of the President
- 17 G. Report of Committees
- 18 H. Unfinished Business
- 19 I. New Business
- 20 J. Adjournment

21  
22 SECTION 3: Special meetings may be called by the Local President with the approval of the Local  
23 Executive Council (LEC), or by written request of fifteen percent (15%) of the membership. When a  
24 special meeting is called by the members, all Local and National Officers specifically requested to attend  
25 shall be notified promptly by the President and their reply shall be posted on all Association bulletin  
26 boards. The Local President with the approval of the LEC may call special meetings of such nature as the  
27 ratification of contracts between the Association and the Company. Such special meetings for contract  
28 ratification shall be scheduled at dates, times, and places, in such manner, as to allow all members equal  
29 opportunity to attend.

30  
31 SECTION 4: A special meeting shall start no earlier than twenty-four (24) hours after the notification has  
32 been given and no later than seven (7) calendar days after the Local President has received the petition.  
33 Such notice of the meeting shall be posted on all Association bulletin boards, electronic media, or by  
34 other means that will be effective. If a special meeting is called, the notice of such meeting shall contain  
35 the purpose of such meeting. Discussion and action at that meeting shall be confined to the specific  
36 purpose as stated in the notice.

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**ARTICLE VIII: MEETINGS**  
**(cont.)**

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4 SECTION 4: The total number of members present at the regular membership meeting on a given date  
5 shall determine if a quorum is met. Minimum quorum requirements will be according to the minimums as  
6 stated the AMFA Constitution.

7

8 SECTION 5: No motion shall be in order to vote on a sum greater than three hundred dollars (\$300.00)  
9 for any purpose unless at least four (4) calendar days notice has been given the membership. Such  
10 motions must be submitted to the Local Secretary at least fourteen (14) days prior to the regular  
11 membership meeting and appear in the posted agenda per Section 6 of this Article.

12

13 SECTION 6: The Local Secretary or his designee shall post the meeting agenda on Association bulletin  
14 boards at least ninety-six (96) hours prior to the regularly scheduled membership meeting day.

15

16 SECTION 7: During meetings, where a show of hands vote is taken, the yea and nay votes will be  
17 tabulated, the simple majority of which shall determine the outcome.

18

19 SECTION 8: Unless otherwise stated in the formal call of the meeting, all meetings of the Local  
20 including regular membership meetings, special meetings, Local Executive Council meetings, or any  
21 other formally called meeting of the membership and/or Officers of the Local shall be considered a  
22 closed confidential meeting as provided under the AMFA Constitution. No reproduction of the  
23 proceedings of the meeting except the official recording of the minutes by the recording Secretary or his  
24 appointee shall be allowed. Any member in good standing may examine the official minutes of any prior  
25 meeting by appointment with the Local Secretary at the Local office.

26

27 SECTION 9: Smoking, tobacco products, and the possession of alcohol shall be prohibited during all  
28 meetings.

29

30 SECTION 10: The Local shall establish a monthly meeting of all Airline Representatives as set forth in  
31 the AMFA Constitution.

32

33 SECTION 11: Parliamentary law and rules shall govern the conduct and procedures of all meetings at all  
34 time as so stipulated in the AMFA Constitution. ("Robert's Rules of Order", Newly Revised, Latest  
35 Edition)

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**ARTICLE VIII: MEETINGS**

**(cont.)**

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SECTION 12: A motion as described in Section five (5) of this Article having been presented to the membership and receiving a vote shall not be put back on the floor for discussion and debate for a period of at least six months. Any motion made on the motion at any regularly scheduled monthly meeting, special meeting or Executive Council meeting shall be deemed out of order

ARTICLE IX: SALARIES

SECTION 1: Salaries of the Local Officers shall be as follows:

A. President	\$150.00 per month
B. Vice president	\$100.00 per month
C. Secretary	\$150.00 per month
D. Treasurer	\$150.00 per month
E. Safety & Standards Chairman	\$100.00 per month
F. Airline Representative	\$150.00 per month

SECTION 2: When any member of the Local is elected or appointed to serve on a full-time basis that person’s salary shall consist of pay equal to that person’s regular hourly rate of pay including any shift differential and any applicable premiums that apply under the current bargaining agreement. In addition, that same person will receive all holidays, floating holidays, vacation and sick time as they would be entitled tounder the current bargaining agreement.

SECTION 3: In the event of an aircraft incident or air disaster involving the Local, the LEC may, on an emergency basis, appoint the Safety and Standards Chairman and one (1) qualified member (crash investigation trained as per the NTSB) to serve as Temporary Representatives of the Local, acting as crash investigators. They will be paid as per Section 2 of this Article. A continuation of these duties will require a majority vote of members present at a membership meeting.



ARTICLE X: GENERAL

SECTION 1: No Local Bylaw or amendment to the Local Bylaws shall be adopted that will in any way conflict with, or run contrary to, the provisions of the AMFA Constitution or will deny any member in good standing his individual rights as set forth in the AMFA Constitution. No amendment to these Bylaws shall be proposed or adopted that would affect any members in good standing by:

- A. Infringing upon their rights and powers
- B. Taking away their right to hold office
- C. Taking away their right to select and elect all Officers, both National and Local
- D. Taking away their right to select and elect all convention delegates
- E. Taking away their right to recall any Officers
- F. Taking away their right to approve and ratify all contracts and letters of agreement
- G. Taking away their right to approve all AMFA strikes and other AMFA recognized unions' legal picket lines (sympathy strike)
- H. Taking away their right to propose and submit changes to the AMFA Constitution or any Local Bylaws

SECTION 2: "Member in good standing" shall mean any person who has fulfilled the requirements of membership and who has not voluntarily withdrawn from membership, nor has been expelled or suspended in accordance with the AMFA Constitution and/or Bylaws, and is free of all fines and assessments, and is not more than two (2) months in arrears of payment of dues, special fees, and assessments, such date marked as the last day of the second (2<sup>nd</sup>) month. If said dues are paid by check-off system under a Collective Bargaining Agreement (CBA) pursuant to the members' voluntary authorization and said dues become in arrears, it shall not be a cause to remove a member from good standing, unless said dues are for a period in which they are not subject to check-off (i.e., strike, etc.). Dues not paid by check-off system are considered in arrears if not paid by the tenth (10<sup>th</sup>) calendar day of the month for which they are counted.

SECTION 3: All voting methods, unless specified in the Bylaws (secret ballot, electronic ballot or membership show of hands), voting locations and times shall be decided upon by the Local Executive Council. It is understood that, unless otherwise stated in the Bylaws, any reference in the Bylaws to nominations or secret ballot votes received on any regularly scheduled business meeting day, shall mean the total of nominations and votes received from all members, in good standing, in attendance, at the meeting(s) that day. Any reference to a secret ballot vote held during the December monthly meeting day, shall mean an election, during the day, for which meeting attendance is not required. Voting results shall be determined by a simple majority (highest number) of votes cast.

**ARTICLE X: GENERAL**

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SECTION 4: Secret ballots shall mean the expression by printed ballot, electronic ballot, voting machine, or otherwise, but in no event by proxy, of a choice with respect to any election or vote, cast in such manner that the member expressing such choice cannot be identified with the choice expressed. Absentee ballots may be furnished as called for in the AMFA Constitution and, as set forth, in Article IV, Section 12, of the AMFA Constitution. Any and all election ballots sent out by mail shall include a stamped, addressed, return envelope. All Local election ballots shall be so arranged as described in Article IV, Section 6 of the AMFA Constitution.

SECTION 5: Any grievance forwarded to the Grievance Committee can only be withdrawn by the member who filed the grievance and/or by the Grievance Committee after advisement of both legal counsel and grievant. The member who filed the grievance shall receive a written explanation as to why the grievance was withdrawn.

SECTION 6: Membership hearings, if required, shall be conducted as per the AMFA Constitution.

SECTION 7: Each member of the Local, that is eligible to ratify a contract, shall be provided a complete copy of the Tentative Agreement and be allowed sufficient time to review it before the contents of the Tentative Agreement are given out to any non-member.

SECTION 8: It is understood wherever, in these Bylaws, a position or member is referenced in the masculine or feminine gender, it will be recognized as referring to both male and female members.

SECTION 9: Correction of typing, spelling, and grammar mistakes in these Bylaws shall be allowed without a membership vote. An uncorrected copy shall be maintained in the Local files until the next Bylaw meeting is concluded. The Table of Contents, Articles, and Sections can be edited to reflect the final approved version of the Bylaws.

SECTION 10: Any reference in these Bylaws to posting on Association bulletin boards shall refer to the electronic bulletin boards on the Local's Official Website.

ARTICLE XI: AMENDMENTS

SECTION 1: These Bylaws become effective upon approval by the Local membership and the National Director.

SECTION 2: These Bylaws shall be open for amendment in every even numbered year as follows:

- A. The Bylaw proposal change notice is to be posted on the January General Membership meeting notice under new business and an additional letter to be posted on the AMFA Local 11 website. The letter shall inform the membership on how they may submit a proposed change. Proposals will be accepted until 2359CT on March 31.
- B. The Bylaws Committee will meet during the month of April.
- C. The Bylaws Committee shall ensure that the proposals do not conflict with the AMFA Constitution or any applicable Federal, State, and Local Laws. Any proposed amendment found to be in violation shall be returned to the member who submitted it with a written explanation for its rejection.
- D. One (1) week prior to the Bylaws meeting the Bylaws Committee shall make available a list of all proposed amendments to the Local Bylaws.
- E. At the Bylaws meeting the Bylaws Committee shall present each proposed amendment submitted along with their recommendation to the members in attendance.
- F. At the Bylaws meeting the members in attendance may discuss and amend each proposed amendment to these Bylaws. To be accepted, an amendment to a proposal must receive a simple majority of affirmative votes cast.
- G. The Bylaws Committee shall then submit the proposals as amended to the membership of the local for ratification by mail-out ballot or casting votes using online internet voting. To be adopted an amendment to these bylaws must receive a two-thirds (2/3<sup>rd</sup>) majority vote.
- H. The Bylaws Committee shall then submit a complete set of bylaws as amended to the Local Secretary who shall forward them to the National Executive Council for approval per the AMFA Constitution.
- I. Proposed changes to the Local Bylaws shall become effective when received and approved by the National Director.

1 ARTICLE XI: AMENDMENTS

2 (cont.)

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5 SECTION 3: Between regular Bylaw renewal/amendment meeting(s), a Bylaw may be amended as  
6 follows:

- 7
- 8 A. A petition containing a motion for Bylaw amendment must be submitted to the President of the  
9 Local. This petition will contain signatures from two- thirds (2/3<sup>rd</sup>) of the entire membership of  
10 the Local.
  - 11 B. The LEC will then direct the Bylaw Committee to conduct a review for conformity to the AMFA  
12 Constitution, and all Federal, State, and Local Laws.
  - 13 C. If the proposal is found to be in compliance it shall be presented to the membership for approval  
14 by referendum vote.
  - 15 D. The Bylaws Committee shall then submit a complete set of Bylaws as amended to the Local  
16 Secretary who shall forward them to the National Director for approval per the AMFA  
17 Constitution.
  - 18 E. Proposed changes to the Local Bylaws shall become effective when received and approved by the  
19 National Director.
- 20

21 SECTION 4: The Constitution of the Aircraft Mechanics Fraternal Association is hereby made a part of  
22 these Bylaws. Where there is any doubt about any Section or part of these Bylaws, or where such  
23 Bylaw or part of the Bylaws appears to be in conflict with the Aircraft Mechanics Fraternal  
24 Association's Constitution, then the Aircraft Mechanics Fraternal Association's Constitution shall  
25 control and be the Law. These Bylaws shall be amended to conform to changes in the AMFA National  
26 Constitution, any labor agreement between the Company and the Association, and all Local, State, and  
27 Federal Laws.

CERTIFICATION

I certify that these Bylaws of Local **11** of the Aircraft Mechanics Fraternal Association were duly presented to and subsequently ratified, by a two thirds majority vote of the membership on the 25<sup>th</sup> day of the month of July in the year 2019.

  
\_\_\_\_\_

Dale Dixon

President, AMFA Local 11

  
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Bret Oestreich

National Director

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