BYLAWS OF

AIR TRANSPORT AND AEROSPACE DISTRICT 142

IAM UNION

ARTICLE 1 – NAME AND PURPOSE

Section 1. This body shall be known as Air Transport and Aerospace District 142 of the IAM Union. It shall be maintained for the purpose of facilitating the work of the organization of all affiliated personnel of employers, whose employees may become affiliated with District 142 for the perfection of the organization when complete and by which work may be better handled for the interest of those employed in our branch of the craft, and the keeping of each other informed on all parts of the system in that which we are interested.

Section 2. District 142 shall work in harmony with all other Districts of the IAM Union, associate and share in common the benefits derived from the organization and affiliation.

Section 3. District 142 is the highest tribunal of the IAM within its limits and under the general laws of the Order, subordinate to the International, and no Local shall make laws in conflict with the laws of District 142.

ARTICLE 2 – HEADQUARTERS

Section 1. The main office and/or the minor offices of District 142 shall be established by the District 142 Executive Board.

Section 2. Full-time elected representatives of District 142 may reside at their respective assigned home stations while on full-time status. In keeping with Article 10, Section 10, they shall not be eligible for a daily per diem while at their home or domicile; however, full-time staff and appointed staff members shall receive a daily incidental in an amount that is in accordance with IAM policy for each day, Monday through Saturday, on which constructive work (not including reports, preparations of proposals, etc.) is performed from home or their domicile location, or on non-travel days at W3 when meals are provided.

ARTICLE 3 – MEMBERSHIP

Section 1. District 142 shall be composed of locals whose membership is incorporated and such other groups who become affiliated with District 142.

Section 2. District 142 shall have the authority to compel any members(s) of an affiliated Local to appear before it and explain any action they may have taken that may be detrimental to District 142, its affiliated Locals and/or the International.

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Section 3. Complaints of any individual member of the District shall be investigated in a timely manner, or as otherwise provided in the IAM Constitution.

Section 4. No funds, assets, or property of District 142 can be transferred, donated, contributed, assigned or loaned to any local, person or organization except in strict accordance with the IAM Constitution, and then only upon vote of the District 142 Executive Board, and no assets or property of District 142 may be loaned to any person or persons for personal reasons.

ARTICLE 4 – CONVENTIONS

Section 1. District 142 shall meet in convention once every four years following the 2025 District Convention but will not meet the year in which the International Convention or Transportation Conference is held. Convention dates and location shall be established by the District 142 Executive Board. Locals shall be notified at least sixty (60) days in advance of Convention date.

Section 2. Thirty-five cents ($0.35) of the District 142 per capita tax shall be set aside in a special fund to be used for the purpose of helping defray Convention expenses. After the fund has accumulated the sum of $400,000.00, no further monies will be allocated to the fund until the fund has been depleted below the minimum of $175,000.00.

Section 3. Special sessions will be held at such time and place as shall be called by the majority of the Executive Board or by the President/Directing General Chair or by a majority of the Locals affiliated with District 142.

Section 4. The Conventions of District 142 shall be composed of Delegates properly elected and authorized by their Locals.

Section 5. Members of the District 142 Executive Board shall not be Delegates to the Convention, but shall act in their official capacities with voice but no vote.

Section 6. A quorum shall consist of a majority number of authorized Delegates representing a majority number of Locals affiliated with District 142.

Section 7. It shall be the duty of the Local Recording Secretary to notify the District 142 Secretary-Treasurer, by the nineteenth (19th) of December of each year, the names of the Delegates of their respective Locals.

Section 8. Not less than forty-five (45) days prior to the District Convention, the District Secretary-Treasurer will mail to each local a list of all Convention delegates. This list shall include the delegate's name, the delegate's local's number, and the mailing address of the delegate's local.

Section 9. Delegates will be notified of their Convention committee assignments thirty (30) days prior to Convention.

Section 10. Minutes of the Convention will be taken by a court reporter, hired by the District 142 Secretary-Treasurer, with copies being sent to all Delegates, District 142 officers and Local Recording Secretaries, not later than forty-five (45) days after said Convention transcripts are received from the court reporter. Members must schedule a date and time with the District 142 Secretary-Treasurer to view the minutes of the Convention, at the District 142 office.

Section 11. The President/Directing General Chair may appoint a Delegate to serve as the Convention "Parliamentarian" to assist in challenges to the Chair.

ARTICLE 5 – RULES OF ORDER – DISTRICT CONVENTION

Section 1 The hours of session shall be as follows: 9:00 a.m. until 12 noon, 1:00 p.m. until 5:00 p.m., unless otherwise changed through a proper motion and carried by a majority vote, of the authorized and seated Delegates.

Section 2. At each session, the President/Directing General Chair shall appoint a Conductor, who shall protect the door, admitting only qualified Delegates and visitors. The Conductor will introduce all visitors to the Chair.

Section 3. In addressing the Convention, no Delegate will speak without being recognized by the Chair. Each Delegate will be confined to five (5) minutes per subject and will state her/his name and local number before proceeding. No Delegate will speak more than once on each or any one (1) subject until all other Delegates desiring to speak have been heard. This shall not apply to Committee Chair reports.

Section 4. No question shall be directed to or at a Delegate except through the Chair.

Section 5. There shall be no use of profane language during the session, nor shall there be any personal criticism extended.

Section 6. When once granted the floor, a Delegate will be permitted same without interference except at the call of Point of Order.

Section 7. Roll call of Delegates will be held at the opening of the Convention. Copies of roll call will be distributed to each affiliated Local.

Section 8. These rules shall govern, except that in situations not herein mentioned, Robert's Rules of Order shall be used and the decision of the Chair, unless successfully contested, shall be final. The Chair shall not entertain any motion to adjourn the Convention until all Delegates seated have had the opportunity to bring on the Convention floor all items of Good and Welfare that their Locals have instructed them to discuss.

ARTICLE 6 – ELECTION, QUALIFICATIONS AND EXPENSES OF DELEGATES

Section 1. In the second (2nd) week of August, a call for nominations to the District 142 Convention will be sent to all affiliated Locals of District 142. District 142 Delegates shall be elected not later than the first (1st) meeting of each Local in the month of November or December. The term of office for Delegates shall be from December 31st to December 31st of the following Convention year.

Section 2. Delegates shall be elected by a plurality vote of their respective membership employed at the point represented by the Delegates, provided, however, that no local shall be allowed to dictate the election of a Delegate using the votes of members who are not working under the jurisdiction of District 142 to accomplish same, complying with IAM Constitution and IAM Official Circulars.

a. All candidates for District 142 Delegate shall be members in good standing with the IAM for not less than one year from the date of the close of nomination.

b. All candidates for District 142 Delegate shall be members in good standing with IAM Air Transport District 142 for not less than one year from the date of the close of nomination.

c. All candidates for District 142 Delegate shall be working at the trades as defined in Article II, Section 4 of the IAM Constitution, for six (6) months prior to the close of nomination.

d. All candidates for District 142 Delegate shall be free from any delinquencies of any nature to the Local, District 142 and IAM one year immediately prior to the close of nomination, in accordance with the IAM Constitution.

e. Delegates must also meet the requirements of the Local bylaws before being accepted as a Delegate to the District 142 Convention.

f. Members of the District 142 Executive Board shall not be eligible for election as Delegates to the District 142 Convention.

Section 3. A Delegate from a newly affiliated Local must be in good standing from the time they were elected by their Local.

Section 4. Any Delegate whose Local is two (2) months or more in arrears, shall not be entitled to a seat in the District 142 Convention.

Section 5. Delegates' expenses shall be paid by their respective Locals.

Section 6. Any Delegate to this Body leaving the service of the air carriers or air transport companies whose employees are represented by the District 142 or transferring to other points, shall at once be considered resigned and her/his successor shall immediately be elected and the District 142 Secretary-Treasurer so notified of this change.

Section 7. Locals not electing Delegates may authorize Delegates from another Local to represent them. In such cases, they shall bear their share of the Delegates' expense on a per capita basis. This authorization must be in writing with seal attached.

Section 8. It is the responsibility of each Delegate to contact the office of the District 142 Secretary-Treasurer in writing or via email, prior to the meeting to report an absence for excusal by the Executive Board.

ARTICLE 7 – DISTRICT 142 DELEGATE REPRESENTATION AND VOTE

Section 1. Each Local shall be entitled to one (1) Delegate for the first one hundred (100) members or fraction thereof, and one (1) additional Delegate for each one hundred (100) members or major fraction thereof, but no Local will be entitled to more than ten (10) Delegates.

Section 2. Each Local shall be entitled to one (1) vote for the first one hundred (100) members or fraction thereof, and one (1) additional vote for each additional one hundred (100) members or major fraction thereof, up to one thousand (1,000) members, and will be entitled to one (1) additional vote for each five hundred (500) members or major fraction thereof in excess of one thousand (1,000).

Section 3. For the purposes set out in Sections 1 and 2 of this Article, members shall be defined as those active members from whom the District receives per capita in the month ninety (90) days before the nomination meeting.

Section 4. Delegates from Locals sending more than one (1) Delegate will have their voting power equally divided.

Section 5. Elected Delegates attending the District 142 Convention may cast the entire votes of their Local.

ARTICLE 8 – GRIEVANCES

Section 1. All grievances arising in District 142, which cannot be settled by the Local Shop Committee after careful consideration, will be referred to the District 142 President/Directing General Chair, or her/his designee.

Section 2. All grievances must be reduced to writing when presented to the District 142 President/Directing General Chair, and must be acted upon without unnecessary delay.

Section 3. All grievances referred to the District 142 President/Directing General Chair by a duly authorized Local Committee and/or Shop Steward as seen in Section 1 above of this Article, must be reduced to writing and shall be presented over the signature of the Local Committee and/or Shop Steward.

Section 4. All grievances shall be accompanied by the proper District 142 grievance investigation forms as supplied by District 142 and must be acted upon without unnecessary delay.

Section 5. It shall be the duty of any elected Local Officer to promptly answer all correspondence addressed, over a seal of a Local, which is affiliated with District 142.

Section 6. It is the responsibility of the District 142 General Chairs that when a grievance that has been referred to the General Chair is withdrawn (deemed to not be advanced any further), a grievance close-out letter is promptly sent to the grievant by USPS certified mail, the Union official filing the grievance, and to the District 142 President/Directing General Chair.

ARTICLE 9 – DISTRICT 142 OFFICERS AND REPRESENTATIVES

Section 1. The District 142 Officers shall consist of one (1) President/Directing General Chair who shall be the Chair of the Executive Board, one (1) Secretary-Treasurer, three (3) At-Large Vice Presidents, one (1) Vice President from Alaska Airlines, one (1) Vice President from American Airlines, one (1) Vice President Hawaiian Islands, one (1) Vice President from McGee Air Services, one (1) Vice President from Southwest Airlines, all elected or appointed General Chairs and three (3) Trustees.

a. All full-time officers as seen in Section 1 of this Article shall stand election for a four (4) year term and shall be nominated and elected by referendum vote (plurality vote).

b. When their successors are elected and installed, they shall turn over to them all books, papers, funds and other property of District 142, which they may have.

Section 2. Upon Executive Board approval, a member, or other appointed District 142 staff, may be invited to the Executive Board meeting to make a presentation, but must be excused during any confidential discussion or vote.

Section 3. The District 142 President/Directing General Chair Shall appoint three (3) Election Tellers, thirty (30) days before the District 142 notice of nomination and election, to assist in conducting the election in a fair and impartial manner.

a. This Committee will be the Election Tellers for the District 142 election.

b. This committee shall be empowered to investigate the District 142 election and/or referendum complaints/protest at District 142 expense. They shall make such recommendations to the District 142 Secretary-Treasurer or to the International as a result of their investigation. This election investigation in no way supersedes the official IAM Constitution or IAM Official Circular election protest/complaint process.

Section 4. Qualification for District 142 Elected Officers

a. All candidates for District 142 Officer shall be working at the trades as defined in Article II, Section 4 of the IAM Constitution, for 6 months prior to the close of nominations.

b. All candidates for District 142 Officer shall be free from any delinquencies of any nature to the Local, District 142 and IAM one year prior to the close of nomination, in accordance with the IAM Constitution.

c. Vice Presidents, shall be selected from or employed by the carrier they represent or in the case of Hawaii, must work in the Hawaiian Islands.

d. Vice President At-Large positions may not work for any companies or in any location specifically listed in Article 9, Section 1.

Section 5. At such time when the number of members represented by District 142 reaches a justifiable number for any increase in any Officer position(s) or should a vacancy occur within any Officer position(s) other than the President/Directing General Chair, the President/Directing General Chair may appoint a District 142 qualified member in accordance with these bylaws, subject to District 142 Executive Board, the Territory General Vice President, and the International President's approval. Appointed Officers will serve the remainder of the current term, but in no case longer than four years.

a. Should a vacancy occur within the position of the President/Directing General Chair, the vacancy shall be filled in accordance with Section 6 or Section 7, as appropriate.

Section 6. In case of a vacancy in the position of President/Directing General Chair with one (1) year or more prior to the regularly scheduled President/Directing General Chair election, then, and for the period reasonably required to bring about the nomination and election of a successor President/Directing General Chair:

a. A District 142 Vice President shall be selected to perform the administrative duties normally assigned to a district president. This selection shall be made by the Territory's General Vice President. This selected Vice President shall receive lost time, applicable per diem, and be reimbursed for all expenses related to such duties.

b. Until such time as an election is held, the Territory's General Vice President shall assign a representative to perform the representational duties normally performed by the President/Directing General Chair.

c. Following the election of a new President/Directing General Chair, the person selected to perform the administrative duties normally assigned to a district president will reassume their office of Vice President.

Section 7. Should a vacancy occur in the office of the President/Directing General Chair with less than one (1) year remaining before regularly scheduled officer elections, and a President/Directing General Chair-elect is awaiting installation, the President/Directing General Chair-elect shall be appointed to serve the remainder of the current term. Should no President/Directing General Chair-elect be awaiting installation:

a. A District 142 Vice President shall be selected to perform the administrative duties normally assigned to a district president. This selection shall be made by the Territory's General Vice President. This selected Vice President shall receive lost time, applicable per diem, and be reimbursed for all expenses related to such duties.

b. Until elections are held, the Territory's General Vice President shall assign a representative to perform the representational duties normally performed by the President/Directing General Chair.

c. Nomination and election of District officers, including the President/Directing General Chair, will proceed at the normal time.

Section 8. Election Notice

a. In the first (1st) week of May in a District 142 Officers election year, the District 142 Secretary-Treasurer shall issue a call letter to all Local Recording Secretaries and Presidents affiliated with District 142, calling for upcoming endorsement for nominees and election information. The term "mail" for the purpose of these bylaws shall mean, United States Postal Service (USPS).

b. Each Local Recording Secretary will supply the District 142 Secretary-Treasurer with the location(s) of the District 142 Officer Nominations, the Nomination Endorsement Vote, and the District 142 Officer elections by the first (1st) week of June in an election year.

c. On the third (3rd) Friday of July, in an election year, the District 142 Secretary-Treasurer shall notify by mail all members affiliated with District 142 the notice of nomination and election with the absentee ballot process, to the member's last known home address.

d. The notice will inform members of the date, times and location(s) of the Local Nomination Meeting, Nomination Endorsement Vote, and District 142 Officer Elections. It will contain instructions and the qualifications to request an absentee nomination form and absentee ballot process for Nomination Endorsement and the District 142 Officer Election, along with the address of the dedicated United States Post Office Box secured by the District for the return of absentee nomination forms and absentee ballots.

e. Only those members such as flight attendants and at-home reservation agents who work more than 150 miles from their scheduled Local nomination meeting location or are scheduled to work or travel for work on the nomination and/or endorsement vote and/or election vote meeting dates can nominate and vote for their candidate(s) by mail. Requesting an absentee nomination form or mailing in a nomination form to the District 142 Secretary-Treasurer and to vote by mail with an absentee endorsement ballot and/or election ballot, following the same rules. Requirements for voting by absentee ballot are set forth in Article II, Section 3 of the IAM Constitution and in Section 11 of this Article.

Section 9. Nominations

a. A special nomination meeting will be held in each Local on the first (1st) Friday of September from 6:00 a.m. to 8:00 a.m. and from 6:00 p.m. to 8:00 p.m.

b. A valid nomination must have the nominator's and candidate'(s) name, Local number and IAM book/card number or employer and employee ID number. The nominee and nominator must be in good standing. Absentee nominations must arrive by mail or hand delivered by the nominator in person to the District 142 Secretary-Treasurer or her/his designee for those eligible to nominate by mail, before the close of the nomination meeting on the first (1st) Friday in September, of an election year.

c. The nomination endorsement vote (if necessary) will be held on the third (3rd) Friday in October of an election year from 6:00 a.m. to 8:00 a.m. and from 6:00 p.m. to 8:00 p.m. Absentee endorsement ballot(s) must be received in the mail at Local dedicated USPS post office box and collected by the Local Recording Secretary no later than the close of the polls, on the third (3rd) Friday in October.

d. The order of the nomination endorsement vote ballot shall list incumbents first (1st), in order of District 142 seniority (in the event District 142 staff seniority is equal between candidates, seniority will be established based on company/carrier seniority date) and then all remaining candidates in alphabetical order, with last names first (candidates with multiple surnames will have their names listed with the last name, of the surname). Local endorsements will be determined by a plurality of votes for each contested District 142 office. In the event of a tie, a recount will immediately take place and if still tied, a Local Teller will conduct a coin toss to determine the winner. The most senior incumbent candidate with District 142 time will call heads/tails and shall be recorded, should District 142 seniority be equal, company/carrier seniority will be used to determine the coin toss call. In the event there are no incumbents tied, the most senior challenger will call heads/tails.

e. Within three (3) business days after the close of the nomination endorsement vote, the Recording Secretary of the Local shall forward to the Secretary-Treasurer of District 142, by USPS express mail, a list of all endorsements upon the forms provided them by the District 142 Secretary-Treasurer.

f. All nominations for endorsements, in order to be tabulated must bear a USPS postmark of not later than three (3) business days after the close of the nomination endorsement vote.

g. The District 142 Secretary-Treasurer shall immediately upon tabulating the endorsements, notify all nominees of the results of this tabulation. The nominees, after receiving this notification, shall advise the District 142 Secretary-Treasurer in writing of their acceptance and how they wish for their name to be listed on the ballot, including any nicknames, or decline. Any nominee receiving endorsements from four (4) Locals or more and accepting the nomination shall be a bona fide candidate and have their name placed upon the ballot. The District 142 Secretary-Treasurer shall immediately notify all nominees.

Section 10. Election Procedures

a. No nominee may be a candidate for more than one (1) office. In the event there are no challengers to any office or offices other than the required number, the nominee(s) will be declared the winner by acclamation. "Write-in" votes are not permitted and will not be tabulated.

b. The election of District 142 Officers will be held the second (2nd) Friday in December from 6:00 a.m. to 6:00 p.m., in the Local time-zone.

c. After the foregoing provisions have been complied with, the District 142 Secretary-Treasurer shall, not later than first (1st) Friday in November, prepare the ballot and have printed thereon the names of all eligible candidates, together with the book number and the Local of which they are respectively members at the time of nominations, said names to be arranged in same order of seniority as seen above, for each candidate for each office stated.

d. All ballots shall be arranged that a voter may with ease designate her/his choice by marking a (X) opposite name(s) of the candidate(s) for whom she/he wishes to record her/his or her vote.

e. The District 142 Secretary-Treasurer shall supply all Locals with a sufficient number of ballots (without charge and no other ballots are to be used or tabulated) to enable each District 142 member in good standing to cast a vote.

f. The District 142 Secretary-Treasurer shall furnish tally sheets in triplicate to tally the votes of the members of the Locals.

g. One (1) tally sheet shall be given to and retained by the Local Recording Secretary.

h. One (1) tally sheet shall be enclosed in a sealed and signed container with all ballots & stubs (including unused) and returned by overnight express mail to the District 142 Secretary-Treasurer.

i. One (1) Tally shall be forwarded to the District 142 Secretary-Treasurer by scan to e-mail immediately after the tally from the Local Recording Secretary, bearing the Local seal, signatures of election tellers and Recording Secretary.

Section 11. Absentee Ballots

a. Absentee Ballot information, as to who is eligible to receive an absentee ballot as hereafter provided shall be communicated to such members in the notice of nomination and election mailed on the third (3rd) Friday of July in an election year, as set forth in Section 8, above.

b. Members eligible to vote in the District 142 Election by absentee ballot are:

1. Members who reside in outlying areas more than twenty-five (25) miles from the designated balloting place. PO Boxes are not valid to establish distance requirement;

2. Members who are at work during the times of the local balloting.

3. Members who are either confined because of illness or injury.

4. Members who are on leave qualifying under U.S. and/or Canadian family leave laws.

5. Members who are on vacation and retired members more than twenty-five (25) miles from their residence on election day.

6. Members on official IAM business approved by the Local, District, or the International.

7. Members who are on employer travel assignment.

8. Members on reserve military leave.

c. All requests must be made singly, in writing, by the requesting member and mailed or hand delivered to the District Secretary-Treasurer. The following provisions apply:

1. the written request for an absentee ballot must be received by the District 142 Secretary-Treasurer not later than fifteen (15) days before the election;

2. the request must contain the member's full name, current mailing address, IAM card number or employer and employee ID;

3. the member must sign the request;

4. if the records of District 142 indicate that the applicant is eligible to vote, the District 142 Secretary-Treasurer shall, within five (5) business days after receipt of any such request, or receipt of printed ballots, whichever is later, mail the ballot;

5. if, in the judgment of the District 142 Secretary-Treasurer, the member is not entitled to vote by absentee ballot, the member will be notified, in writing, as soon as possible but no more than five (5) days after the absentee ballot request is received.

d. The requesting member will mark her/his absentee vote ballot and mail it to the Local post office box dedicated for absentee ballots, in the proper envelopes provided by the District 142 Secretary-Treasurer along with the absentee ballot, in accordance with the instructions, so as to be received by the Local Recording Secretary and the Local election teller(s) at the designated P.O. Box, no later than the close of polls on election day.

e. The Local Recording Secretary, accompanied by the Local Tellers, will retrieve absentee ballots from the designated election P.O. Box prior to the close of the polls, on the day of the election.

Section 12. Polling

a. At the first (1st) Local meeting held in the month of September in an election year, each Local President shall appoint at least three (3) members as Tellers who shall receive, record, count and tally the votes of members of their Locals.

b. Endorsement Vote Date: Votes shall be received by the Local Tellers from the opening of the polls at 6:00 a.m. to 8:00 a.m. and 6:00 p.m. to 8:00 p.m. on the third (3rd) Friday in October on Endorsement vote day.

c. Election Day: Votes shall be received by the Local Tellers from the opening of the polls at 6:00 a.m. to the closing of the polls at 6:00 p.m. on the second (2nd) Friday in December on Election Day.

d. All ballots must be marked in ink. All votes shall be deposited in the presence of at least two (2) of Tellers. Each candidate shall be entitled to an Observer at the voting and tabulation of ballots in accordance with the IAM Constitution and Official IAM Circular.

e. All ballots containing erasures, any type of mutilation made by a voting member, or where the intent of the voter cannot be determined, shall be voided with respect to the vote for that section on the ballot in which the defect is identified. The voting member can return a spoiled ballot to the Local Tellers and exchange it for a new ballot.

Section 13. Tabulation

a. The District 142 President/Directing General Chair shall appoint at least three (3) Tellers to assist in conducting the election in a fair and impartial manner, in accordance with this Article, Section 3.

b. The District 142 Elections Tellers shall meet with the District 142 Secretary-Treasurer after the Local nomination meetings, endorsement vote and election to review the Local nomination and/or tally sheets to certify the Local endorsement and/or vote tally sheets, upon receiving the Local election packages at the District 142 office.

c. The Local nomination forms, ballots and tally sheets when mailed to District 142 shall be opened with at least one (1) of the three (3) District 142 Tellers to review and certify the Local election nominations and/or tally sheets. Local nomination forms, election ballots and tally sheets not mailed in accordance with these Bylaws, shall not be counted.

d. The District 142 Tellers shall have full charge of reviewing the Local endorsement forms and tally sheets to verify and certify the Local nomination and election results.

e. Observers for candidates may be present to observe the certification by the District 142 Tellers, after following the IAM Constitution and Official IAM Election Circulars to be present.

f. After the District 142 election teller(s) have certified the Local nomination and/or election tally sheet results, the District 142 Secretary-Treasurer will sign the reports of the election tellers printed and shall notify each candidate. S/he shall publish on the District 142 website within seventy-two (72) hours or as soon thereafter the results of the election tellers with the official winners of the respective office(s). The nominee receiving the highest number of votes (plurality) for that respective office shall be declared duly elected, by District 142.

g. In the event of a tie vote for any office, there will be a mandatory recount. If the candidate(s) remain tied after the recount, the District 142 Teller(s) will conduct a coin toss to determine the winner. The most senior incumbent candidate with District 142 time will call heads/tails and shall be recorded, should District 142 seniority be equal, company/carrier seniority will be used to determine the coin toss call. In the event there are no incumbents tied, the most senior challenger will call heads/tails.

h. The candidates declared elected by the District 142 election tellers will be installed into office on the second (2nd) Tuesday in January, after the election in December of the election year.

i. The District 142 Secretary-Treasurer will retain all election records in a sealed container for a period of one year, after the final vote tally.

ARTICLE 10 – DUTIES OF OFFICERS AND REPRESENTATIVES

Section 1. President/Directing General Chair

a. The President/Directing General Chair shall attend and will preside over all District 142 Conventions and Executive Board meetings, will have voice and vote as outlined in the IAM constitution for Local President.

b. The President/Directing General Chair shall have the power to call meetings of the Executive Board, and enforce the Air Transport District 142 Operational Policy.

c. The President/Directing General Chair or her/his designee, shall hold District 142 Executive Board meetings at least, once every three (3) months and more often as required.

d. The President/Directing General Chair or her/his designee, shall investigate any grievance that shall arise and endeavor to adjust same.

e. The President/Directing General Chair or her/his designee, shall advise and counsel the membership and use her/his best efforts to organize workers within a jurisdiction assigned by the General Vice President.

f. The President/Directing General Chair or her/his designee, shall report to the membership all items of interest relating to her/his office, and perform all other duties pertaining to this office.

g. The President/Directing General Chair or her/his designee, shall represent District 142 at all meetings called by the International or by the AFL-CIO, which are of interest to the Air Transport Industry.

h. The President/Directing General Chair or her/his designee, shall be responsible for the negotiations of all agreements. She/he shall assign and direct the activities of the duly-elected and appointed General Chair(s), including their respective domiciles.

i. The President/Directing General Chair or her/his designee, shall be responsible for the supervision and maintenance of District 142 office(s) as may be established.

j. The President/Directing General Chair or her/his designee, shall enforce the IAM Constitution and decide all questions of order and usage according to the provision of these bylaws.

k. The President/Directing General Chair shall have authority, with Executive Board approval, to create and appoint such committees as he/she deems necessary to perform the business of District 142. Such committees shall be reimbursed for necessary expenses, per-diem, hotel and compensated for actual time lost from work.

l. The President/Directing General Chair, shall through coordination with the District 142 Secretary-Treasurer, operate District 142 in the most efficient and cost effective manner possible.

m. The President/Directing General Chair shall appoint and remove as necessary a District 142 Communicator and Educator in accordance with the IAM Constitution.

n. The President/Directing General Chair shall, when the need arises, have the authority to hire/appoint a confidential secretary, full-time Organizer(s), Communication Director, Assistant to Secretary-Treasurer, Administrative Assistant to the Secretary-Treasurer or other positions as needed for the purpose of membership representation or any committee as necessary, subject to approval of District 142 Executive Board. Salaries and/or any other compensation for such appointed positions are set by the District 142 Executive Board, subject to final approval by the Territory General Vice President and the International President..

o. The President/Directing General Chair shall promptly report to the Territory General Vice President or his/her designee any changes communicated by a company that could adversely affect the membership.

p. The President/Directing General Chair shall call a conference for the Local Grievance Committee Chairs, Committee Secretaries and Committee Person of Locals in District 142 annually for a minimum of two (2) days' duration, which shall not be held in conjunction with any other meeting, conference or convention. The primary purpose of the Committee Conference shall be of a workshop nature for each segment or combined segment of the membership (as described in Article 3, Section 1) represented by District 142. The subject matter to be discussed shall pertain to grievances in all levels, including arbitration and contract language. The expense and lost time for the Local representatives shall be borne by the respective Locals.

q. For the faithful performance of her/his duties, the President/Directing General Chair shall receive the monthly salary of a General Chair of District 142, plus ten percent (10%).

Section 2. Secretary-Treasurer

a. Shall attend all meetings and conduct correspondence of District 142, except as otherwise provided for.

b. Shall keep a correct account of the finances of District 142 and she/he shall make an itemized monthly report of all receipts and expenditures of District 142, such reports to be mailed each month to the Recording Secretary of each Local affiliated with District 142, upon request.

c. Shall receive all funds due to District 142 and pay all legitimate bills of District 142.

d. Shall submit a report of the standing of all affiliated Locals at District 142 Executive Board meetings.

e. All checks drawn by the Secretary-Treasurer shall be counter-signed by the President/Directing General Chair of District 142. All electronic disbursements will be approved by the President/Directing General Chair in advance of the payment being made by the District 142 Secretary-Treasurer. In the event of unavailability of the Secretary-Treasurer, due to extended absences, vacation, resignation or death the Assistant Secretary-Treasurer of District 142 will become pro tem, with IAM International Auditor oversight.

f. Shall keep an accurate record of the proceedings of all meetings of District 142 and forward a written copy to each affiliated Local Delegates before the District 142 Convention, with exception of District 142 Conventions, where a court reporter will scribe the minutes.

g. Shall process all orders passed by District 142 and attest same by signature.

h. Shall present all correspondence and communication pertaining to District 142 affairs.

i. Shall conduct correspondence as instructed by District 142.

j. Shall receive all monies due to District 142 and the Locals affiliated with the District 142.

k. Shall transact all business with the bank(s) designated by District 142.

l. Shall keep an accurate account of all receipts and disbursements.

m. Shall make a report at every meeting of District 142, each account and the financial standing of District 142.

n. Shall submit District 142 books and papers to the Auditing Committee and the Trustees for auditing.

o. Shall pay all authorized bills by check/ACH, counter-signed by the President/Directing General Chair.

p. Shall prepare the monthly membership reports for each affiliated Local and forward them to the General Secretary Treasurer of the IAM Union, with check(s)/electronic ACH payments (automated clearing house) drawn on District 142, covering the total amount of per capita tax owed by the affiliated Locals. These reports shall be kept on file in District 142 offices and shall be made accessible to the Financial Officer of each affiliated Local upon request.

q. Shall forward to each affiliated Local, at the close of each month, their pro-rata shares of dues collected for their Local.

r. Shall mail to the appropriate Financial Officer of each Local, a report on District 142 forms, showing the amount of dues collected and the total amount of the International per capita tax and other fees paid on behalf of the Local.

s. Shall, through coordination with the President/Directing General Chair, direct the Secretary-Treasurer administrative staff in the Secretary-Treasurer's office and maintenance personnel, ensuring the necessary work is performed in an efficient and cost effective manner.

t. Shall have full day-to-day supervision of office administrative staff, any recommendations of reprimands, disciplinary actions and/or termination shall be with President/Directing General Chair coordination and approval.

u. Shall perform all the duties of a Secretary-Treasurer, including preparing all notices for regular and/or special-called meetings, preparing election nominations, ballots and notices, responding to requests for absentee nomination forms and ballots.

v. Shall have the books audited by the Auditing committee before Convention convenes and report of audit submitted to the Executive Board.

w. Shall be the duty of the Secretary-Treasurer to make an annual budget of all expenditures of District 142 (excepting per capita) in the month of July, for the ensuing year upon completion of the June audit. All subsequent reports of the Auditing Committee shall be accompanied by a recapitulation of expenditures of funds drawn against the annual budget.

x. Shall approve all office supplies for District 142 Office(s) before purchase. General day-to-day office supplies for field staff, will be submitted to the Secretary-Treasurer for prior approval, before purchase.

y. For the faithful performance of her/his duties, the Secretary-Treasurer (Assistant Secretary-Treasurer when assigned pro tem) shall receive the monthly salary of a General Chair of District 142, plus five percent (5%).

Section 3. General Chair(s)

a. In the President/Directing General Chair's absence (e.g., vacation, IAM assignment, etc.), a General Chair designated by the President/Directing General Chair shall perform only the representational duties of the President/Directing General Chair. Such designee shall not perform any administrative duties normally assigned to the President/Directing General Chair.

b. Shall attend all meetings of the Executive Board, Special Called meetings and Conventions, unless otherwise excused by the President/Directing General Chair.

c. Shall assist the President/Directing General Chair in all functions and shall be responsible for organizing employees covered by District 142, and shall be responsible to the President/Directing General Chair.

d. The General Chair will keep the President/Directing General Chair advised of their whereabouts at all times when on District 142 business and shall, each week, give a written report of their day-to-day activities.

e. Effective January 1, 2026, the General Chair salary is $15,250.35 per month. (This amount includes the 2026 CPI increase.)

Section 4. Trustees

a. District 142 Trustees shall have charge of all property belonging to District 142, shall see that all books are properly kept and at the time of the semi-annual audit, assist the auditing committee in the examination of all books and accounts and verify the report of the auditing committee by attaching their signature thereto.

b. The Trustees shall take inventory of District 142 prior to each Convention and shall see that all books are properly kept. They shall give a written report at all Conventions. When their successors are elected and installed, they shall turn over to them all books, papers, funds and other property of the District 142 that they may have.

c. The auditing of the books of District 142 shall not be delayed because of the failure of one or more of the Trustees to be in attendance. The Auditors shall proceed to carry on the work in the same manner as though all the trustees were present.

d. The Trustees shall be liable to the International for all funds and other property of District 142 under their control.

e. The trustees shall perform any other duties as the President/Directing General Chair shall assign.

f. For faithful performance of her/his duties, the trustees shall receive a salary of $225.00 per month.

Section 5. Auditors

a. There shall be a committee of three (3) District 142 Auditors. Auditors shall be nominated and elected from the Delegates at the commencement of the District 142 Convention. Their term length would be aligned with the District 142 Convention.

b. There shall be no more than one auditor from any one Local.

c. For faithful performance of her/his duties, the Auditors shall receive a salary of $225.00 for each month in which they complete an audit.

Section 6. Salary and Handling District 142 Funds

a. The District Executive Board shall establish all salaries. Salaries and benefits and all increases are subject to final approval of the Territory General Vice President and the International President.

b. The salary of the District 142:

- President/Directing General Chair;
- Secretary-Treasurer;
- General Chair(s);
- Appointed full-time staff;
- Confidential Secretary;
- full-time hired staff, including the AST, and the AAST;
- Director of Organizing;
- and the Director of Communications

shall each be increased each year based on International CPI calculations, and as provided for in Article XI, Section 1, of the IAM Constitution.

c. The Executive Board may vote to freeze the salaries of all staff and employees as seen in Section 6 (a), in order to protect the treasury of District 142. Said vote shall be taken by secret ballot of the District 142 Executive Board. This vote must obtain two-thirds (2/3) majority. Final approval of the Territory General Vice President and the International President is required.

d. All officers, employees, or other individuals in District 142 who are responsible for or handle funds of or for the, shall be bonded in accordance with the IAM Constitution and the IAM Policy relating thereto.

e. Upon written approval by the Territory General Vice President, a member who is assigned or appointed by the District 142 President/Directing General Chair to perform the duties of a full-time representative, shall receive the salary of the current rate for the position, applicable per diem, and be reimbursed for all expenses related to the duties of the position.

f. For the faithful performance of their duties, the District Senior Director of Safety & Security will receive a monthly salary of $800.00.

g. For the faithful performance of their duties, the District: EAP Director; District Education Director; District Legislative Director; District Flight Safety Director; and the District Occupational Safety & Health Director shall each receive a monthly salary of $750.00.

h. For the faithful performance of their duties, District Ground Safety Representatives, District ASAP ERC Flight Safety Representatives, the District Human Rights Committee Chair, The District Women's Committee Chair, and the District Young Workers Committee Chair shall each receive a monthly salary of $250.00.

Section 7. Unless otherwise provided for in these bylaws, all officers, full-time representatives, and/or appointed staff performing work for District 142 will not suffer loss of benefits which would have been enjoyed by them while working for their respective Company/Carrier, which can be reasonably maintained.

Section 8.

a. Vice Presidents must visit their respective territories at least twice a year, other than during Agreement ratification.

b. Upon properly submitted receipts, Vice Presidents will be reimbursed for authorized, legitimate District 142 expenses.

c. For faithful performance of her/his duties, each Vice President shall receive a salary of $225.00 per month. Upon written approval by the Territory General Vice President, a Vice President may be appointed by the President/Directing General Chair to full-time status to assist with General Chair duties shall receive the salary of a General Chair, applicable per diem, and be reimbursed for all expenses related to the duties of the position.

Section 9. Full-Time Staff Holidays:

a. All Full-Time District 142 Officers and Staff shall recognize the following holidays:

1. ----New Year's Eve
2. ----New Year's Day
3. ----Martin Luther King Holiday
4. ----Presidents Day
5. ----Good Friday
6. ----Memorial Day
7. ----Juneteenth Day
8. --- Independence Day
9. --- Labor Day
10. --- Indigenous Peoples' Day
11. --- Veterans Day
12. --- Thanksgiving Day
13. --- Day after Thanksgiving
14. --- Christmas Eve
15. --- Christmas Day

b. While many of our companies do not recognize the same holiday schedule and where meetings or other activities scheduled during a listed holiday, all elected staff with President/Directing General Chair approval, may schedule an alternate day off to be taken prior to the end of the year. Unused alternate holidays will not be carried over to the following calendar year.

c. If a holiday falls on Saturday, the Friday before will be observed as the holiday.

d. If a holiday falls on Sunday, the Monday following will be observed as the holiday.

e. All District 142 Staff will work holidays when required by the President/Directing General Chair.

f. In the event Christmas Eve falls on a Friday, holidays will be observed on Thursday and Friday.

g. In the event Christmas Eve falls on a Saturday, holidays will be observed on Friday and Monday.

h. Christmas Eve falling on a Sunday, holidays will be observed on Monday and Tuesday.

i. New Year's Eve and New Year's Day will be observed in the same manner.

Section 10. Per Diem

a. District 142 will follow the International's per diem policy for elected and appointed full-time staff members who are on assigned duty away from their home assigned station. District 142 staff members assigned to international travel will be entitled to international per diem rates on travel days in accordance with the IAM travel policy. For example: to receive per diem, the elected and/or appointed full-time staff member must be assigned away from their home assigned station, must remain overnight, and must submit a zero-balance hotel folio receipt, or document how the overnight stay occurred on their weekly expense report.

b. Elected and Appointed full-time staff members, and members on lost-time assignment, will be reimbursed for their hotel room charges upon the presentation of a hotel folio, which contains the room charges and taxes, with zero balance, when on assignment or as assigned in writing by the President/Directing General Chair.

c. A member on lost-time shall be eligible for per diem in accordance with IRS Guidelines.

Section 11. Expense Reports must be submitted on a weekly basis.

Section 12. Activity Reports

a. All Air Transport weekly reports must be submitted to the Territory office on a weekly basis. In the event reports fall more than three (3) weeks behind, a consultation will take place.

b. If there are special circumstances, the President/Directing General Chair can approve an additional week for reports to be updated.

ARTICLE 11 – DUTIES OF THE EXECUTIVE BOARD

Section 1. It shall be the duty of the Executive Board to act on all matters of emergency in accordance with the IAM Constitution between District 142 meetings and Conventions.

a. The Executive Board shall meet one (1) day in advance of the Convention.

b. Union members of System Board of Adjustment shall be appointed by the District 142 President/Directing General Chair, pending approval by District 142 Executive Board.

c. District 142 Executive Board shall have the power to require reports from any Officers, General Chair, Appointed staff or any Committee of the District 142 or a Local for which salary of any type is paid.

d. The President/Directing General Chair may suspend, pending investigation, with pay, any elected officer, for up to sixty (60) calendar days, pending the presentation of Article L procedure in accordance with the IAM Constitution and IAM Official Circular or return said officer to work.

e. The President/Directing General Chair may remove any person appointed to any District 142 non-elected position. A member appointed to an elected position may only be removed in accordance with appropriate provisions of the IAM Constitution.

Section 2. Executive Board, members, and any committee members on assignment as directed in writing by the President/Directing General Chair to perform services for District 142, who are not full-time elected or full-time appointed staff, shall receive their regular salary for actual straight time, lost time.

a. In addition, a per diem, transportation (if passes are not available), hotel cost and other legitimate expenses will be paid in accordance with the District 142 bylaws. A per diem shall be government IRS rate for the location assigned. The member must remain over night with a zero-balance hotel folio receipt or documentation of the overnight stay, other than home station. There may be a case-by-case where other arrangements are made for cost savings to District 142, this must be in writing from the President/Directing General Chair.

Section 3. The duties of the full-time Communication Director, Communicator and Educator shall be as follows:

a. Dissemination of information to the membership and interfacing with the news media, website designs, social media, and any other communications as approved by the President/Directing General Chair.

b. The Full-time Director of Communications, Communicator and Educator shall attend all meetings of the Executive Board and may entertain discussion, but no vote.

c. The Full-time Director of Communications, Communicator and Educator will keep the President/Directing General Chair advised of their whereabouts at all times when on assigned District 142 business and shall, each week, give written report of their day-to-day activities.

ARTICLE 12 – COMMITTEES

Section 1. District 142 will establish a District 142 Safety Committee, members of which are appointed by the President/Directing General Chair. The duties of this committee shall consist of coordinating District 142 safety standards and policies throughout the system. Meetings of this committee will be held at times designated by the President/Directing General Chair.

Section 2. District 142 will establish a District 142 Scholarship Committee, members of which are appointed by the President/Directing General Chair. This Committee will be responsible for the application of the Scholarship Award Program.

Section 3. District 142 will establish a Human Rights Committee, members of which are appointed by the President/Directing General Chair. The Chair of the Human Rights Committee will attend all meetings of the District 142 Executive Board.

Section 4. District 142 will establish a Flight Safety Committee, members of which are appointed by the President/Directing General Chair to work in conjunction with the International and Local Safety Programs.

Section 5. District 142 will establish a Ground Safety Committee, members of which are appointed by the President/Directing General Chair to work in conjunction with the International and Local Safety Programs.

ARTICLE 13 – PER CAPITA TAX AND FEES

Section 1. Effective January 1, 1984, District 142 shall be maintained by a per capita tax equal to seventy (70%) percent of the International per capita tax (minus all International convention constitutional per capita adjustments), per month, per member.

a. Each Local affiliated with District 142 shall pay a per capita tax of fifteen dollars ($15.00) to District 142 Secretary-Treasurer for each initiation fee and reinstatement fee. Such increase shall in no case be retroactive.

b. Effective April 1, 1981, an additional five cents ($0.05) shall be added to the per capita tax to be used to fund the District 142 Scholarship Program.

c. District 142 per capita tax shall be adjusted each January 1st.

d. Any proposed change of the District 142 per capita taxes shall be in the form of an amendment to these bylaws and shall be made in compliance with Article 18.

ARTICLE 14 – VOLUNTARY DONATIONS

Section 1. Guide Dogs of America | Tender Loving Canines (GDA-TLC) is the primary charitable organization of District 142.

Section 2. District 142 will participate in the Annual William W. Winpisinger Charity Weekend.

Section 3. Upon Executive Board request, District 142 may donate up to $500 to District 142 Locals organizing fundraisers for GDA-TLC. Requests of, or exceeding $500, require Territory approval.

Section 4. At the request of a non-IAM charitable organization, District 142 may donate up to $100.00 with Executive Board approval.

Section 5. Upon receiving a proper request for a strike donation, a donation amount approved by the Executive Board will be considered.

ARTICLE 15 – REDUCTION IN NUMBER OF GENERAL CHAIRS

Section 1. Any reduction in the number of District 142 General Chairs must be made with the approval of the Territory General Vice President, or his/her designee.

Section 2. If it becomes necessary to reduce the number of General Chairs (GC), District 142 General Chair seniority will apply.

Section 3. If two or more General Chairs have the same District 142 seniority date, company/carrier seniority date will prevail. If still tied, the last four digits of social security will apply (lowest number is most senior).

Section 4. The General Chair with the least seniority according to this section shall be reduced first.

Section 5. If during the current term of elected office, should a decision be made to increase the number of General Chairs, recall shall be in reverse order.

ARTICLE 16 – VACATION

Section 1. Members who accept full-time employment will accrue vacation time in accordance with the Collective Bargaining Agreement (CBA) covering their employment.

Section 2. Employees hired prior to October 31, 2026, shall accrue vacation time under the terms of their individual employment agreement with District 142.

Section 3. Full-time employees of District 142 hired after November 1, 2026, who are not covered by an IAM Collective Bargaining Agreement shall receive prorated vacation time in accordance with the Air Transport District 142 Operational Policy.

Section 4. Full-time employees of District 142 hired after November 1, 2026, who are not covered by an IAM Collective Bargaining Agreement shall receive:

a. January 1st of the year following the employee's first (1st) anniversary of employment, the employee is entitled to two (2) weeks' vacation, to be taken at an approved time.

b. January 1st of the year following the employee's fifth (5th) anniversary of employment, the employee is entitled to three (3) weeks' vacation, to be taken at an approved time.

c. January 1st of the year following the employee's tenth (10th) anniversary of employment, the employee is entitled to four (4) weeks' vacation, to be taken at an approved time.

d. January 1st of the year following the employee's eighteenth (18th) anniversary of employment, the employee is entitled to five (5) weeks' vacation, to be taken at an approved time.

Section 5. Full-time employees of District 142 who are not covered by an IAM Collective Bargaining Agreement may carry forward unused vacation; however, under no circumstances may an employee accrue more than twice their annual accrual (for example, an employee who is entitled to two (2) weeks' vacation, cannot accrue more than four (4) weeks' vacation), except that in the year an employee leaves employment, the employee may accrue a maximum of three times their annual accrual

Section 6. Upon layoff, retirement or separation, compensation will be made for all accrued/unused vacation, not to exceed 1-year accrual, plus current accruals, but in no case will exceed 2 years' maximum.

Section 7. Retirement on December 31st, vacation payout will be calculated using the year for which the vacation salary was earned.

ARTICLE 17 – TRAVEL REIMBURSEMENT

Section 1. District 142 staff and/or officers shall be reimbursed for authorized travel expenses.

ARTICLE 18 – BYLAWS AMENDMENTS

Section 1. District 142 President/Directing General Chair shall appoint a Convention Bylaws Committee to consist of not less than five (5) members from among the Convention Delegates. The Convention Bylaws Committee shall originate and establish rules consistent with the IAM Constitution and District 142 bylaws for the execution of their duties. A majority of the members of this committee shall constitute a quorum.

Section 2. District 142 Executive Board shall have the authority, after a majority vote, to propose changes in these bylaws, to be acted upon by the District 142 Convention Delegates, as seen in this Article.

Section 3. Any Local affiliated with District 142 may propose amendments or changes to these bylaws by submitting the proposal(s) in writing to the District 142 Secretary-Treasurer, but not later than sixty (60) days prior to the opening date of the District 142 Convention. The proposal(s) must be submitted to the District 142 Secretary-Treasurer in accordance with the procedures of this Article.

Section 4. The Local shall send a copy of the proposed amendment(s) or change(s) to other Locals at the same time they are sent to the District 142 Secretary-Treasurer. Any changes must be endorsed and ratified by a majority of members voting through a referendum vote by four (4) other Locals (for a total of five (5) locals), and must bear the Local seal. Upon receipt of the fourth affiliated Local endorsement (a total of five), the District 142 Secretary-Treasurer shall start immediate action in preparing these proposals for the District 142 Convention Delegates.

Section 5. When proposed amendment(s) or change(s) are approved by a roll call vote of the majority of all votes cast by the Convention Delegates, who are duly elected and seated by their Local, and approved by the International, the amendment or change shall become effective the first (1st) of the month following final approval. District 142 Secretary-Treasurer shall notify the Recording Secretary of each affiliated Local immediately by registered mail, return receipt requested, of any changes in these bylaws made, approved, or disapproved by the International.

Section 6. Proposals postmarked after date established above will not be considered. The District 142 Secretary-Treasurer's Office shall submit such proposals to the Convention Bylaws Committee, who shall screen them in preparation for their submission to the Convention Delegates. All proposals submitted, will be screened by the District 142 Convention Bylaws Committee to ensure there are no conflicts with Federal, State or City law or the IAM Constitution. A copy of said proposals will be given to the Convention Delegates at the time of their registration.

Section 7. Nothing in these bylaws shall be construed or applied in any manner that will conflict with the provisions of the IAM Constitution. All matters arising and not specifically covered in these bylaws shall be governed by the IAM Constitution.

Section 8. The Convention Bylaws Committee members shall receive reimbursement for actual lost time from work and expenses in accordance with Article 11, Section 2, while performing their duties for Convention, as assigned by the President/Directing General Chair in writing.

ARTICLE 19 – CONTRACT AND NEGOTIATIONS

Section 1. All negotiated contracts shall be submitted to the membership affected for ratification. Each negotiated contract shall be forwarded, with all changes plainly marked, to each subject Local in sufficient numbers for each Local officer (working under the contract affected), grievance committee member(s) and Local member for a minimum of five (5) days study prior to the balloting, for ratification. The President/Directing General Chair and the contract negotiating committee may present said changes electronically where and when feasible. This 5-day minimum notice will not apply when the membership is out on strike, but would be acted on as quickly as possible. All Locals shall receive a minimum of a five (5) day notice, when possible of a meeting to be called for the purpose of ratifying a contract. Voting shall be conducted by secret ballot, via paper or electronic voting. In addition, the President/Directing General Chair and/or her/his designee, shall be present at each ratification meeting, when feasible or make available for members question and answer an electronic portal and the same for electronic voting, to explain and advise the membership of the Negotiating Committee's recommendation to accept or reject, before the polls are open for voting. Immediately following the vote, the Local tellers, where electronic voting is not approved, will tally the vote and forward tally and votes to District 142.

Approved by

Brian Bryant
INTERNATIONAL PRESIDENT