

ARTICLE 1

Name:

This organization shall be known as **TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO, LOCAL 504** and hereafter may be referred to as **LOCAL 504**.

This Local shall be affiliated with the Greater New York Industrial Union Council, AFL-CIO, and with such other central bodies and councils as may be deemed in the interest of advancing the welfare of the members of the Local, in accordance with the International Constitution.

ARTICLE II

Membership:

A- Employees in the service of any company under a TWU contract within the jurisdiction of Local 504 shall pay an initiation fee of Fifteen Dollars (\$15.00) and monthly dues, starting from the date of employment, which shall be in accordance with the rules and regulations of the International Constitution.

B- Nothing herein shall prevent granting exoneration from the payment of initiation fees to new employees who present honorary withdrawal cards or letters from reciprocating AFL-CIO unions or transfers from the TWU locals, providing such credentials are presented within the period during which an employee must join the Union, nor will it prevent a group of new members from forming a new section under Local 504 being exonerated in accordance with the International Constitution.

C-Subject to the provisions of the International Constitution and these By-Laws, and to all delegations or authority and assignments of responsibility to the Local officers and to the Local Executive Board, as provided in the International Constitution, and these By-Laws, the supreme authority in the Local Union shall be the membership of the Local Union, acting through either duly called regular meetings of the Local Union or through duly called regular meetings of the respective sections meeting separately as provided in Article III of these By-Laws. Except as to the authority and assignments of responsibility to the Local officers and Executive Board as provided in these By-Laws and the International Constitution, any action, decision or rule made by the Local Executive Board may be reversed or amended by the vote of the majority of the members voting either at a meeting of the Local Union or through their respective Section meetings.

ARTICLE III

Membership Meetings:

A-The regular monthly meetings shall be held as scheduled by Section Chairmen and/or the Executive Board upon due notice.

B-Special meetings may be called by the President and Executive Board whenever deemed necessary as described in the International Constitution.

C-A notice showing time, date and place of each regular or special meeting shall be placed on the bulletin boards in the shops at least three (3) working days before such meetings except in extreme emergencies at which time, a meeting may be called immediately. Notice of special meetings shall state reason for such meeting and other business shall not be in order.

D-The President shall appoint a Sergeant-At-Arms at each session of a Local meeting. The section Chairman shall appoint a Sergeant-At-Arms prior to the commencement of each session of a Section meeting. This rule shall be strictly adhered to at all meetings.

E-The Sergeant-At-Arms shall examine the credentials of all members and visitors attending the meetings and shall have them signed in the attendance book for the respective session.

F-The official register shall constitute the sole proof of attendance at Local or Section meetings. The official attendance record book shall have non-removable pages. The signature of the Sergeant-At-Arms shall appear as the last entry of each session.

ARTICLE IV

Local Officers:

A-The elected officers of this Local shall be:

President

Executive Vice President

Financial Secretary-Treasurer

B-Officers are required to attend Membership and Second meetings that are applicable to said officers.

C-Duties of Officers shall be outlined in Article XVI of the International Constitution or other applicable provisions.

Section Officers:

A-The elected officers of the Section shall be:

Chairman

Vice Chairman

Recording Secretary

Executive Board and

Executive Committee:

A-The Executive Board shall consist of the elected Local officers and such number of Executive Board members at Large, as the International Constitution provides.

B-As of the effective date of these By-Laws, the Local is entitled to three (3) Executive Board members at Large in addition to its Local officers. For the purpose of electing Executive Board members, two (2) branches shall be established in the Local and three (3) Executive Board members shall be allocated as follows:

BRANCH ONE – Two (2) Executive Board Members

Branch One shall consist of the good standing members of the Local who are employed by Ogden Aviation and Dynair Corp. Branch One shall elect from among its members, two (2) Executive Board members at large.

BRANCH TWO-One (1) Executive Board Member

Branch Two shall consist of the good standing members of the Local who are employed by KLM, Trans World Maintenance, and Johnson Controls. Branch Two shall elect from among its members one (1) Executive Board member at large.

C-The foregoing apportionment of the Executive Board members at large is designed to comply with the requirements of the International Constitution that the By-Law allocation of the Local Executive Board members ensure reasonably proportionate representation. In the event of a substantial change of the makeup of the Local Union, which would make the foregoing allocation inequitable, the Local Executive Board shall have the power to make such different allocation as is designed to meet the constitutional requirements of reasonable proportionate representation. Any such Executive Board allocation shall be made not later than the first Monday in October in order to be effective at the next succeeding election. Within three (3) days after the Local Executive Board makes such allocation, a copy of the new allocation bearing the date of the Executive Board meeting shall be posted on all Local Union bulletin boards, and a copy mailed to each Section Officer in the Local. Any such Executive Board allocation may be changed providing that at least twenty-five (25) good standing members of the Local sign the written challenge and deliver it to the International President within twenty-one (21) days of the date of the challenged allocation. The challenge shall set forth, in detail, the nature of the alleged disproportionate representation and shall also be required to set forth, in detail, the allocation which the challengers consider to be more equitable. The International Administrative Committee shall review the challenged allocation and shall have the power to either approve the allocation, as made by the Local Executive Board, or to make such changes in the allocation as, in its judgment, will achieve the constitutional goal of reasonable proportionate representation. In the event that the International Administrative Committee changes the Local Executive Board allocation, a copy of the allocation, as made by the International Administrative Committee shall be posted on all Union bulletin boards within five (5) days of its receipt by the Local Union and a copy shall be mailed by the Local Union to each Section Officers.

D-The Executive Board shall transact all business of the Local when the membership is not in session, faithfully execute the orders of the membership, adopt measures in the interest of the Local and recommend to the Local such actions as it may deem necessary. It shall also receive and make recommendations in regards to reports by committees and officers.

E-The Executive Board shall meet once a month and at the call of the President. A majority of the members of the Board shall constitute a quorum.

F-The Local Executive Committee shall consist of the Local Officers, Executive Board members and the Section Chairmen. The Local Executive Committee shall carry out such duties as may be assigned to it by the President and the Executive Board.

ARTICLE VI

Shop Stewards:

A-Each Chairman and/or Executive Board member shall be the Chief Shop Steward in his/her department and/or Section and/or union.

B-Senior Steward and Shop Stewards shall be elected by the member of each department section or union as may be designated from time to time by the Chairman of each Section, and shall remain a Senior Steward or Shop Steward until he or she leaves such department, section or unit or until the next general election of Senior Stewards or Shop Stewards.

C-A general election of Stewards shall be held once every three (3) years commencing with 1993, within 60 days of the installation of officers, at a time and place designated by the Section Chairman.

D-A Chairman and/or officer shall have the authority to remove a shop steward, provided, however, that the steward be given the opportunity to appear and explain his conduct at the next Executive Board meeting.

E-Senior Stewards' or Shop Stewards' meeting may be called by the Chairman and/or the Local President at such time as it may be necessary to further the cause of good trade Unionism.

F-Senior Stewards or Shop Stewards who fail to attend training classes to which they may be assigned from time to time, or who fail to attend three (3) consecutive Stewards' meetings or five (5) Stewards' meetings in one calendar year, shall be relieved of their duties in the Union.

G-Senior Stewards' and Shop Stewards' shall keep their respective members advised of actions of the Union, shall attend all Stewards' meetings, and shall assist Executive Board members in enforcement of the contract and of the Constitution and By-Laws of the Union, as well as in such other duties as shall be assigned to them from time to time.

H-Senior Stewards' and Shop Stewards expenses incurred at the direction of the Executive Board shall be compensated for by the Union.

ARTICLE VII

ELECTIONS:

A-Elections of Local and Sections Officers and Local Executive Board members shall be held every three (3) years, commencing with 1993 during the month of February, at a time and place designated by the Election Committee.

B-Nominations for Officers, Local and Section, shall be made at the monthly meetings of each section of January of the election year.

C-The Board of Elections shall be elected at a special Local Executive Board meeting to be held in the month of December preceding the election year. The Executive Board will elect the Election Committee.

D-The Board of Elections shall adopt, subject to the approval of the Executive Board, appropriate rules, forms and secret mail ballots and/or voting machines for the purpose of conducting elections in accordance with the Constitution and accepted trade union practice.

E- No member shall be eligible to be a candidate for more than one (1) elective office except that a member may be a candidate for Section Chairman and for Executive Board member at large.

F-A member to be eligible for nomination, and election to any office, shall, including the position of Senior Steward, in addition to all other requirements of the Constitution and these By-Laws, have attended at least fifty (50%) percent of the meetings of the Local Union, and/or his/her section thereof, since the last general election.

G-In-flight Service Sections only, due to the nature of their work, Flight Service members, in order to be in compliance with the above rules, will be excused while on assignment. In order to be excused, the Flight Service member must present to the Board of Elections, his/her monthly printed schedule as proof of assignment.

H-All vacancies in Local or Section Officer positions, except in the Local Presidency, shall be filled by a special secret ballot election. To be eligible for nomination and election to fill such vacancies, a member must have attended at least fifty (50%) percent of the meetings of the Local or his/her Section in the preceding three (3) years.

I-The Executive Vice President shall succeed to the office of the President in the event of a vacancy during the term of the President. He shall also act as President in the event of the latter's extended absence.

ARTICLE VIII

Committees:

A-Upon installation into office, the President shall appoint the following standing committees as he deems necessary.

Committee on Membership

Committee on By-Laws

Committee on Education

Committee on Veterans

Committee on Welfare

Committee on Political Action

B-Committees shall carry on such activities as may be require by their respect functions under the supervision of the President and the Executive Board.

C-A committee may not incur liability or indebtedness on behalf of the Local Union without authority from the Local Executive Board.

ARTICLE IX

Grievances:

A-Any member who has a grievance with respect to his/her job, or who wishes to exercise his/her right under the contract, or who wishes to confer with management, shall submit his/her

complaint or request either verbally or in writing to the Steward or Section Chairman and/or Executive Board member or Local Officer.

B-The Local shall provide appropriate grievance forms to the use of members and shall be responsible for the effective processing of grievances.

C-The Local Screening Committee, composed the President, one Officer and the respective Chairman, shall have the authority to withdraw any grievance it considers invalid or detrimental to the Local or collective bargaining agreement, in accordance with Article XXIV of the Constitution.

ARTICLE X

Local Budget:

A-The Executive Board, shall, at the following installation or at such other meetings and may be deemed necessary, adopt a budget for the term of office of said Executive Board, and the respective Officers shall be guided by such budget in conducting the affairs of the Local Union.

B-The following expenditures shall be deemed routine items payable by check property signed by the President and the Secretary-Treasurer of the Local Union in accordance with the provisions of these By-Laws, without prior approval of the Executive Board or membership: per capita taxes to the International Union, insurance payments covering full-time Officers and office personnel, salaries and expenses for Officers and Executive Board members and salaries of office employees in such amounts as have been established by the Executive Board. Also included are refunds of dues or initiations, office rent and electricity including meeting hall rents and related expenses, telephone and telegraph, postage and mailing, stationery, office supplies and printing, purchase of office equipment, auditing service payments to Certified Public Accountant, arbitration fees and legal fees, flowers and/or religious articles, union publications, payment for insurance for employee of the Union in such amounts as have been satisfied by the Executive Board.

C-Other items:

In addition to the foregoing provisions for salaries and expenses, the Executive Board shall have the power to approve and provide for the payment of all other expenses which, in its judgement, form a necessary and proper part in the operation of this Local Union including provisions and payment for charitable contributions to other organizations in the field of labor or related fields, and to and for such other uses and purposes as may, in the judgement of the Executive Board, be deemed appropriate to further implement the objectives and purposes for which this Local Union has been formed.

ARTICLE XI

TWU Constitutional Convention

A-In addition to the President being an ex-officio delegate to the Constitutional Convention as described in Article XVI of the Constitution, all Local Officers will be ex-officio delegates. If more delegate are called for, the members of the Executive Board shall also be ex-officio delegates.

B-If the Executive Board deems so, they shall nominate and vote on alternate delegates to the Constitutional Convention.

ARTICLE XII

Amendments to the By-Laws:

A-In the future, these By-Laws may be altered, amended or replaced by a vote of the membership; such vote to be conducted by secret mail ballot, to be in conjunction with the general election, after 1993. Prior to such vote, the membership much be given an opportunity to discuss the changes at regular Section specially called Local meetings. Such changes must be posted on the Union bulletin boards for a period of at least one (1) week prior to such meetings in compliance with the International Constitution.

B-The Local Executive Board may deem it necessary, at any time to update the By-Laws for the good of the membership.

C- These By-Laws shall become effective upon the approval of the International Administration Committee and the Local membership and shall apply to all employees of companies under TWU contracts within the jurisdiction of Local 504 regardless of their date of employment.