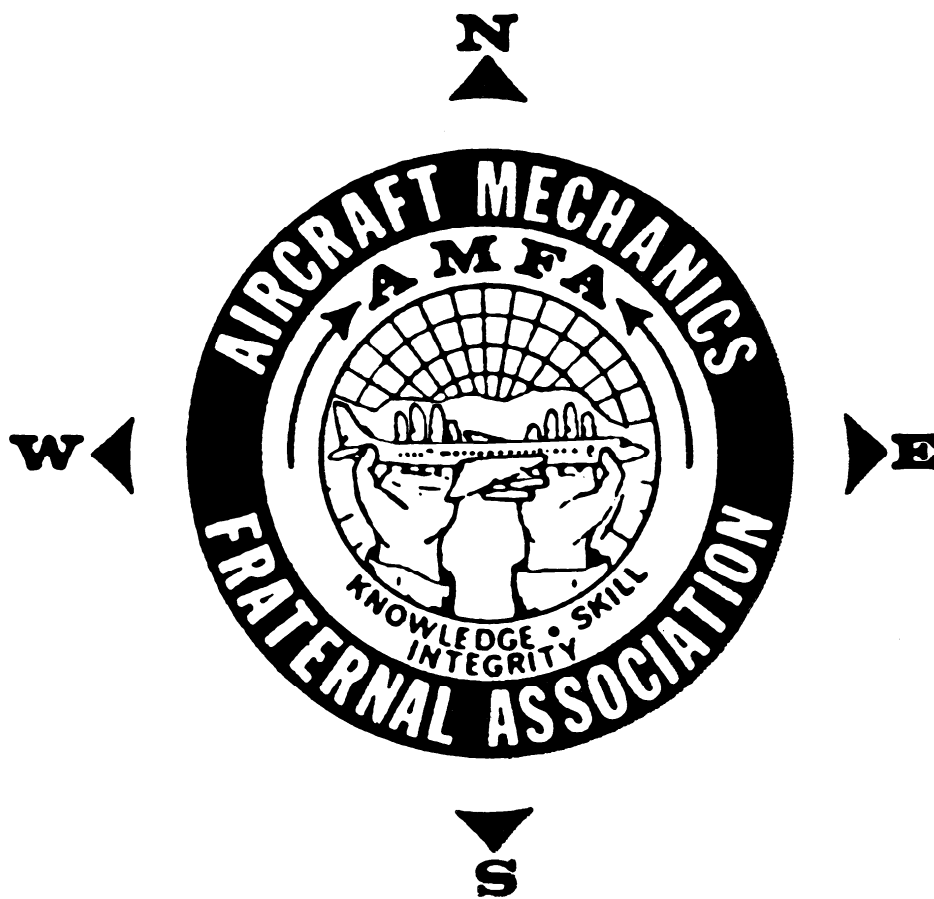


AIRCRAFT MECHANICS FRATERNAL ASSOCIATION



LOCAL 14 BYLAWS

**AIRCRAFT MECHANICS FRATERNAL ASSOCIATION
LOCAL 14 BYLAWS**

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1 **OFFICER OATH**

2 I pledge on my honor to abide by the Constitution of the Aircraft Mechanics Fraternal Association and the
3 rules and bylaws of Local 14; to discharge all my commitments, duties, and obligations to my union,
4 fellow workers, and employer faithfully; and to conduct myself at all time as becomes a member of this, a
5 professional skilled Association.

6 **AMFA NATIONAL AIM AND OBJECTIVES OF THE ASSOCIATION**

7 **SECTION 1: Aim**

8 The aim of the Aircraft Mechanics Fraternal Association is to:

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

16 **SECTION 2: Objectives**

17 The objectives of the Association are to:

- 18 1. Raise the standards of and increase recognition of the class and craft of Mechanics
- 19 and Related Employees
- 20 2. Safeguard, with ceaseless vigilance, the safety of the air transportation industry in
- 21 recognition of the high degree of public interest, confidence, and responsibility
- 22 placed on the members of the Association and network with other people and
- 23 organizations with similar interests and goals
- 24 3. Stress "Safety First"
- 25 4. Establish and exercise the right of collective bargaining for the purpose of making
- 26 and maintaining employment agreements covering rates of pay, rules, and working
- 27 conditions for the members of the Association and promptly settle disputes and
- 28 grievances that may arise between such members and employers
- 29 5. Establish fair rates of compensation, maximum hours of employment, and uniform
- 30 principles of seniority for members of the Association and seek the adoption and
- 31 perpetuation thereof
- 32 6. Purchase, hold, acquire, lease, mortgage, and convey real estate and personal
- 33 property of every kind, nature, and description in any state, the District of Columbia,
- 34 and any territory or possession of the United States or Canada, for the convenient
- 35 conduct and execution of the Association's business, including the purchasing,
- 36 leasing, and maintaining of equipment, buildings, and improvements that may be
- 37 necessary, directly or indirectly, in connection with any business and objectives of
- 38 the Association and its members in accordance with this Constitution
- 39 7. Disseminate news in any manner to keep the membership alert and well informed
- 40 8. Levy, with membership approval, initiation fees, dues, and assessments upon its
- 41 members to provide the funds with which to carry on the business and objectives of
- 42 the Association, including the payment of all expenses, emergency or otherwise,

- 1 relating thereto, and establish an ample reserve fund for the current and future
2 protection of its members
- 3 9. Consider and, if desirable, make provisions for all suitable pension, annuity,
4 retirement, and disability benefits for all members of the Association through
5 legislation, collective bargaining, and other means
- 6 10. Consider and, if desirable, make mutual benefit affiliations with other employee
7 organizations of local, state, national, or international jurisdiction
- 8 11. Consider and, if desirable, establish a mutual assistance pact for members of the
9 Association
- 10 12. Accept all purchases and/or leases whose pricing represents the best value for the
11 service/product provided. In the event the quality of service/product is determined to
12 be equal, then lowest price will prevail
- 13 13. Improve the standards and working conditions of employees in the airline and related
14 industries by assisting, advising, and supporting other labor organizations whose
15 objectives are consistent with AMFA's, including organizations seeking to organize
16 and represent working foremen and subordinate officials and other supervisory
17 employees within the meaning of the Railway Labor Act
- 18 14. Do any and all other acts consistent with and in furtherance of the policies and
19 purposes herein declared
- 20 15. When feasible, the National or Local may organize and establish any appropriate
21 training deemed necessary.

- 22 SECTION 3: Authority
- 23 A) AMFA and its Local affiliates shall have the authority to assist, promote, advise, and
24 give support to the organization and continuing operation and activities of other labor
25 organizations whose objectives are consistent with AMFA's.
- 26 B) The Association, and each of its Local affiliates, shall have the authority, incidental
27 to carrying out its purpose and objectives, to assist, cooperate with, and give support
28 to any auxiliary/retiree organization formed by spouses, friends, relatives, or
29 supporters of AMFA whose purpose is consistent with the goals and objectives of
30 AMFA.

31 SECTION 4: **Technician Standards** – Aircraft Technicians are highly skilled and responsible
32 individuals with a public trust, and we shall continually strive for higher standards in
33 aircraft maintenance, servicing, and handling in the interest of public safety and the
34 industry.

35 SECTION 5: **Technician's Pledge** – With the above principles in mind, we pledge ourselves to uphold
36 the basic doctrines of craft unionism, to recognize individual seniority rights of members,
37 and to protect and elevate our profession through a strong unification of our members
38 within an independent, skilled craft association.
39 .

1

ARTICLE I: JURISDICTION

2 SECTION 1: This organization shall be known as Local 14 of the Aircraft Mechanics Fraternal
3 Association.

4 SECTION 2: Local 14 shall have jurisdiction over the territorial area as prescribed by the National
5 Executive Council and the Local charter.

6 SECTION 3: Current Member Airlines (As of April 2009)

7 1. Alaska Airlines

1 **ARTICLE II: LOCAL EXECUTIVE COUNCIL**

2 SECTION 1: There shall be an Executive Council comprised of:

- 3 1. President
- 4 2. Vice President
- 5 3. Secretary
- 6 4. Treasurer
- 7 5. Safety and Standards Chairman
- 8 6. Two (2) Executive Officers at Large (if required)

9 SECTION 2: The Executive Council shall be vested with full power to take action in any emergency
10 that may arise in behalf of the members of this Local and to pay all operating expenses
11 after confirmation by the membership of Local 14 at their regular monthly meeting.

12 SECTION 3: The Local Executive Council shall be the final say as to the disposition of a grievance
13 when a dispute arises within the guidelines of the National Constitution Article XXIII,
14 Section 10.

15 If a grievance cannot be resolved by the Airline Representative, it shall be presented by
16 him to the Chairman of the Committee. The Chairman shall convene the Local Grievance
17 Committee (Executive Council), and together with the Airline Representative, Area
18 Representative, and other Airline Representatives, Shop Representative, and chosen legal
19 counsel, they shall resolve the grievance by proper procedure.

20 Any grievance that has been voted to be appealed by the Grievance Committee (LEC),
21 can only be withdrawn by the person who filed the grievance and/or the LEC after
22 advisement of legal council.

23 SECTION 4: Two-thirds (2/3) of the members of the Executive Council shall constitute a quorum. This
24 Council shall meet not less than once each month and shall act as governing board for the
25 Local between meetings. The monthly Executive Council meetings will be chaired by the
26 President or the Vice President.

27 SECTION 5: The Officers as described in Section 1 of this Article shall comprise the governing body
28 of Local 14 and no other positions shall be established without a by-law change. All
29 changes in officers by any means shall be immediately forwarded to the National
30 Secretary.

31 SECTION 6: Any Executive Council member missing three (3) successive regular Council meetings,
32 missing two-thirds (2/3) of special called Council meetings, missing a total of five (5)
33 regular Council meetings in one (1) calendar year, or attending less than fifty percent
34 (50%) of regular membership meetings in one (1) calendar year and is not incapacitated
35 by personal medical reasons, vacation, familial responsibilities, or on official AMFA
36 business shall have that office considered vacant and said office shall be filled according
37 to Article IV, Section 6 of these bylaws.

ARTICLE II: LOCAL EXECUTIVE COUNCIL

1 SECTION 7: A maximum of two (2) Executive Officer at Large positions may be recommended by the
2 LEC, and approved by a majority of the membership at any regular monthly business
3 meeting. Upon approval, the offices shall be filled through the election process as
4 outlined in Article XIX of the National Constitution and these Local bylaws for staggered
5 elections. These Officers shall assist the LEC and perform other duties as outlined in
6 these bylaws.

7 SECTION 8: The LEC will make available three (3) additional seats at the monthly LEC meeting.
8 Three (3) members in good standing may attend the LEC meeting. These members will
9 conduct themselves in an orderly manner. They shall be allowed the right to question and
10 discuss all matters opened for debate by the Council. Such member(s) will not have a
11 vote and will accept the right of the LEC to remove them from the room for disorderly
12 conduct, or in matters of another member's protection of privacy.

13 A signup sheet to request to attend the LEC meetings will be available to members in
14 good standing at the Local office. In the event more than three (3) members request seats,
15 any member who has attended an LEC meeting will yield to members who have not
16 attended.

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

2 SECTION 1: The Officers of the Local shall consist of:

- 3 1. President
- 4 2. Vice President
- 5 3. Secretary
- 6 4. Treasurer
- 7 5. Safety & Standards Chairman
- 8 6. Executive Officers at Large (If such positions exist)
- 9 7. Airline Representative (one (1) for each airline within the Local)
- 10 8. Cleaner/Utility Negotiator

11 SECTION 2: Duties of Local Officers

- 12 A. **President** - will preside at all meetings of the Local, decide all questions and disputes not
13 controlled by the law of the Association, and will countersign all checks properly drawn
14 on or by the Treasurer. He shall appoint all committees not provided for by the National
15 Constitution and/or these bylaws. He shall enforce the law of the Association as
16 pertaining to the Local. He shall render an accounting of his activities once a month to
17 the Local Executive Council. He shall be custodian of the Local Charter.

- 18 B. **Vice President** - will preside at all meetings in absence of the President. He shall assume
19 the duties of the President in the absence of that officer, or when such office is made
20 vacant by death, resignation, or otherwise. He shall see to it that the property of the Local
21 is maintained in good order. He shall assist the President in carrying out the policies of
22 the Local.

- 23 C. **Secretary** - shall conduct all correspondence in the name of the Local. He shall be
24 custodian of the Local seal. He shall keep a permanent, up-to-date record of the minutes
25 of his Local. He shall keep the correct minutes of all Local meetings and preserve all
26 documents and correspondence. A record of attendance shall be kept at all meetings, both
27 regular and special, and such attendance records shall be part of the minutes of the
28 meetings. He shall present all communications and bills to the Local. He shall draw all
29 orders on the Treasurer or Secretary/Treasurer, when passed by the Local, and attest the
30 same by properly signing and attaching the seal of the Local thereto. He shall prepare and
31 sign all credentials of delegates and alternate delegates to the National Convention and
32 send duplicates to the National Secretary, and perform such other duties as required by
33 the National Constitution.

- 34 D. **Treasurer** - shall receive all funds of the Local, give receipts therefore, and deposit the
35 same in a bank of sound financial standing in the name of the Local. He shall countersign
36 all checks with the President drawn from such accounts and shall be responsible for
37 ensuring the payment of all bills payable by the Local on approval of the Local Executive
38 Council. He shall keep an accurate account of all disbursements in such a way as to show
39 the balance of cash on hand at the beginning of each meeting of the Local, file all
40 receipted bills, keep a correct account between the Local and its members, and notify all
41 members who become two months delinquent in dues. At the end of each month, the
42 Treasurer shall complete the monthly report form in duplicate, furnished by the National
43 Treasurer, send original report to the National Treasurer, and remit an amount equal to

ARTICLE III: DUTIES OF LOCAL OFFICERS AND REPRESENTATIVES

1 the per capita tax called for by the report. This report shall also include a correct
2 statement of the number of members on the books of the Local and shall set forth in
3 detail all additions made and subtractions from the membership roll, together with a list
4 of members who have been expelled and persons whose applications have been rejected,
5 with reasons therefore. Monies collected by the Local Treasurer on behalf of the National
6 as indicated on monthly reports shall be used for no other purpose and must accompany
7 the report. Treasurers who receive dues from a member under the jurisdiction of another
8 Local shall immediately notify the Secretary of such Local, with full particulars as to
9 name, address, card number, and amount. When a member transfers to another Local, the
10 Treasurer shall bring his record up-to-date and notify the National Secretary of such
11 transfers. The Local 14 Treasurer shall forward to the National Treasurer a copy of the
12 Local monthly financial statement presented to the membership at Local meetings.

13 E. **Safety & Standards Chairman** - shall coordinate the duties and functions of all Local
14 Airline Safety & Standards Coordinators and their committees. He shall be directly
15 responsible to the membership and shall submit reports to the National Safety &
16 Standards Director. He shall also periodically provide briefing reports on industrial and
17 air safety issues to the National Safety & Standards Director. He shall act as liaison
18 between the Local and government and academic entities. Through Local meetings,
19 newsletters, and other means he will keep the members informed of all matters relating to
20 safety and standards. Local bylaws shall prevail.

21 F. **Airline Representative** - The duties of Airline Representative shall be to thoroughly
22 familiarize himself with the contract agreement between the airline whose members he
23 represents with the Local and this Association. He shall also select, with approval of
24 Local Executive Council, any Shop Representative or Area Representative positions the
25 members have not filled by election within his airline at his location. He will be a
26 coordinator for the Area Representatives and Shop Representatives to the Local
27 Executive Council and provide the Area Representatives and Shop Representatives with
28 accurate, up-to-date information on all contract interpretation and grievance matters. He
29 shall be a member of the Grievance Committee. Attendance at the monthly Airline
30 Representative meeting is mandatory. Three (3) absences in succession for any reason
31 except while on Association business, death in the family, vacation, or for personal
32 medical reasons shall deem his position vacant. An Airline Representative may be
33 recalled from office in accordance with the provisions of Article XXI of the National
34 Constitution upon written request to the Local President by twenty-five percent (25%) of
35 the members in good standing of the airline with the Local.

36 The Airline Representative will communicate as deemed necessary to keep the Area
37 Representative(s) up-to-date regarding grievances, negotiations, and contractual
38 interpretations. Prior to ratification of an amended collective bargaining agreement, the
39 Airline Representative will call a meeting to familiarize the Area Representative(s) and
40 the Shop Representative(s) with the amended agreement so that these representatives may
41 assist in addressing questions from the membership.

42 The Airline Representative, each month, will present all correspondence pertaining to
43 discipline of members to the Local Executive Council before that month's regular union
44 meeting.

45 The Airline Representative shall account for all trips away from the Local office (out of
46 town) each month to the members at the regular monthly union meeting.

ARTICLE III: DUTIES OF LOCAL OFFICERS AND REPRESENTATIVES

1 The Airline Representative will be a member of the contract negotiations committee and
2 will represent all members of Local 14 in its contract negotiations with the Airline
3 Representative's respective airline.

4 During contract negotiations, the Airline Representative, of the airline in contract
5 negotiations will report to the Local Executive Council after each negotiating session.
6 This reporting will allow the Airline Representative attending negotiations and the LEC
7 to relay questions and concerns between them. Further, this will aid the LEC in providing
8 factual and timely information to the membership.

9 SECTION 3: The Representatives of the Local for contractual and safety issues shall consist of:

- 10 1. Area Representative
- 11 2. Contract and Shop Committees (where utilized)
- 12 3. Local Airline Safety and Standards Coordinator
- 13 4. Shop Representative

14 SECTION 4: Duties of Local Representatives

15 A. **Area Representative** - In order to insure proper representation and where Local structure
16 needs representation expansion, the Local Executive Council, at its discretion, can
17 propose a Local Bylaw change to implement Area Representatives who shall represent
18 and serve the out-lying station membership of that Local. Area Representatives shall be
19 nominated and elected by the respective members of the airline involved in the areas so
20 designated by the Local Executive Council. Area Representatives shall come under the
21 jurisdiction of the Local Executive Council and receive instructions and duties from the
22 Local Airline Representative.

23 Area Representatives shall be elected as outlined in Article XIX, and only members of
24 the candidate's airline normally assigned to the area he will represent shall be eligible to
25 vote. The term of office is two years with no restrictions as to the number of successive
26 terms. The position of Area Representative shall not be held by a member of the Local
27 Executive Council.

28 Area Representatives will be utilized for the purpose of handling grievances from their
29 respective areas and, in coordination with the Airline Representative of their Local, shall
30 be utilized for contractual interpretations. Area Representatives shall represent the
31 members of their respective areas to the Airline Representative and the Local Executive
32 Council. Area Representatives will maintain close contact with the members and Shop
33 Representatives of the respective areas they serve.

34 Area Representatives will be responsible for compiling contract proposals from their
35 respective areas and will submit them to the Local Executive Council in ample time for
36 investigation, coordination, and preparation prior to negotiations as per the National
37 Constitution and Bylaws. They may be utilized for counsel and communication to the
38 negotiators. Area Representatives will be kept informed regarding the progress of
39 negotiations and will keep the Shop Representatives and members of their respective
40 areas informed of such progress, and may be requested to attend negotiations by the
41 Local Executive Council. They will receive a copy of the proposed contract prior to
42 negotiations as well as minutes concerning negotiations and Local meetings.

43 The Airline Representative will communicate as necessary to keep the Area
44 Representatives updated regarding grievances, negotiations, and contractual
45 interpretations. Prior to ratification of an amended collective bargaining agreement, the

ARTICLE III: DUTIES OF LOCAL OFFICERS AND REPRESENTATIVES

1 Airline Representative will call a meeting to familiarize the Area Representatives and the
2 Shop Representatives with the amended agreement so that these representatives may
3 assist in addressing questions from the membership.

- 4 B. **Contract/Shop Committees** (where utilized) [Also reference Bylaws Article IX,
5 Section 1]

6 **ASA CBA** – “The Association will be further represented at each point where a Local
7 exists by an Airline Contract Committee, consisting of the Airline Representative and
8 two (2) members elected by the Local membership. This committee will deal with
9 officials of the Company.”

- 10 C. **Local Airline Safety and Standards Coordinator** – Each member airline of the Local
11 may, at the discretion of the LEC, or upon submittal of a petition to the Local President
12 containing signatures of 15% of the members in good standing from that airline, elect a
13 Local Airline Safety and Standards Coordinator for their airline. He shall report to and
14 take direction from the Local Safety & Standards Chairman and will coordinate and
15 assist Industrial Safety and Maintenance Standards Committees, if utilized.

16 The term of office shall be two years and elections held in odd numbered years as
17 outlined in these bylaws.

- 18 D. **Shop Representative** - shall report to the Airline Representative monthly in regard to
19 disciplinary action by the Company. This report shall include the affected employee’s
20 response to the Shop Representative. That person shall act as the members’ first line of
21 communication between the shop floor and the Local Executive Council, coordinating
22 through the Airline Representative. That person shall distribute to the members any
23 information forwarded to that person from the Local government, and in turn, forward
24 the concerns of the members to the Local government. The Shop Representatives may be
25 required to perform the duties of the Safety and Standards Shop Representative,
26 communicating all concerns regarding workplace and flight safety to the Local Safety
27 and Standards Chairman.

28 In the event of a shift bid or location change, it is the duty of the Shop Representative to
29 inform the Airline Representative of said change at the earliest possible time so that a
30 replacement Shop Representative may be elected or appointed with no undue delay. The
31 members shall have the right to withdraw their approval of a Shop Representative by
32 submitting to the Local President a no-confidence petition signed by twenty-five percent
33 (25%) of the members of that bid location and shift, turned in to the Airline
34 Representative, which will then start the Shop Representative election process as outlined
35 in Article IV, Section 4 of these bylaws.

36 SECTION 5: Other Representatives of the Local Shall Consist of:

- 37 A. Auditors
38 B. Tellers
39 C. Committee Members (i.e. Bylaws Committee, Safety Committee, Professional
40 Standards Committee, etc...)

41 SECTION 6: Any Local officer missing three (3) successive regular membership meetings or attending
42 less than fifty percent (50%) of regular membership meetings in one (1) calendar year
43 and is not incapacitated by personal medical reasons, familial responsibilities, vacation,

ARTICLE III: DUTIES OF LOCAL OFFICERS AND REPRESENTATIVES

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or on official AMFA business shall have that office considered vacant and said office shall be filled according to Article IV, Section 6 of these Bylaws. Officers living and working more than fifty (50) miles from a Local office or meeting place will be considered in attendance of LEC meetings by use of telephone or computer during the meeting.

1 **ARTICLE IV: ELECTION OF LOCAL OFFICERS & REPRESENTATIVES**

2 SECTION 1: Nominations and elections shall be governed by the rules set forth in the AMFA
3 Constitution, Article XIX and these Bylaws. All Local officers and representatives shall
4 be elected for a term of two (2) years, unless otherwise specified in these Bylaws. Local
5 officers shall be elected for a two (2) year term on an odd/even basis as follows: The
6 offices of the President, Secretary, Safety & Standards Chairman, one (1) Executive
7 Officer At Large (*if required*), Area Representatives, and one (1) position of each Local
8 Shop Committee will be elected on even numbered years. The offices of Vice President,
9 Treasurer, remaining Executive At Large (*if required*), and the Airline Representative,
10 two (2) positions (if needed) on each Local Shop Committee will be elected on odd
11 numbered years.

12 Bylaws Committee members, as outlined in Article IX, Section 2 of these Bylaws, shall
13 be elected in even numbered years.

14 SECTION 2: Nominations for all Local officers shall be called for at the regular business meeting in
15 September and each Local shall elect the aforementioned officers by secret ballot vote of
16 its membership at the first meeting in December. No member shall be entitled to hold
17 more than one (1) office at the same time. Ballots cast for candidates not nominated in
18 conformity with Local bylaws shall not be tabulated. Newly elected officers shall assume
19 the duties of the office to which they were elected at the regular monthly meeting in
20 January following their election in December as provided in the National Constitution.
21 All Local election ballots will be mailed to the membership with stamped return
22 envelopes.

23 SECTION 3: In preparation for contract negotiations, nominations for Local 14's candidate to the
24 system-wide Cleaner/Utility Negotiator election shall be called for four (4) months prior
25 to convening of the Contract Negotiations conference as outlined in the National
26 Constitution.

27 SECTION 4: The Shop Representative election process is as follows: Shop Representatives shall be
28 elected by the shift/crew they work with to a one (1) year term. The Airline
29 Representative or his designee shall be in charge of the vote. A vote being held by a
30 designee of the Airline Representative will report the results of the Shop Representative
31 vote to the Airline Representative within 24 hours of the vote.

32 The winner of the election shall immediately begin to represent his/her crew and will be
33 sworn in at the next monthly Local union meeting. If only one person is running for an
34 open Shop Representative position, he will be appointed to the position by the Airline
35 Representative with the approval of the LEC.

36 SECTION 5: To be nominated for any Local officer position except that of Airline Representative, a
37 member shall be in good standing, an active or active associate member, attended fifty
38 percent (50%) of regular Local meetings held during the last year, six meetings total, or
39 present to the Local Secretary a nominating petition containing signatures (valid as
40 certified by the Local Secretary) of ten percent (10%) of the affected members in good
41 standing in the Local (this petition must be submitted when nominations are accepted at
42 the Local meeting), and have been free of all fines and assessments to the National and
43 Local for the preceding twelve months prior to nomination (except for the first election

ARTICLE IV: ELECTION OF LOCAL OFFICERS AND REPRESENTATIVES

1 after receiving charter). Members who are unable to attend a meeting because of verified
2 illness, death in the family, vacation, official Association business, or because they reside
3 and work beyond a fifty mile radius of where the meeting is held will be given credit for
4 having attended that meeting for purposes of meeting the minimum attendance
5 requirements (this proof must be submitted when nominations are accepted at the Local
6 meeting).

7 Nominees for the position of Airline Representative are subject to the above criteria, but
8 must have attended fifty percent (50%) of regular Local meetings held during the two
9 years preceding nomination, twelve meetings total, reference National Constitution
10 Article XVIII Section 3(C).

11 SECTION 6: A member shall be considered elected if that person receives a simple majority of all
12 votes cast by members in good standing.

13 The installation of officers shall take place at the first meeting in January.

14 SECTION 7: All voting shall be by secret ballot and voting locations shall be decided upon by the
15 Local Executive Council, unless specified in these bylaws.

16 SECTION 8: Secret ballots shall mean the expression by ballot, voting machine, or otherwise, but in no
17 event by proxy, of a choice with respect to any election or vote cast in such a manner that
18 the member expressing such choice cannot be identified with the choice expressed.
19 Absentee ballots may be furnished as called for in Article XIX, Section 2E of the
20 National Constitution. Any and all election ballots sent out by mail shall include a
21 stamped, addressed return envelope. All Local election ballots shall be so arranged as
22 described in Article VII, Section 5 of the National Constitution with this addition:

23 *“Names of nominees shall be arranged in alphabetical order on the election ballot.”*

24 SECTION 9: A minimum list of eight (8) election tellers will be maintained at all times and posted at
25 the union office. Election tellers are to assist in conducting elections in a fair and
26 impartial manner. Each teller shall be a member in good standing and be approved by the
27 President per Article 3, Section 2 (A) of these bylaws.

28 SECTION 10: Vacancies occurring in Local offices, Executive Council, and/or Committees due to
29 death, resignation, or other causes shall be filled temporarily for the time it takes to
30 complete the vacancy replacement process as described in Paragraph B below, and
31 Article IX, Section 4 of these bylaws.

32 A. The Local Executive Council may select a qualified member as long as no objection to
33 the temporary selection comes from the membership during the next regular membership
34 meeting. If an objection is raised to the selection, the LEC will seek approval with a
35 simple majority vote of the membership at the meeting.

36 A vacancy occurring in the President’s position due to death, resignation, or other cause
37 shall be automatically filled by the Vice President for the duration of the term of office,
38 as per Article III, Section 2, Paragraph B of these bylaws.

39 B All elected position vacancies over 60 days will be filled through an election process with
40 a vote of the affected members. The length of the term will be the remainder of the
41 original term, or until the originally elected member returns.

1 **ARTICLE V: MEETINGS**

2 SECTION 1: There will be a minimum of one regular membership meeting a month. Each airline
3 within the Local may have its own monthly meeting. The LEC will preside over all
4 airline meetings. On the meeting day there will be three (3) meeting times to cover all
5 shifts. The meeting times will be determined, by a simple majority of the particular shift
6 members in attendance. If any one (1) shift meeting fails to garner enough members to
7 constitute a quorum for two consecutive months, the LEC may suspend that particular
8 shift meeting until enough interest is shown to warrant the reestablishment of that
9 particular shift meeting.

10 Ancillary stations may be represented at monthly membership meetings through the use
11 of telephone, computer, or other technology that will allow a real-time discussion and
12 exchange of information between attendees at all stations.

13 The meeting Order of Business shall be as follows:

- 14 1. Pledge to the Flag
- 15 2. Roll call of officers and identification of non-members
- 16 3. Reading of minutes and correspondence
- 17 4. Applications for membership and withdrawals
- 18 5. Report of Treasurer
- 19 6. Report of President
- 20 7. Report of Airline Representative(s)
- 21 8. Report of Committees
- 22 9. Unfinished business
- 23 10. New business
- 24 11. Adjournment

25 SECTION 2: Special meetings may be called by the President with the approval of the Executive
26 Council, or by written request of fifteen percent (15%) of the membership. When a
27 special meeting is called by the members, all Local and National officers specifically
28 requested to attend shall be notified promptly by the President and their reply shall be
29 posted on all bulletin boards.

30 Special meetings of such nature as the ratification of contracts between the Local and
31 Company may be called by the President with the approval of the Executive Council.

32 Such special meetings for contract ratification shall be scheduled at times and places in
33 such a manner so as to allow all members equal opportunity to attend.

34 SECTION 3: No meeting shall be held without a twenty-four (24) hour notice of such meeting. Such
35 notice of the meeting shall be posted on all Association bulletin boards, or by other
36 means that will be effective.

37 If a special meeting is called, the notice of such meeting shall contain the purpose of such
38 meeting and discussion and action at that meeting shall be confined to the subject for
39 which the meeting was called.

40 SECTION 4: The number of members present at each meeting to constitute a quorum will be in
41 accordance with the Article XVII, Section 5 of the National Constitution.

1 SECTION 5: During meetings where a show of hands vote is taken, the yea and nay votes concerning
2 that vote's issue from all meetings convened for the month will be tabulated, and that
3 total will be used to determine the outcome.

4 SECTION 6: Allowance shall be made for any motions to be presented in writing (via email, regular
5 mail, or fax) to the Local Secretary prior to the monthly business meeting. All written
6 motions shall be due from the membership one (1) week prior to the scheduled monthly
7 business meeting date. The meeting agenda will then be posted at least seventy-two (72)
8 hours prior to the scheduled monthly business meeting time. Such procedure shall enable
9 the presentation of all such motions to the membership in attendance at the monthly
10 business meeting.

11 SECTION 7: Parliamentary law and rules shall govern the conduct of all meetings at all times as so
12 stipulated in the National Constitution ("Robert's Rules of Order", newly revised).

13 SECTION 8: All meetings of the Local including regular monthly meetings, special called meetings,
14 Executive Council meetings, and any other formally called meeting of the membership
15 and/or officers of the Local shall be considered a closed confidential meeting as provided
16 under Article XVII, Section 5F of the National Constitution unless otherwise stated in the
17 formal call of the meeting, and no reproduction of the proceedings of the meeting except
18 the official recording of the minutes by the recording Secretary or his appointee shall be
19 allowed. Any member in good standing may examine the official minutes of any prior
20 meeting at the Local office by appointment with the Secretary.

21 SECTION 9: Smoking shall be prohibited at all meetings, except in designated smoking areas. Cell
22 phones shall be turned off or set to silent during all Association meetings.

1 **ARTICLE VI: MEMBERSHIP AND DUES**

2 SECTION 1: Local dues shall be in accordance with the National Constitution for each member of a
3 certified airline.

4 All members of an airline represented by AMFA shall pay a one hundred dollar
5 (\$100.00) initiation fee upon application for membership in the union.

6 Newly hired employees do not have to pay dues as long as they are on probationary status
7 as defined by their applicable labor agreement.

8 In the event a member resigns, retires, is furloughed, or is taking a position not
9 represented by this Association, he may request an honorary withdrawal card from the
10 Association. Request for such a card shall then be presented to the membership for their
11 approval. Any member issued a withdrawal card by the Association shall be entitled to
12 return to the membership of the Association with a reinstatement fee of twenty-five
13 dollars (\$25.00).

14 Any member transferring from any other AMFA Local will not be required to pay any
15 initiation or reinstatement fees.

16 SECTION 2: Each member shall keep the Secretary informed of his correct address and telephone
17 number.

18 SECTION 3: Any member having knowledge of a job opening in the industry shall notify the Secretary
19 of the Local in order to enable him to assist in the placement of any unemployed
20 members.

21 SECTION 4: Any member who is holding a position as a full-time officer of the Local or National
22 AMFA organization shall be required to pay union dues and assessments during their
23 tenure in office.

24 SECTION 5: A member who is fined and placed in bad standing cannot be placed back in good
25 standing until the fine is paid, or until reasonable restitution is made and approved by a
26 majority of the membership in attendance at a regular meeting.

27 SECTION 6: Member in Good Standing – shall mean any person who has fulfilled the requirements of
28 membership and who has not voluntarily withdrawn from membership, has not been
29 expelled or suspended in accordance with the National Constitution and bylaws, and is
30 free of all fines and is no more than two months in arrears of payment of dues, special
31 fees, and assessments, such date marked as the last day of the second month. If said dues
32 are by check-off system under a collective bargaining agreement pursuant to his
33 voluntary authorization and said dues become in arrears, it shall not be cause to remove a
34 member from good standing, unless said dues are for a period in which they are not
35 subject to check-off (i.e., strike, etc.).

36 Member in Bad Standing – shall mean any person who is more than two months in
37 arrears on his dues, has outstanding fines or assessments, or is being punished in
38 accordance with Article XXII, Section 11 of the National Constitution.

1

ARTICLE VII: SALARIES

2 SECTION 1: Salaries of Local 14 officers shall be as follows:

3	President	\$150.00 per month
4	Vice President	\$100.00 per month
5	Secretary	\$150.00 per month
6	Treasurer	\$150.00 per month
7	Safety and Standards Chairman	\$100.00 per month
8	Airline Representative	\$150.00 per month

9 SECTION 2: When any member of the Local is elected or appointed to serve on a full-time basis, that
10 person's salary shall consist of pay equal to that person's regular hourly rate of pay
11 including any shift differential and/or license premiums. In addition, that same person
12 will also receive all holidays, including floating holidays he would be entitled to under
13 his current bargaining agreement.

14 SECTION 3: Area Representatives, Local Shop Committee members, and Shop Representatives who
15 attend all monthly membership meetings in a given quarter will receive an allowance
16 paid by Local 14 in an amount equal to their monthly dues for that quarter. The
17 allowance will be paid quarterly upon application by the member to the Local Treasurer
18 and after verification of attendance by the Local Secretary.

1 **ARTICLE VIII: LOCAL FINANCES**

2 SECTION 1: The Local Executive Council shall have full control of all assets and monies of the Local.
3 All sales, purchases, leases, and rentals shall be approved by a simple majority vote of the
4 members in attendance at the regular monthly membership meeting.

5 A petty cash fund shall be maintained for the purpose of covering incidental expenses
6 incurred in the operation of the Local office and/or emergency travel. The Local Officers,
7 Local Executive Council members, and Local Committee Chairmen shall be authorized
8 use of this fund. All other expenses shall be submitted to the Local in accordance with
9 Article VIII, Section 7 of these bylaws.

10 The amount for expenditures from the petty cash fund will be reported to the membership
11 at the regular monthly membership meeting by the Local Treasurer.

12 The petty cash fund shall be limited to a cash flow of two thousand dollars (\$2,000.00)
13 per month.

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

18 SECTION 3: A per capital tax on all active members will be levied per the National Constitution,
19 Article IV, Section 1.

20 SECTION 4: The Local Treasurer shall submit a list of members with the appropriate monies due to
21 the National Treasurer on or before the tenth (10th) of each month, reference Article
22 XIV, Section 6 of the National Constitution.

23 SECTION 5: In accordance with Article XX, Section 5 of the National Constitution, a financial
24 statement shall be issued by the Local Treasurer monthly and shall be made available to
25 the membership at the regularly scheduled meetings for their approval. This financial
26 statement shall contain the following:

- 27 • Savings and checking account bank balances
- 28 • Officers salaries paid
- 29 • Officers expenses paid
- 30 • Committee expenses, including lost time
- 31 • Welfare fund balances and expenditures
- 32 • Emergency fund balances and expenditures
- 33 • Local operating expenses such as telephone, electric, rent, office machinery, etc.
- 34 • All other fund balances and expenditures

35 A motion by other than delinquent members may be put to a vote by the membership at a
36 Local meeting to determine if a referendum shall be held which will rule on a demand for
37 an interim report on Local financial status.

1 SECTION 6: No other fees or assessments shall be levied without approval by a secret ballot of the
2 majority of the membership in good standing voting. Such monies shall only be used for
3 the purpose as stated on the ballot. The Local shall not be permitted to charge any dues,
4 fees, assessments, or fines in excess of the limits as set forth in the National Constitution,
5 Article IV, Section 6 and Article XX, Section 6.

6 SECTION 7: Expenses incurred by an officer, representative, or member while on Local Association
7 business as authorized by the Local President or the Local Executive Council shall be
8 advanced or reimbursed by the Local Treasurer. Allowable expenses shall include
9 transportation and any pay for work actually lost, computed in accordance with the
10 applicable CBA. Expenses for meals shall be in accordance with the applicable city chart
11 as published by the IRS for that year, plus single occupancy lodging.

12 Expense reports shall be submitted to the Local Treasurer by the first (1st) of every
13 month.

14 All expense reports shall be approved by two (2) council members, neither of whom
15 submitted the report, before being reimbursed by the Local.

16 SECTION 8: A total of three auditors shall be elected in the month of December for a term of one year.
17 They shall examine the books each January and July for the preceding six months, and a
18 copy of their findings shall be sent to the National Treasurer within thirty days after
19 completing their audit. Their findings will be reported to the membership at the next
20 regular business meeting. The National Treasurer's findings, along with any
21 recommendations, will be read at the next regularly scheduled monthly meeting after they
22 are received.

23 If there are no nominees for the auditor election, or less than the required three, the LEC
24 may post a sign up list and appoint any volunteers to an audit committee which will
25 perform the duties described above.

26 SECTION 9: Any motion to spend more than \$2000.00 (reference Article VIII, Section 1(d)of these
27 bylaws), must be posted at least seven days prior to the meeting where the motion will
28 come to the floor for consideration.

1 **ARTICLE IX: COMMITTEES**

2 SECTION 1: Local Shop/Contract Committee:

3 At an airline that utilizes a Local Shop/Contract Committee, the purpose of the
4 Committee is to contractually represent the members of the Local that are employed by
5 its respective airline.

6 The duties of the Local Shop/Contract Committee members will be to thoroughly
7 familiarize themselves with the contract agreement between their respective airline and
8 this Association, deal with company officials of the respective airline, processing of
9 grievances and complaints, be present and participate in grievance and/or complaint
10 hearings, and attend any other meetings at the request of his Airline Representative. The
11 Local Shop/Contract Committee will report to the Local Airline Representative of its
12 respective Airline.

13 The structure of Local Shop/Contract Committees shall be defined in that respective
14 airline's Collective Bargaining Agreement.

15 A Local Shop/Contract Committee member may be recalled from said position in
16 accordance with provisions of Article XXI 1 of the National Constitution.

17 Current Local 14 Member Airlines Utilizing a Contract/Shop Committee:

18 Alaska Airlines: Alaska Airline's Contract Committee shall be comprised of the
19 Airline Representative and two members, to be elected in accordance with Article IV,
20 Section 1 of these bylaws. The Airline Representative shall chair the Contract
21 Committee.

22 The Airline Representative shall chair the Shop Committee.

23 In the temporary absence of a Shop Committee Representative due to Contract
24 requirements, National Conventions, vacations, personal reasons, or other Association
25 events, the Shop Committee Chairman with concurrence of the Local Executive Council
26 will select a Shop Representative to fill the position temporarily until the Shop
27 Committee Representative returns. In the event that the absence exceeds 60 days, the
28 position then will be filled per Article IV, Section 6 of these bylaws.

29 In the absence of an Airline Representative due to Contract negotiation requirements,
30 National Conventions, vacations, personal reasons, or other Association events, the
31 Airline Representative with the concurrence of the LEC will appoint an interim Shop
32 Committee Chairman to temporarily fill the position until the Airline Representative
33 returns.

34 SECTION 2: Bylaws Committee

35 The Local Bylaws Committee will consist of a minimum of five (5) and a maximum of
36 seven (7) members.

37 Nominations will be called for in the month of October of even numbered years.

1 If the number of nominees exceeds the maximum number of committee members
2 allowed, an election will be held to fill the positions per Article IV, Sections 1 and 2 of
3 these bylaws.

4 If the number of nominees falls within the minimum and maximum number of committee
5 members allowed, all nominees will serve on the committee.

6 If there are fewer nominees than the minimum number of committee members allowed,
7 the LEC shall appoint as many members as required to meet the minimum.

8 The term shall be two (2) years.

9 SECTION 3: Member Services Committee

10 A Member Services Committee may be established and maintained to provide members
11 of Local 14 assistance when necessary and practical during times of financial or personal
12 need.

13 The Member Services Committee shall consist of up to three (3) members and be
14 responsible to the LEC. The Chairman shall report as requested by the LEC as to the
15 current activities of the committee.

16 The Member Services Committee shall be responsible for drafting Local assistance
17 guidelines, subject to the approval of the LEC, evaluating member applications under
18 those guidelines, and presenting a recommendation for funding to the LEC for approval.

19 Committee members shall be elected for a term of two (2) years on a staggered basis as
20 outlined in these bylaws.

21 SECTION 4: All open Committee(s) positions (reference bylaws Article IV, Section 10) shall be
22 posted on all Local 14 bulletin boards and electronic media of the airline establishing the
23 committee(s) at least two (2) weeks prior to the next regular monthly business meeting
24 for that airline. At that meeting the Local President shall appoint interested members (per
25 the National Constitution, Article XVII, Section 2A) to fill the committee(s), for a term
26 of one (1) year, with subsequent majority approval by members present at said meeting.

27 SECTION 5: The Local Executive Council may establish a Communication Committee Chairperson(s).
28 There may be one Chairperson for each airline represented by Local 14. The
29 Communication Committee Chairperson(s) will report to the Local Executive Council.
30 The Communication Chairperson of each airline represented by Local 14 shall be
31 responsible for the Communication Committee for their airline and the information it
32 disperses per the LEC. Communication Committee Chairpersons from each airline
33 represented by Local 14 shall be in contact with all other Communication Committee
34 Chairpersons from all airlines represented by Local 14 so that all Local 14 issues may be
35 addressed through all mediums used by Local 14.

36 SECTION 6: The Local Webmaster(s) shall be considered part of the Communication Committee of
37 their airline. The Webmaster(s) shall report to the Communication Committee
38 Chairperson of their airline, if one is so established by the Local Executive Council. A
39 majority of the Local Executive Council must approve all of the information posted on
40 the Local 14 Web site.

1 SECTION 7: Any member of a Local Committee missing three (3) successive regular Committee
2 meetings, missing a total of five (5) regular Committee meetings in one (1) calendar year,
3 missing two thirds (2/3) of specially called Committee meetings, or attending less than
4 fifty percent (50%) of regular membership meetings, and is not incapacitated by personal
5 medical reasons, familial reasons, vacation, or on official AMFA business, or because
6 they reside and work beyond a fifty (50) mile radius of where the meeting is held, shall
7 have that position on that Committee considered vacant and said position shall be filled
8 according to Article IV, Section 6, of these bylaws.

1 **ARTICLE X: GENERAL**

2 SECTION 1: It is understood wherever in these bylaws a position or member is referenced in the
3 masculine or feminine gender, it will be recognized as referring to both male and female
4 employees.

5 SECTION 2: No Local bylaw or amendment to a Local bylaw shall be adopted that will in any way
6 conflict with, or run contrary to, the provisions of the National Constitution or will deny
7 any member his individual rights as set forth in Article XXV, Section 5 of the National
8 Constitution which reads as follows:

9 *“No amendment to this Constitution or to any Local bylaws shall be proposed or adopted that*
10 *would affect any members in good standing by infringing upon their rights and powers or taking*
11 *away their right to:*

- 12 • *Hold office*
- 13 • *Select and elect all officers, both National and Local*
- 14 • *Select and elect all convention delegates*
- 15 • *Recall any officers*
- 16 • *Approve and ratify all contracts and letters of agreement*
- 17 • *Approve all AMFA strikes and other AMFA recognized unions' legal picket lines (sympathy*
18 *strike)*
- 19 • *Propose and submit changes to this Constitution or any Local bylaws”*

20 SECTION 3: Fiscal year shall commence on the first (1st) day of January and expire on the thirty-first
21 (31st) day of December of the same year.

22 SECTION 4: In the event of a death in the family, the following persons may receive flowers, or
23 memorial donations: AMFA members and retirees or each member of his/her immediate
24 family, which is defined as follows – wife or husband, daughter, son, stepchildren,
25 mother, father, brother, sister, grandparents, mother-in-law, father-in-law, foster parents,
26 brother-in-law, sister-in-law and grandchild.

27 SECTION 5: A complete copy of any Tentative Agreement will be made available to each member in
28 good standing of the airline in negotiations at least two (2) weeks prior to any vote on the
29 Tentative Agreement and before the contents of the Tentative Agreement are given out to
30 any non-member.

31 SECTION 6: All Local 14 books and calendars will be printed by a recognized union print shop.

1 **ARTICLE XI: AMENDMENTS**

2 SECTION 1: These bylaws become effective upon approval by the Local membership and the National
3 Executive Council; however, no bylaw change proposal shall be submitted for
4 membership action until screened by the Bylaw Committee for conformity to applicable
5 laws and the National Constitution of this Association, for insertion under the appropriate
6 Article, and for the proper wording thereof. Screening of bylaws proposals shall be
7 restricted to judging conformity to Article X, Section 2 of these bylaws.

8 Between regular bylaw renewal/amendment meetings, a bylaw may be amended as
9 follows:

10 A petition containing a motion for a bylaw amendment must be submitted to the
11 President of the Local. This petition will contain signatures from two-thirds (2/3) of
12 the entire membership of the Local. The LEC will then direct the Bylaws Committee
13 to review all amendments and proceed as outlined in Section 1 of this Article.

14 SECTION 2: Bylaw Committee Process

15 The Bylaws Committee will accept proposed changes to the bylaws for revision in the
16 month of March of every odd numbered year. The Committee shall rule on all proposed
17 changes to the bylaws and reject any that are not in conformance with the guidelines
18 specified in Article XXV, Section 5 of the National Constitution. All proposals shall bear
19 the Bylaws Committee's recommendations, along with the reasons for such
20 recommendations, including changes to the bylaws made necessary by a proposal being
21 adopted.

22 With less than a two-thirds agreement on the recommendation by the entire Committee,
23 no recommendation shall accompany the proposal.

24 The recommendations of the Committee shall be reviewed by the LEC, which may return
25 to the Committee any items of concern for further study, after which the proposal packet
26 shall be submitted to the membership for ratification by mail out ballot in a timely
27 manner. Upon tallying and compilation of the ballot results, the Local President shall
28 submit all proposals to the NEC for approval per Article XVII, Section 2 (A) of the
29 National Constitution.

30 SECTION 3: The Constitution of the Aircraft Mechanics Fraternal Association is hereby made a part
31 of these Bylaws. Where there is any doubt about any Section or part of these bylaws, or
32 where such bylaw or part of the bylaws appears to be in conflict with the Aircraft
33 Mechanics Fraternal Association's Constitution, then the Aircraft Mechanics Fraternal
34 Association Constitution shall control and be the law.

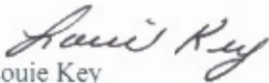
35 SECTION 4: The Local Bylaws Committee will review the Local bylaws after a National Convention
36 to be sure that these bylaws remain in compliance with any amendments to the National
37 Constitution and to make amendments to those parts that may be in conflict with the
38 Constitution.

1 I certify that these bylaws of Local 14 of the Aircraft Mechanics Fraternal Association were duly
2 presented to and subsequently ratified by a majority vote of the members in good standing of the Local on
3 December 11th, 2002; per Article XI, Section 4 of these Bylaws, these Bylaws were updated to reflect the
4 current version of the National Constitution in October 2009.



5 Jarod Mills,
6 President, AMFA Local 14

7 Accepted July 9, 1998 As approved by the National Director
8 Amended August 19, 1998 As approved by the National Director
9 Amended January 3, 2000 As approved by the National Director
10 Amended July 3, 2003 As approved by the National Director
11 Updated November 30, 2009 As approved by the National Director



12 Louie Key
13 AMFA National Director