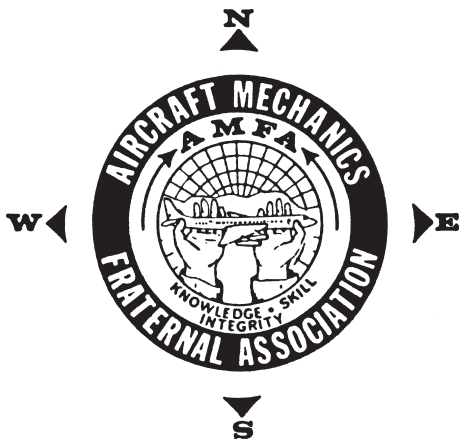


CONSTITUTION

of the

Aircraft Mechanics Fraternal Association



KNOWLEDGE — SKILL — INTEGRITY

JULY 2009

SAFETY IN THE AIR BEGINS WITH QUALITY MAINTENANCE ON THE GROUND

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Article I

Name

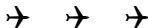
Section 1 – AMFA

The name of this organization is the “Aircraft Mechanics Fraternal Association,” a not for profit employee representation organization. Whenever the term “Association” or the acronym “AMFA” is used, it shall refer to and mean the “Aircraft Mechanics Fraternal Association.”

Section 2 – Official Seal

The Official Seal of the Aircraft Mechanics Fraternal Association shall be as follows:

1. Dark blue on a white background
2. 360 degree segmented circle
3. Hands holding a commercial jet aircraft
4. Motto – Knowledge, Skill, Integrity
5. Initials – AMFA
6. Around the perimeter of the emblem shall be “Aircraft Mechanics Fraternal Association” so that the words “Aircraft Mechanics” are on the top circle half and the words “Fraternal Association” are on the bottom circle half.
7. Initials – North, South, East, West
8. Items 4,6, and 7 may be deleted on emblems with a diameter smaller than 2 inches.



Article II

Aim and Objectives of the Association

Section 1 – Aim

The aim of the Aircraft Mechanics Fraternal Association is to:

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

Section 2 – Objectives

The objectives of the Association are to:

1. Raise the standards of and increase recognition of the class and craft of Mechanics and Related Employees
2. Safeguard, with ceaseless vigilance, the safety of the air transportation industry in recognition of the high degree of public interest, confidence, and responsibility placed on the members of the Association and network with other people and organizations with similar interests and goals
3. Stress “Safety First”

4. Establish and exercise the right of collective bargaining for the purpose of making and maintaining employment agreements covering rates of pay, rules, and working conditions for the members of the Association and promptly settle disputes and grievances that may arise between such members and employers
5. Establish fair rates of compensation, maximum hours of employment, and uniform principles of seniority for members of the Association and seek the adoption and perpetuation thereof
6. Purchase, hold, acquire, lease, mortgage, and convey real estate and personal property of every kind, nature, and description in any state, the District of Columbia, and any territory or possession of the United States or Canada, for the convenient conduct and execution of the Association's business, including the purchasing, leasing, and maintaining of equipment, buildings, and improvements that may be necessary, directly or indirectly, in connection with any business and objectives of the Association and its members in accordance with this Constitution
7. Disseminate news in any manner to keep the membership alert and well informed
8. Levy, with membership approval, initiation fees, dues, and assessments upon its members to provide the funds with which to carry on the business and objectives of the Association, including the payment of all expenses, emergency or otherwise, relating thereto, and establish an ample reserve fund for the current and future protection of its members

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

Section 3 – Authority

- A) AMFA and its Local affiliates shall have the authority to assist, promote, advise, and give support to the organization and continuing operation and activities

of other labor organizations whose objectives are consistent with AMFA's.

- B) The Association, and each of its Local affiliates, shall have the authority, incidental to carrying out its purpose and objectives, to assist, cooperate with, and give support to any auxiliary/retiree organization formed by spouses, friends, relatives, or supporters of AMFA whose purpose is consistent with the goals and objectives of AMFA.

Section 4 – Technician Standards

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

Section 5 – Technician's Pledge

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



Article III Members

Section I – Divisions of Membership

There shall be two divisions of membership:

1. **Airline Technical Division** – shall include all licensed and unlicensed maintenance personnel who work or instruct directly on aircraft and/or components of a certificated air carrier and are responsible for the airworthiness or workmanship of the aircraft and/or its components. This includes maintenance support technicians and related personnel as defined by the National Mediation Board's determination of the Mechanics and Related Class and Craft.
2. **Aviation Technical Division** – shall include all licensed and unlicensed maintenance personnel who work directly on general aviation aircraft and/or components and are responsible for the airworthiness and workmanship of an aircraft and/or its components. This includes line, shop, and hangar maintenance.

Section 2 – Classes of Membership

There shall be five classes of membership:

1. **Active Member** – shall be one who is actively engaged in regular aircraft maintenance and/or related class and craft work carried on by any certified commercial carrier, private carrier, or general aviation operator and who is represented by this Association under his contract agreement or, if involuntarily suspended, for as long as he is actively looking for employment in aircraft maintenance. An active member shall be entitled to hold office at any level, vote at all elections and referendums, and be

entitled to all benefits as described in this Constitution. Any officer of the Association shall be considered as an active member. Furloughees shall be entitled to continue as active members upon payment of full dues based upon their wage rates at the time of layoff.

2. **Active Associate Member** – shall be one who is actively engaged in regular aircraft maintenance and/or related class and craft work carried on by any certified commercial carrier, private carrier, or general aviation operator and who is not represented by this Association under his contract agreement. This member shall not be entitled to receive representation on employment disputes but shall be entitled to benefits as described in this Constitution, and he may hold office and be entitled to vote in any election and referendum, not including contract ratification votes.
3. **Associate Member** – shall be limited to members who are not represented by this Association under a contract. This member shall not be entitled to receive representation on employment disputes, exercise voting rights, or hold office, but may participate in Association meetings and programs consistent with NEC policy and Local bylaws.
4. **Inactive Member** – except as otherwise provided in this Constitution, any active member in good standing shall become an inactive member when he ceases to receive income as a technician or ground support personnel due to resignation; leave of absence in excess of one month (subject to the provisions contained in Article IV, Section 7); involuntary suspension, unless the member is challenging the suspension; temporary layoff; actively seeking employment as a technician or ground support

personnel; or when he accepts a position as a supervisor. Any active member on medical leave of absence will be considered inactive after a period of six months. Upon his return to active employment, he shall again become active upon approval of the Local Treasurer and payment of any required fees. Inactive members shall not be entitled to exercise voting rights or hold office, but may participate in Association meetings and programs consistent with NEC policy and Local bylaws. If a member becomes a supervisor, he shall not participate in or attend Local meetings.

5. **Honorary Member** – any person who by two-thirds (2/3) vote of the National Executive Council has been granted honorary membership in this Association. There shall be no more than ten such memberships in any one year and posthumous awards may be bestowed. Such memberships may be rescinded in the same manner as they were granted. Any member who has completed twenty-five years of membership in good standing and is on retirement status shall be entitled to honorary membership on approval of the National Executive Council. The membership card of an honorary member shall be “Gold” and shall be valid for the life of the member unless revoked. An honorary member shall be entitled to all the provisions of the Constitution except that he shall hold no office or vote in any election or referendum.

Section 3 – Member in Good Standing

Member in Good Standing – shall mean any person who has fulfilled the requirements of membership and who has not voluntarily withdrawn from membership, and has not been expelled or suspended in accordance

with the Constitution and Bylaws. If dues are by check-off system under a collective bargaining agreement pursuant to his voluntary authorization and said dues become in arrears, it shall not be cause to remove a member from good standing, unless said dues are for a period in which they are not subject to check-off (i.e., strike, etc.). With respect to the enforcement of union security provisions as referenced in a collective bargaining agreement, member or membership in good standing shall mean any person who is no more than two months overdue (arrears, delinquent, etc.) in the payment of dues, fees, and/or assessments in accordance with Appendix I definitions.

Section 4 – Member in Bad Standing

Member in Bad Standing – shall mean any person whose dues are in arrears, as defined in this Constitution. A member in bad standing shall also mean (1) anyone who has fines or assessments that have not been paid in full by the date established for payment of same or (2) anyone who has been placed in bad standing pursuant to a disciplinary action authorized by this Constitution. A member in bad standing shall not enjoy the rights of membership in the Association until membership in good standing has been restored. A member shall be restored to good standing only when all dues in arrears, fines, fees, and assessments have been paid in full and all other requirements established by this Constitution for membership in good standing have been satisfied. Such other requirements shall include, but not be limited to, payment of the reinstatement fee established by the member's Local Executive Council or, where the Local has not established such fee, payment of a reinstatement fee of \$250, which will be retained by the Local in which it is collected.

Section 5 – Nondiscrimination

We recognize the similar needs and interests of all AMFA members regardless of race, creed, color, sex, marital status, religion, age, national origin, disability, veteran status, or sexual orientation and bar no individuals from membership except for those disloyal to the government of the United States of America. Any applicant who is a member of the Communist Party or encourages communism, fascism, nazism, or any other totalitarian philosophy or supports any subversive organization shall not be considered for membership.

Section 6 – Gender Neutral Language

It is the intent of the Association that at any point in this Constitution where references are made in the masculine gender it will be recognized as referring to both male and female members.

Section 7 – Admission to Membership

Pursuant to this Constitution, any individual may be admitted for membership upon paying the required fee and assuming the obligations of this Association. Unless the specific labor agreement with a carrier allows the Association to offer full and complete membership rights and protections under that agreement, newly hired probationary employees will not be required to join the Association or pay dues or fees until their probationary period is complete.

Section 8 – Application for Membership

Any one of the following shall be deemed an application for membership unless the individual advises the National Secretary in writing this is not his intent:

1. A standard form provided by the National Secretary

2. An official dues check-off form
3. Uncontested payment of the membership dues

Section 9 – Falsification of Application

Any applicant who has falsified his application for initiation or reinstatement shall be fined or suspended at the discretion of the Local of which he is a member after charges and a hearing for misconduct as provided for in this Constitution.

Section 10 – Membership Card

- A) Every member of this Association shall receive a membership card. The membership card shall contain thereon the name of the member, numbers designated by the National Association, and such additional information as may be deemed necessary, and shall bear the seal of the Association and the signatures of the National Director and National Secretary. Membership cards shall be free of all charges.
- B) All members in good standing who joined the Association prior to October 1, 1964, shall be charter members and receive membership cards in the color gold in recognition for the time, effort, and money spent by these members in the creation of the Aircraft Mechanics Fraternal Association.

Section 11 – Members and Bylaws

A member of this Association shall accept and agree to abide by the Constitution and Bylaws of the Association as they are in force at the time he is accepted for membership, or as they may be thereafter amended, changed, modified, or adopted by the members. Upon request, all new members shall be provided with a copy of this Constitution and the bylaws of their Local.

Section 12 – Member’s Responsibility

It is the member’s responsibility to:

1. Provide the Local Secretary with his current address
2. See to it that his credentials are kept in good order and up to date

Section 13 – Withdrawal from the Association

In the event a member resigns, retires, is furloughed, or is taking a position not represented by this Association, he may request an honorary withdrawal card from the Association. After it has been verified that said member is free of all fines and assessment to both the National and Local, request for such a card shall then be presented to the Local membership for their approval. In the event that said member’s Local has been closed or is under trusteeship, the request for such card will be presented to the National Executive Council for approval.

Section 14 – Transfer to Another Local

- A) Any member of this Association shall be entitled to transfer to another Local if such transfer is due to job relocation. No new initiation fee shall be levied by the Local. If said member shall have paid his dues one or more months in advance, such monies shall remain the property of the Local from which he is transferring. Members verified to be in good standing by the National Secretary shall immediately become members of said Local.
- B) A member on notice of transfer to a new location due to relocation of employment shall notify the Local Treasurer. The member shall then contact the Secretary of the Local to which he is transferring

who shall place the member's name on file and issue the member a copy of the Local bylaws.

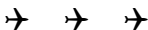
Section 15 – Resignation after a Strike Vote

If any member tenders a resignation to the Association after a strike vote has been taken and voted upon affirmatively, his resignation will not be effective until termination of the strike or, in the event that there is no strike, upon ratification of a collective bargaining agreement.

- A) During the period between the tender of resignation and the effective date of that resignation, the member shall have all the rights and obligations of membership.
- B) Any member who has tendered his resignation to the Association following an affirmative strike authorization vote may be readmitted to membership only upon approval of the Executive Council of the Local to which application is made. The Executive Councils of AMFA Locals may, among other things, require the re-applying member, either as a precondition to readmission or as an obligation imposed after readmission, to pay all dues and assessments that he would have paid had he not resigned and reimburse the Association for the costs of a substitute picket during the strike period, or they may prescribe other conditions or limitations on the membership rights of a readmitted member.

Section 16 – Overtime

It is AMFA's philosophy that members shall discourage the working of overtime, especially when fellow members are furloughed.



Article IV

Dues and Assessments

Section 1 – Active Members

- A) A per capita tax on all active members shall be due to the National Treasury before the tenth (10th) of each month. The amount of per capita tax shall be two times the base hourly wage of all active members.
- B) National shall retain 50% of dues collected from all active members and 50% shall be retained by the Locals as Local dues. In Locals where active membership is under 550 members, such Locals will retain 60% as Local dues.
- [PROVISO:** When the Association's active membership increases to a total active membership of 7,500 members the following dues splits shall take effect. National shall retain 40% of dues collected from all active members and 60% shall be retained by the Locals as Local dues. In Locals where active membership is under 550 members, such Locals will retain 66-2/3% as Local dues.]
- C) During the times of negotiations, commencing at the acceptance of proposals, or after and ending at the date of signing, any Local may choose to institute an assessment up to 0.5 (50%) the base hourly rate per month of the affected members in negotiations. However, before such assessment can be levied it must be approved by the majority of affected members via a secret ballot referendum vote.

Section 2 – Active Associate Members

All active associate members shall be required to pay dues in the amount of twenty-five dollars (\$25.00) per month.

Section 3 – Associate Members

All associate members shall be required to pay dues in the amount of forty dollars (\$40.00) per calendar year (January 1 – December 31).

Section 4 – Inactive Members

- A) All inactive members shall be required to pay dues in the amount of forty dollars (\$40.00) per calendar year (January 1 – December 31).
- B) Locals shall retain the dues of inactive members.

Section 5 – Honorary Members

Honorary members shall not be required to pay dues.

Section 6 – Assessment Approval

No other fees or assessments shall be levied without approval by secret ballot of the majority of the membership voting. The amount, reason for, proposed duration of, and other details for a National Headquarters Assessment shall be put before the membership in a secret ballot referendum. Such monies shall be used only for the purpose as stated on the referendum, and the members through their Locals will be given a detailed accounting of its use.

Section 7 – Dues Forgiveness

Any member in good standing who is not receiving income from their carrier, during any month, due to being on active military service, is on maternity-family leave or OJI or sick leave, or is terminated while awaiting arbitration, as long as they were not terminated for lack of dues payment, will be excused from dues payment for this period and will still be considered a member in good standing. Any member returning under this section will be forgiven any partial month's dues, inclusive of members returning from layoff.



Article V

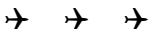
Initiation and Reinstatement Fees

Section 1 – Active Members

- A) There shall be an initiation fee of one hundred dollars (\$100.00). Locals shall retain 60% of the initiation fee and 40% shall be retained by National.
- B) There shall be a reinstatement fee of twenty-five dollars (\$25.00). Locals shall retain 60% of the reinstatement fee and 40% shall be retained by National.
- C) All initiation fees are hereby waived for all newly organized nonprobationary employees certified for representation by AMFA, provided they become dues paying members within sixty days of AMFA's certification as their bargaining agent.

Section 2 – Withdrawn Members

Any member issued a withdrawal card by the Association shall be entitled to return to the membership of the Association with a reinstatement fee of twenty-five dollars (\$25.00).



Article VI

National Officers and Representatives

Section 1 – National Officers and Representatives

The officers of the Association are National Director, Assistant National Director, National Secretary, National Treasurer, National Safety and Standards Director, Regional Directors, National Industrial Safety Coordinator, National Maintenance Standards Coordinator, Airline Technical Division Regional Coordinators, and Aviation Technical Division Regional Coordinators. The representatives of the Association are the Airline Contract Administration Coordinators.

Section 2 – Term

- A) The following officers will be nominated and elected for a term of four years: National Director, Assistant National Director, National Secretary, National Treasurer, National Safety and Standards Director, National Industrial Safety Coordinator, National Maintenance Standards Coordinator, Regional Directors, and Division Coordinators.
- B) The term of office for the Airline Contract Administration Coordinator shall be up to four years, the duration of which shall be determined by the NEC, based primarily on the amendable date of the applicable collective bargaining agreement.
- C) The terms of National Officers begin on the first Monday in October of the election year.

Section 3 – National Director

- A) The National Director shall:
 - 1) Supervise and oversee the general management and affairs of the Association

- 2) Organize or employ an administrative force, subject to the approval of the National Executive Council, to assist the National Executive Council by conducting the administrative duties of the Association
 - 3) Preside over the daily operations of the Association
 - 4) Rule on questions of order
 - 5) Enforce the Constitution
 - 6) Prepare a budget for the National Association and, upon approval of the National Executive Council, shall execute such budget
 - 7) Grant charters to new Locals and preside over the approval of Local bylaws and the assigning of new Locals to the region in which they can be best represented
 - 8) Sign, with the National Treasurer, all deeds, mortgages, bonds, contracts, or other instruments that the Executive Council has authorized to be executed
 - 9) Countersign all orders for the payment of money and for the withdrawal of money on deposit in the name of the National Association
- B) The National Director may:
- 1) Assist Locals in organizing
 - 2) Alter, with National Executive Council approval, the division lines for the regions on the "Map of USA" to better serve the needs of the membership
 - 3) Approve an affiliation that will be in the best interest of the members of the Association through the following process:

- A committee established by the JAC/NEC shall investigate the potential affiliation and report back to the JAC.
- The JAC must approve the affiliation by a 2/3rds majority.
- A referendum of all eligible members shall then be conducted and approved by a 60% majority of the votes cast.

Section 4 – Assistant National Director

The Assistant National Director shall perform such duties assigned to him by the National Director or the National Executive Council. When performing such duties, he shall have the power of and be subject to the restrictions of the National Director.

Any time the National Director is unable to perform his duties for any reason, the Assistant National Director will fill the position temporarily or permanently as the situation dictates and the Assistant National Director's position will be filled, if necessary, as provided for in this Constitution.

Section 5 – National Secretary

- A) The National Secretary shall:
- 1) Conduct all official correspondence of the National Association
 - 2) Be the custodian of the National Association records and its seal
 - 3) Affix the seal to all documents and correspondence as required
 - 4) Keep correct, comprehensive, and detailed records of all National Executive Council meetings including how each member of the National

Executive Council voted on issues brought before the Council

- 5) Send a copy of the minutes of the meetings to all Locals within five business days after the minutes have been approved by the National Executive Council
 - 6) Develop and institute a secretary training program and provide initial and annual training for all Local Secretaries
- B) The National Secretary may:
- 1) Visit Locals to assist Local Secretaries in the methods and ways of their office
 - 2) For cause, as determined by a majority vote of the National Executive Council, inspect Local records after first notifying the Local Executive Council and the Local's membership at large of his reasons. Upon completion of the inspection the National Secretary will release the results of the inspection to the Local Executive Council and the Local's membership at large.

Section 6 – National Treasurer

- A) The National Treasurer shall:
- 1) Administer the fiscal matters of the Association as provided for by this Constitution
 - 2) Keep a systematically arranged book account of all monies received and disbursed and cause a certified financial audit of such books to be prepared annually by a Certified Public Accountant
 - 3) Present a quarterly financial report to all members of the National Executive Council and send the results of the completed report to each Local

Treasurer within thirty days of the completion of such report

- 4) Develop and institute a Treasurer training program and provide initial and annual training for all Local Treasurers
 - 5) Upon approval of the majority of the National Executive Council, have the power to audit the books of any or all Locals, with due cause as determined by a majority vote of the National Executive Council, and upon his demand a Local shall turn over to him all such books and records. Before beginning his audit, the National Treasurer will ensure that the Local membership and Local Executive Council are informed of his plans and the reasons for the audit. Immediately upon completion of his audit the National Treasurer shall ensure that his findings are communicated to the Local's membership at large and the Local Executive Council. This may be accomplished by any reasonable means, including calling an emergency meeting as outlined in this Constitution and Local bylaws.
- B) The National Treasurer's and the National Director's signatures shall be the only valid signatures on National Association checks, drafts, and money orders.
 - C) In the event of the incapacitation of the National Treasurer, the National Executive Council may authorize a member of the Council to countersign until the National Treasurer returns to his duties or the position is filled in accordance with this Constitution.
 - D) In the event of the incapacitation of the National Director, the Assistant National Director shall be authorized to countersign.

Section 7 – Combined Offices

The offices of National Secretary and National Treasurer shall be combined if the total number of dues paying members falls below 6,000 for a period of three consecutive months. When combined, the office of the National Secretary/Treasurer shall have the authority and responsibilities of both offices as outlined in this Constitution. If combined, the Association will conduct a runoff election between the current Secretary and current Treasurer to determine who will hold the office of Secretary/Treasurer. If the dues paying membership increases to more than 8,000 for a period of three consecutive months, the position shall be split and the runner-up in the runoff shall be reinstated to his/her former position. In the event the dues paying membership increases to more than 8,000 and no runoff election occurred during the current term, the NEC may declare either the office of Secretary or Treasurer vacant and the Association shall make a call for nominations and conduct an election for the vacant position.

Section 8 – Assistant Secretary and/or Treasurer

- A) When the Secretary and/or Treasurer's duties require that an assistant to that position would be in the best interest of the Association, the affected officer(s) and the National Executive Council will do the following:
- 1) The Secretary and/or Treasurer will submit name(s) of the candidates for the position to the National Executive Council.
 - 2) The National Executive Council will approve by majority vote from the name(s) submitted the best candidate for the position.

- B) The Assistant Secretary will perform all the duties of the Secretary except that he shall not vote with the National Executive Council.
- C) The Assistant Treasurer will perform all the duties of the Treasurer except that
 - 1) He shall not vote with the National Executive Council
 - 2) He shall not be authorized to make deposits or to sign checks, drafts, or orders for withdrawal or transfers of monies

Section 9 – National Safety and Standards Director

The National Safety and Standards Director shall:

- 1) Supervise the functions of the Industrial Safety Coordinator and the Maintenance Standards Coordinator. He shall concern himself with the issues of air safety, industrial safety, aircraft maintenance standards, and safety and standards technical education.
- 2) Be a member of the National Executive Council and shall represent the views and the goals of the Local Safety and Standards Chairmen and Industrial Safety and Maintenance Standards Coordinators at the National Executive Council
- 3) In cooperation with the Industrial Safety Coordinator and the Maintenance Standards Coordinator, develop and institute a Safety and Standards training program and provide initial and annual training for all Local Safety and Standards Chairmen
- 4) Be responsible for monthly updates to the Assistant National Director and membership through the Local Safety and Standards Chair-

men on aviation safety legislative issues affecting the aviation industry

- 5) Be responsible for the development and administration of a National Accident/Incident Investigation Program

Section 10 – Regional Directors

A) The Regional Director shall:

- 1) Initiate the policies and directives of the National Executive Council at the Local level and coordinate the activities of the Locals within his region
- 2) Represent the National Executive Council within his region
- 3) Represent the interests of the Locals within his region at the National level
- 4) Maintain frequent contact with all the Locals within his region
- 5) Submit a monthly written report to all the Locals within his region. His report will contain his activities and progress for the previous month.
- 6) Perform other duties as assigned by the National Director or National Executive Council

B) The Regional Director may:

- 1) Attend Local meetings and sit at Local Executive Council meetings. He may participate in such meetings but shall have no voting privileges.
- 2) Assist in and provide the resources and procedures for the organization of new Locals or the organization of new carriers within his region. The cost of providing the resources will be reimbursed to National.

- C) The National Executive Council shall decide the location of the Regional Director's office within each region. The maintenance of such offices and locations shall be approved by the National Executive Council and shall be paid by the National Treasurer.
- D) Each Regional Director may be assisted by two coordinators, one for each division, whose duties shall be as follows:
 - 1) **Airline Technical Division Coordinator** – shall assist the Regional Director in coordinating the activities of the Airline Technical Division Locals in his region. The Airline Technical Division Coordinator shall represent the interests of the Airline Technical Division Locals to the Regional Director.
 - 2) **Aviation Technical Division Coordinator** – shall assist the Regional Director in coordinating the activities of the Aviation Technical Division Locals in his region. The Aviation Division Coordinator shall represent the interests of the Aviation Technical Division Locals to the Regional Director.
- E) The utilization of the office of division coordinators shall commence in a given region at such time as the Regional Director and/or Locals of that given division feel a coordinator for the division would assist in furthering the goals of the Association. Initiating said office must be approved by the National Executive Council. Election of division coordinators will be conducted in accordance with the provisions for electing National Officers as outlined in this Constitution.

Section 11 – Industrial Safety Coordinator

- A) The Industrial Safety Coordinator shall:
 - 1) Carry out and be responsible for an industrial safety program to examine the causes of industrial accidents and the preventative measures necessary to improve the personal safety of the members of the Association
 - 2) Work closely with Local Safety Committees and may participate in Local safety tours
- B) The Local Safety Committees shall provide the Coordinator with such reports as are requested by him, and the Coordinator shall initiate safety programs that are national in scope.

Section 12 – Maintenance Standards Coordinator

- A) The Maintenance Standards Coordinator shall:
 - 1) Act as a liaison agent between the Federal Aviation Administration and the membership
 - 2) Keep a current and complete Federal Aviation Regulation library, the cost of which shall be borne by the National Association, and keep the membership informed of the proposed regulation changes that take effect that are pertinent to the work of the membership
 - 3) Maintain a technical library and provide guidance to members to obtain licenses
 - 4) Work to uphold the highest standards of aircraft maintenance
- B) Local Standards Chairmen shall provide the Coordinator with such reports as are required.

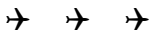
Section 13 – Airline Contract Administration Coordinator (ACAC)

- A) The utilization of a National representative position titled Airline Contract Administration Coordinator shall commence at such a time as a majority of affected Local Executive Councils submit petitions to the National Executive Council on behalf of their affected membership from a specific airline.
- B) Initiation of said office must be administered and petitions validated by the National Executive Council.
- C) There shall be no more than one position of Airline Contract Administration Coordinator at each represented airline.
- D) This position works under the direction and supervision of the Regional Director of the region where the airline's labor relations department responsible for contract administration is headquartered.
- E) The Regional Director will take direction from the affected airline's LECs and/or the Airline Representatives as to the Airline Contract Administration Coordinator's specific duties.
- F) Each Local within the affected airline will place one name on the ballot, and a runoff election will be conducted to determine the Airline Contract Administration Coordinator. The election will be administered in accordance with general election procedures for officers. The expense of such election will be paid for by the Locals and National in accordance with the dues allocation between the Locals and National, the Locals portion to be paid for on a pro rata basis.
- G) This position will be elected by a simple majority of the membership voting at the affected airline.

- H) The duties of this position will include AMFA contact person for the carrier concerning all contract related issues, processing of seniority protests above the Local level, chairperson of the Airline Representative meetings to discuss contract interpretation and implementation issues, and nonvoting member of the Contract Negotiating Committee.
- I) The salary for this position shall be equal to 115% of his current rate of pay (including all premiums). For airlines with represented memberships of less than 2000, the membership of the affected airline will determine the salary. The salary and expenses for this position are to be paid for by the Locals and the National in accordance with the dues allocation between the National and the Locals. The Locals' remaining share shall be paid on a pro rata basis of the represented members of the affected airline and administered by AMFA National.

Section 14 – Officer Reports

Each National Officer shall submit a written monthly report to all Locals in the Association. The report shall contain his activities and progress for the previous month. The reports shall be posted on the National Web site and linked from the Locals' Web sites.



Article VII

Nomination, Election, and Qualifications of National Officers

Section 1 – Qualifications

Only an active member or an active associate member for at least the previous two-year period, except for the first election, who is in good standing and is free of all assessments and fines to the National and Local may serve as a National Officer.

Section 2 – Nominations

- A) Nominations shall be called for at the quadrennial convention for the following officers: National Director, Assistant National Director, National Secretary, National Treasurer, National Safety and Standards Director, National Industrial Safety Coordinator, National Maintenance Standards Coordinator, Regional Directors, and Division Coordinators.
- B) All Locals shall have the right to place the name of any member in nomination. Upon the call for nominations from the chair, a roll-call vote of all Locals shall be held. When a Local receives the call, the names will be put in nomination.
- C) No Local delegation shall be entitled to nominate more than one candidate for each office. A Local shall nominate a candidate for Regional Director and Division Coordinator only for the region in which the Local is located.
- D) For the purpose of nominations, the delegates from each Local shall vote as a block, per dictates of the Local membership. If no such mandate is made by the Local membership, the delegates shall be empowered to place in nomination and/or second

the nomination of any candidate so decided by the majority of the delegates. In the event a majority vote of said delegates cannot be obtained, no name shall be submitted nor any second made.

Section 3 – Notification of Nominee

- A) The National Secretary shall, upon completion of the nominations, notify all nominees and the respective Local Secretaries of the results of such nominations. Nominees shall be notified by certified mail.
- B) All nominees shall, within ten days after receipt of notification, inform the National Secretary and the Local Secretary by mail of their acceptance or refusal of the nomination. Enclosed with the acceptance shall be a statement from the nominee's Local Secretary stating that the nominee is duly qualified for office under the provisions of this Constitution.

Section 4 – Publication of Candidates

- A) The National Secretary shall cause to be printed in the next issue of the national newsletter the complete tabulation of the nominees and candidates.
- B) The National Secretary shall post and notify all Locals in writing of the names of all candidates nominated for office within ten days after the close of acceptance of nominations.

Section 5 – Balloting

- A) Upon compliance with the foregoing provisions, the National Secretary shall prepare the ballot and have printed thereon the names of all the candidates with the Local number of which the respective candidates are members.

- B) Ballots shall be arranged so that voters may indicate their choice by marking an “X” opposite the names of those for whom they wish to record their vote. Choices will be made in accordance with paragraph (H) of this section. The rest of the ballot shall remain unidentifiable.
- C) The ballot shall be affixed with the Association emblem, and no other ballot shall be used.
- D) Electronic and telephone voting may be used.
- E) The National Secretary shall supply each member in good standing with a ballot before July First (1st) of the election year. Only members in good standing shall be allowed to vote in any election.
- F) The National Secretary shall provide a secure means for all eligible voters to cast their vote, ensuring that voter secrecy is maintained.
- G) The National Secretary shall provide each Local Secretary a duplicate tally sheet within one week of the election.
- H) Only one choice for each office shall be indicated, and no write-in or proxy vote shall be allowed. Any ballot not conforming to the provisions as outlined in this article shall not be tabulated.
- I) A notification of the time of the election shall be mailed to the last known home address of all members, not less than fifteen days prior to the election, and shall be in conformance with the LMRDA.

Section 6 – Tellers

Before July of the election year, each candidate for the highest office being elected in which there are two or more candidates shall select a teller for the election. The tellers thus selected shall employ a Certified Public Accountant from the city in which the National Associa-

tion is located to act as chairman of tellers. The tellers shall be compensated for their time and travel as outlined in this Constitution. The Certified Public Accountant shall be paid with National funds.

Section 7 – Counting Ballots

On the second Monday of September of the election year, the election tellers, together with the Certified Public Accountant (all must be present), shall meet at the location of the controlled U.S. Post Office box and, upon proper identification, demand all contents. The tellers shall have full charge of counting the votes and have the power to adopt rules to govern their work, hear complaints, and render decisions in accordance with this Constitution. The tellers shall count and tabulate the ballots and render a report containing a detailed statement of the ballots cast for each candidate. The report shall also show all contested votes and all irregular ballots. This said report shall be published in its entirety in the next issue of the national newsletter.

Section 8 – Election

The candidate receiving the highest number of votes for each office shall be declared duly elected by the tellers. All respective records and ballots shall be retained by the National Secretary for a period of one year.

Section 9 – Tie Vote

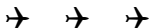
In cases when candidates for any office receive an equal number of votes, their names shall be resubmitted to the membership for balloting in accordance with all the provisions of this article, and such procedure shall be continued until one of the candidates shall receive a greater number of votes. If a candidate is not elected to an office, the incumbent shall retain the office until the successor is elected.

Section 10 – Protests

Any member in good standing may protest the election of any officer by filing in writing a notice of his protest specifying the reasons therefore, each element of which must be separately stated, with the National Director within ten days of the announcement of the election results. The National Executive Council shall decide by majority vote on the validity of any protest. Any current National Executive Council member who ran for the contested position shall abstain from voting. In the event of a tie, the National Director's vote shall decide, unless it is the National Director office in dispute. In such a case the deciding vote shall fall to the Assistant National Director. If the National Executive Council decides the protest is valid, a new election will be held for the position protested. If the National Executive Council decides the protest is invalid, the election shall be upheld. Pending a decision of the National Executive Council, the incumbent shall retain the office protested. The decision of the National Executive Council shall be final and binding.

Section 11 – Labor Management Reporting and Disclosure Act of 1959, as Amended

It is the intention of this Association that all election procedures contained in this Constitution meet or exceed the requirements of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), as amended. In any case where the procedures contained in this Constitution are found to be in violation, then the LMRDA procedures will be used and the Constitution will be amended at the next National Convention to reflect the change.



Article VIII

Filling Vacancies in National Offices

Section 1 — Appointment

The National Director, with approval of the National Executive Council, shall fill by appointment any vacancy of a National office within thirty days of said vacancy. Such appointment shall be valid until the next convention or until a special election is completed. A special election will be called if more than eighteen months remain in the term. The appointee must be eligible to hold office as required in this Constitution.

Section 2 – National Director Vacancy

In the event of the simultaneous vacancies of the National Director and Assistant National Director, such offices shall be filled through appointment by the National Executive Council. Such appointment shall be valid until the next convention or until a special election is completed. A special election will be called if more than eighteen months remain in the term. The appointee must be eligible to hold office as required in this Constitution.



Article IX

National Executive Council

Section 1 – Composition

The National Executive Council shall consist of the National Director, Assistant National Director, National Secretary, National Treasurer, National Safety and Standards Director, and three Regional Directors.

Section 2 – Meetings

- A) Regular Meeting – The Council shall convene monthly.
- B) Special Meeting – Special meetings shall be held at the call of the National Director or upon a majority vote of the National Executive Council.
- C) Quorum – A quorum of the National Executive Council shall be a simple majority of the National Executive Council members then in office.
- D) The National Director shall preside over National Executive Council meetings.
- E) The National Secretary shall record the proceedings of all meetings. The National Secretary shall cause such recordings to be sent to all Locals within fourteen days after any meeting and shall notify all interested parties within three business days of any decision of the National Executive Council that affects such parties.
- F) All members of the Executive Council shall have equal vote except for the National Director, who shall abstain from voting except where needed to break a tie.

Section 3 – Powers and Duties

- A) The National Executive Council shall be the governing body of the Association between conventions and shall have all executive and judicial powers of the National Association.
- B) The National Executive Council shall have the power to require reports from Local officers.
- C) The National Executive Council may suspend a Local in accordance with the provisions of this Constitution.
- D) The National Executive Council may suspend Local officers for violations of the Constitution pending final disposition of any charges. Any such order suspending an officer shall operate only to suspend the right of such person to occupy his office or position or perform any of the functions thereof, but all other membership rights of such officer or representative shall remain unaffected unless and until he has been served with charges and found guilty in accordance with procedures set forth in this Constitution.
- E) The National Executive Council shall have the power to authorize the National Director to buy, lease, or rent properties and equipment in the name of the Association and dispose of such property or equipment as required for the operation of the Association. The Council shall have full control of all assets of the National Association and shall be responsible for ensuring that such assets are not being loaned or appropriated for any other than the legitimate purposes of the Association. All purchases and/or leases made on behalf of the Association shall represent the best value for the service/product provided. In the event the quality of service/product

is determined to be equal, then lowest price will prevail.

- F) The National Executive Council shall establish and maintain an Internet Web site for the dissemination of information to the members and to provide information about the Association to prospective members.
- G) The National Executive Council shall have the authority to establish a Regional Director position in either Canada or Mexico, or both, should the need arise.
- H) The National Executive Council shall publish, on a quarterly basis, a newsletter that shall be the official newsletter of the National Association. The newsletter may be distributed in accordance with NEC policy.
- I) The National shall organize and establish a uniform training curriculum for officers and representatives. The cost of any curriculum developed by the National shall be borne by the National. The cost of any curriculum developed by the Local shall be borne by the Local. However the National may assist the Local with the establishment of a training curriculum and with the associated cost for developing such a curriculum. The NEC shall be assigned to oversee this educational program.
- J) It shall be the responsibility of the NEC to provide a yearly survey to all AMFA members in good standing, including questions regarding the performance of the officers and the leadership, as well as questions to gain pertinent information in order to guide the AMFA leadership for the future.

Section 4 – Attendance Requirements

Any member of the National Executive Council missing three consecutive regular meetings of the Council or fifty percent (50%) of the Council meetings in any calendar year and not incapacitated due to personal emergency or medical reasons, or not on official Association business, shall have his seat declared vacant by the National Director, and such seat shall be filled as outlined in this Constitution.

Section 5 – Minutes

All National Executive Council meeting minutes may be viewed by any member at his respective Local; however, no copy of the National Executive Council meeting minutes may be made by the Local for distribution or by a member without the expressed written approval of the National Director or the National Executive Council.



Article X
**Outside Firms Hired for Legal
or Administrative Duties**

Section 1 – Oversight

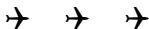
The National Executive Council shall be responsible to the membership for outside firms employed by the National Association for legal or administrative functions at the National level.

Section 2 – Purpose of Outside Firms

The purpose of employing outside firms is to assist and advise the officers of the National Association in the performance of their duties. It is not permissible that outside firms or employees of outside firms should formulate policy or decide issues, actions that are the responsibilities of the members of the National Executive Council.

Section 3 – Contracts with Outside Firms

Contracts with outside firms will not exceed four years in duration and will contain provisions for the early termination of such contracts. Copies of such contracts will be provided by the National Secretary to the Locals.



Article XI

Referendum

Section 1 – Referendum Authority

The National Executive Council by majority vote or the National Director on his own initiative may put before the membership a referendum on any matter they so desire.

Section 2 – Enactment

Once a referendum is voted upon, the National Director and/or the National Executive Council shall abide by the majority vote on said referendum.

Section 3 – Balloting

The National Secretary shall provide a secure means for all eligible voters to cast their vote, ensuring that voter secrecy is maintained. The National Secretary shall provide each Local Secretary a duplicate tally sheet within one week of the election. All costs will be borne by the National.



Article XII

National Convention

Section 1 – Regular Meetings

On the first Monday during the month of May of every fourth year, commencing from the last regular convention, a National Convention shall be held in a location and city selected by the National Convention delegates in numerical progression by region. Notice of such convention shall be given to each Local by the National Secretary not later than the first day of August of the year preceding the convention.

Section 2 – Special Meetings

- A) In case of an emergency, the National Executive Council may, on its own initiative, or having an endorsement of at least fifteen percent (15%) of all Locals, submit a call for a Special Convention. It shall convene at such a date as most practical to meet the emergency.
- B) No more than one National Convention shall be held in any calendar year without approval of at least fifty percent (50%) of all Locals in good standing.

Section 3 – Powers and Duties of the National Convention

The purpose of the National Convention shall be to:

- A) Submit for approval of the Local delegates all changes, revisions, and amendments to the Constitution of the Association
- B) Nominate candidates for National Office

Section 4 – Representation at Convention

Each Local in good standing and free of delinquency of any nature to the National within ninety days prior to the opening date of such convention shall be entitled to be represented by one delegate. Locals having more than 250 active and active associate members shall be apportioned as follows:

| <u>Members</u> | <u>Additional Delegates</u> |
|--------------------|---------------------------------|
| 251 – 500 ----- | one |
| 501 – 800 ----- | two |
| 801 – 1200 ----- | three |
| 1201 – 1700 ----- | four |
| 1701 – 2300 ----- | five |
| 2301 – 3000 ----- | six |
| 3001 – 3800 ----- | seven |
| 3801 – 4700 ----- | eight |
| 4701 – 5700 ----- | nine |
| 5701 – 6800 ----- | ten |
| 6801 – 8000 ----- | eleven |
| 8001 – 9300 ----- | twelve |
| 9301 – 10700 ----- | thirteen |

Each Local of more than 250 members represented at the convention by a delegate shall be entitled to one vote for each delegate. The number of delegates and votes to which each Local is entitled shall be computed upon the total membership of said Local as of the first day of January of the convention year.

Any Local, at the recommendation of the LEC, may set aside any number of seats it sees fit to accommodate the needs of its members to be represented at the National Convention. Appropriate consideration shall include smaller airlines or departments. Any such plan

would be subject to the prior approval of the NEC, which would consult with Legal and the Department of Labor.

Section 5 – Qualifications for Delegates

Delegates to the National Convention shall have been in good standing in the Local from which elected for one year prior to their election (this qualification does not apply to Locals chartered less than one year) and free from delinquencies of any nature, and have been an active member of the Association for one year prior to the opening date of the convention. A National officer or member of the National Executive Council shall not be entitled to serve as a delegate to a convention.

Section 6 – Selection of Delegates

- A) Upon notification from the National Secretary of such convention, the Locals shall call for an election of delegates and, immediately thereafter, the Local Secretary shall forward the names, addresses, and card numbers of all delegates and alternate delegates to the National Secretary.
- B) Such elections shall take place within ninety days of notification.
- C) Locals organized 120 days prior to the opening date of the convention may elect delegates and alternate delegates. Locals that receive their charter after said 120 days shall be entitled to representation by one delegate as outlined in Section 4 of this article. Representation by additional delegates based on membership shall not apply. If due to time constraints the newly chartered Local is not able to elect a delegate in the prescribed manner, the Local may petition the National Director to assign a delegate to represent the Local. The National Executive Council will choose from members of the new Local.

Section 7 – Pre-convention Mailings

The National Secretary shall prepare and forward a complete list of all elected delegates and alternate delegates along with their Local numbers to all Locals thirty days prior to the opening of the convention. He shall also mail to each delegate a copy of the officer's report so that it will be in the hands of the delegates at least ten days prior to the opening of the convention.

Section 8 – Expenses

The transportation of one delegate from each Local that has been in good standing with the National for one year prior to the opening date of the convention, who is accepted and seated as a delegate (except in Locals less than one year old for which the time will be waived), shall be paid by the National upon presentation of the bill by the Local in an amount equal to the cost of the round trip fare.

Section 9 – Rules Committee

- A) There shall be a Rules Committee consisting of up to five members of whom no more than one member can be selected from any one airline or the active associate membership.
- B) The Rules Committee may be selected by the outgoing delegates at the National Convention. If the Rules Committee has not been selected or a vacancy occurs, the National Executive Council shall fill the vacancy or vacancies by written appointment not later than one-hundred twenty days prior to the opening date of the next convention.
- C) The purpose of the Rules Committee shall be to consider proposed changes to this Constitution.

- D) The Rules Committee shall be called in by the National Director not later than seven days before the convention convenes to consider proposals that may come properly before the convention.
- E) The Committee shall rule on all constitutional proposals and shall reject any that are not in conformance with the constitutional guidelines as specified by Article XXV, Section 4.
- F) The Rules Committee shall report its findings as soon as possible to the National Secretary.
- G) For faithful performance of their duties, each Rules Committee member shall receive a per diem in accordance with the applicable city chart as published by the IRS for that year, plus single occupancy lodging, actual transportation costs, and actual lost time from his employment. The expense of the Rules Committee shall be borne by the National.

Section 10 – Other Committees

Committees necessary for conducting business of the convention not provided for may be appointed by the National Executive Council with the approval of the convention.

Section 11 – Minutes

The National Secretary shall keep minutes of the convention and shall publish in the national newsletter all adopted amendments to the Constitution, along with the minutes found to be of importance to the membership at large. A complete text of the convention, and/or electronic version of this document when available, shall be mailed to each Local within sixty days after the close of said convention.

Section 12 – Presiding Officer and Parliamentarian

A parliamentarian selected by the National Executive Council shall preside at all National Conventions. A parliamentarian will also be chosen to assist the Chair. Their expenses shall be covered by National.



Article XIII

Joint Advisory Council

Section 1 – Composition

The following Association leadership groups shall form a Joint Advisory Council:

- National Executive Council
- Local Presidents
- Airline Contract Administration Coordinators – For airlines without a formal ACAC position, the airline specific Airline Representatives may select an Airline Representative to represent them.

Section 2 – Purpose

The purpose of this meeting shall be to:

- A) Discuss issues of mutual interest
- B) Provide direction to the National Executive Council in pursuing the objectives and goals of the Association

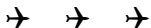
Section 3 – Decisions

Any National policy issues and resolutions receiving a two-thirds affirmative vote of members of the Joint Advisory Council shall be deemed the collective will of the Association and be given full consideration as the National Executive Council exercises their constitutional authority.

Section 4 – Meetings

Meetings shall take place on the second Tuesday of the second month of each quarter, or as close as possible to that date, in a location to be determined by the preceding Joint Advisory Council meeting. The National Executive Council may add additional consecutive days

as needed. All costs of Local representatives to attend said meetings will be borne on a pro rata basis by the Locals.



Article XIV

National Finances

Section 1 – Control Over Assets

The National Executive Council shall have full control over all assets and monies of the National Association. The National Executive Council shall approve all budgets, contracts, and sales or purchases and leases of all properties of the National Association.

Section 2 – Depositing Funds

The National Treasurer shall deposit all funds received in such bank or depository as approved by the National Executive Council. All checks, drafts, or orders for withdrawal or transfers of monies shall be signed by the National Treasurer and countersigned by the National Director. In the absence of the National Director and/or the National Treasurer, the senior ranking National Executive Council members may act as signators.

Section 3 – Fiscal Year

The Fiscal Year of the Association shall commence on the first day of January and expire on the thirty-first day of December of the same year.

Section 4 – Strike Fund

The National Executive Council shall direct the National Treasurer to deposit an amount up to two dollars (\$2.00) per member per month of National's existing per capita dues into a special fund with the maximum amount of \$1,000,000. This fund shall be a strike fund and shall be used for no other purpose, unless approved by a 60% vote of the votes cast by the active membership. If the fund drops below \$1,000,000 and any members of the Association are on strike authorized pursuant to this Constitution, an assessment of five dollars (\$5.00) per month

per non-striking member shall be levied against each Local until such time as the fund reaches the maximum or the strike is terminated.

Section 5 – Aircraft Accident Investigation Fund

- A) Beginning in December of 2000 the National Executive Council shall direct the National Treasurer to deposit an amount, to be determined by the National Executive Council, per member per month of National's existing per capita tax into a special fund that shall be used for aircraft accident investigations.
- B) The fund shall have a maximum allowable balance of \$2,000,000.00 and may be used for the purpose of ensuring our crash teams and coordinators are trained and qualified to represent the membership in incident and accident investigations.
- C) Once the maximum balance is reached, the National Treasurer shall discontinue the regular deposits until such time as the balance drops below its maximum.
- D) Any interest or premium income derived from the fund, in excess of the maximum balance, shall be withdrawn monthly and deposited into the General Fund.
- E) The AMFA National Safety and Standards Director will appoint and assist a Local representative from the airline that had the crash to be coordinator after filing for party status with the NTSB. The coordinator must have access to qualified members for assignment to the various teams making up NTSB crash investigations.

- F) All expenses incurred (hotels, communications, travel, meals, transportation, and wages) will be paid out of the fund.

Section 6 – Local Treasurer Responsibility

- A) Each Local Treasurer shall submit a list of members with the appropriate monies due to the National Treasurer on or before the tenth (10th) of each month.
- B) In the event of dues check-off being made by an employer, with such dues being paid to the National Treasurer, the Local Treasurer shall submit the aforementioned list with the members who have their dues paid by check-off so indicated and a bill for the amount due to the Local.
- C) Variations to this section may be approved by the National Treasurer to facilitate working agreements with AMFA employers.

Section 7 – National Treasurer Responsibility

- A) The National Treasurer shall, with the approval of the National Executive Council, arrange with a bonding company for the bonding of such officers and employees as required by law.
- B) The amount of the bond shall be set by the National Executive Council but shall in no case be less than required by the law.
- C) The cost of such bonding shall be paid by the National Association.

Section 8 – National Expense Allowance

- A) Expenses incurred by an officer, representative, or member while on National Association business as authorized by the National Director or the National Executive Council shall be advanced or reimbursed

by the National Treasurer. Allowable expenses shall include transportation and any pay for work actually lost, computed in accordance with the applicable agreement.

- B) Expenses for meals shall be in accordance with the applicable city chart as published by the IRS for that year, plus single occupancy lodging.
- C) Expense reports shall be submitted to the National Treasurer by the first of every month.

Section 9 – National Officer Salary

- A) The salaries of full-time National officers shall be based on percentages of the AMFA represented aircraft technicians’ average salaries (including all applicable premiums) as follows:

Less than 7,500 Dues Paying Active Members

| | |
|---|-------|
| National Director ----- | 150% |
| Assistant National Director ----- | 135% |
| National Secretary ----- | 130% |
| National Treasurer ----- | 130% |
| National Secretary/Treasurer ----- | 135% |
| Safety & Standards Director ----- | 130% |
| Regional Directors ----- | 125% |
| Industrial Safety Coordinator ----- | 100%* |
| Maintenance Standards Coordinator ----- | 100%* |
| Division Coordinator ----- | 100%* |
| Ass’t Secretary and/or Treasurer ----- | 100%* |

7,500 to 15,000 Dues Paying Active Members

| | |
|------------------------------------|------|
| National Director ----- | 160% |
| Assistant National Director ----- | 145% |
| National Secretary ----- | 140% |
| National Treasurer ----- | 140% |
| National Secretary/Treasurer ----- | 145% |
| Safety & Standards Director ----- | 140% |

| | |
|---|-------|
| Regional Directors ----- | 135% |
| Industrial Safety Coordinator ----- | 100%* |
| Maintenance Standards Coordinator ----- | 100%* |
| Division Coordinator ----- | 100%* |
| Ass't Secretary and/or Treasurer ----- | 100%* |

15,000 and Over Dues Paying Active Members

| | |
|---|-------|
| National Director ----- | 170% |
| Assistant National Director ----- | 155% |
| National Secretary ----- | 150% |
| National Treasurer ----- | 150% |
| Safety & Standards Director ----- | 150% |
| Regional Directors ----- | 145% |
| Industrial Safety Coordinator ----- | 100%* |
| Maintenance Standards Coordinator ----- | 100%* |
| Division Coordinator ----- | 100%* |
| Ass't Secretary and/or Treasurer ----- | 100%* |

*100% or current company rate of pay, whichever is higher

- B) National officers will be paid in twenty-four (24) equal payments. These payments will come from the National office on the 15th and final business day of each month.
- C) Salaries will be computed semiannually on December 31st and June 30th for the succeeding pay period.
- D) The Association will pay the premium of health, welfare, and pension benefits of full time National officers in an amount enjoyed by the membership represented by the Association.
- E) Full time officers shall be allowed the same vacation benefits as they would contractually enjoy by the air carrier of their employment.
- F) Officers and Representatives will be entitled to only one salary from AMFA, regardless of position or responsibilities held.

Section 10 – Part-Time Officers

- A) Until such time as the National Executive Council installs all the National officers on a full-time basis, officers on part-time status shall be paid the percentage as outlined in Section 9 of this article multiplied by the hours worked.
- B) The work schedule of part-time officers shall be drawn up by the National Director and approved by the National Executive Council.
- C) Part-time officers shall be paid for travel time at the percentage as outlined in Section 9 of this article multiplied by hours of travel. Travel time will be from one hour before departure to one hour after arrival if travel requires flight.
- D) Part-time officers shall be reimbursed for all vacation time used fulfilling their duties, as authorized by the National Director, at the same rate of pay that they receive from the carrier of their employment.
- E) The maximum part-time pay to be paid to any National officer shall be the amount of the maximum social security base for computing taxes and benefits.

Section 11 – Quarterly Budget

Every three months each Regional Director shall submit to the National Treasurer a budget for operating expenses for his office. Upon approval of the National Executive Council, the National Treasurer shall execute payment of each budget.

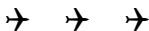
Section 12 – Quarterly Financial Statement

The National Treasurer shall cause a detailed quarterly financial report to be sent to each Local each quarter, which will be made available to the Local members.

Each member of the National Executive Council shall also receive said report.

Section 13 – Special Dispensation

The National Executive Council shall have the authority to grant special dispensation of the per capita tax and may grant subsidies to a Local that, through organizational functions, finds itself in financial instability. Such dispensation and subsidies shall be granted on a uniform and nondiscriminatory basis. A Local requesting special dispensation must agree to allow the NEC's approval of all expenditures until such time as special dispensation is discontinued.



Article XV

Recall of National Officers

Section 1 – Local Recall Petition

- A) Any Local may initiate a petition for the recall of any National officer, National representative, or Airline Representative/Negotiator, as outlined in paragraph (B), whose view or actions, in the opinion of the Local, are contrary to the goals of the Association. The petition shall contain specific charges against the officer or representative and shall require the endorsement affixed to the petition of twenty-five percent (25%) of the Locals in good standing. In the case of a Regional Director, the petition shall require a twenty-five percent (25%) endorsement of the Locals within the region. In the case of Division Coordinators, the petition shall require twenty-five percent (25%) endorsement of that Division's Locals within the region. In the case of Airline Contract Administration Coordinators, the petition shall require twenty-five percent (25%) endorsement of the Locals containing members from the affected airline.
- B) Special case regarding recall of Airline Representatives/Negotiators who are performing collective bargaining negotiating duty:
- 1) The affected membership of any Local may initiate a petition for the recall of any Airline Representative/Negotiator from collective bargaining negotiation duties when, in the opinion of the Local initiating the petition, that Airline Representative/Negotiator's views or actions are contrary to the affected membership's goals and objectives regarding the negotiations.

- 2) The petition shall contain specific charges against the Airline Representative/Negotiator and shall require an endorsement affixed to the petition of fifty percent (50%) of the Locals in good standing that represent members affected by the negotiations. For the purposes of either initiating or endorsing a recall petition, a Local will be required to affix the signatures of greater than fifty percent (50%) of its affected membership. For the purposes of this paragraph (B) only, the terms “affected membership” and “members affected by the negotiations” are defined as employees of a particular carrier who will be directly affected by, and subject to, the current negotiations and the collective bargaining agreement arising out of the current negotiations between that particular carrier and AMFA.
- 3) This provision (Article XV, Section 1(B)) shall be applied only to the recall of an Airline Representative/Negotiator from collective bargaining agreement negotiations. It is not intended to usurp the power of individual Locals in the recall of Local officers (including Airline Representatives) under Article XXI. Additionally, it is not the intent of this paragraph (B) to remove the recalled Airline Representative/Negotiator from his office. Rather, it is merely intended to remove the Airline Representative/Negotiator from contract negotiation duties. The Local, at its discretion, may retain or remove the Airline Representative/Negotiator to affect its desired purposes.
- 4) If an Airline Representative/Negotiator is recalled from his duties as a contract negotiator under this provision and he was elected from

a Local where more than thirty-five percent (35%) of the Local's membership is from the airline affected by the negotiations, it will be the responsibility of the recalled Airline Representative/Negotiator's Local to replace him at the negotiations.

- 5) If an Airline Representative/Negotiator is recalled from his duties as a contract negotiator under Section 1(B) of this article, and they were elected by the combination of Locals within a region where thirty-five percent (35%) or less of each Local's membership is from the airline affected by the negotiations, then the Airline Representative/Negotiator with the next highest vote count in that election will replace him at the negotiating table.
- 6) Section 2 of this article does not apply to the removal of Airline Representatives/Negotiators who are performing collective bargaining negotiating duty.
- 7) Sections 3, 4, 5 and 6 of this article do apply to the removal of Airline Representatives/Negotiators who are performing collective bargaining negotiating duty.
- 8) The voters referred to in Section 4 of this article, when dealing with the removal of Airline Representatives/Negotiators who are performing collective bargaining negotiating duty, are defined as employees of a particular carrier who will be directly affected by, and subject to, the current negotiations and the collective bargaining agreement arising out of the current negotiations between that particular carrier and AMFA.

Section 2 – National Recall Petition

- A) The National Executive Council may seek the recall of any National officer by a majority vote of its members calling for a recall petition.
- B) Specific charges shall be drawn up and signed by the members of the Council seeking recall and presented to the National Secretary.
- C) In the event it is the National Secretary whose recall is sought, the charges shall be presented to the National Director.

Section 3 – Recall Notification

- A) Upon receipt of the recall petition, the National Secretary shall immediately furnish the officer whose recall is sought with a correct copy of the petition, including the Locals or the members of the National Executive Council endorsing the petition.
- B) Within fourteen days of the receipt of the copy of such petition, the officer shall file a written statement of defense with the National Secretary or will be deemed to have resigned.

Section 4 – Local Notification

- A) The National Secretary shall within thirty days send to all Locals copies of the recall petition and the defense statement together with a call for a referendum for the recall or retention of said officers.
- B) Only active and active associate members in good standing shall be allowed to vote in such referendum.
- C) When the recall involves a Regional Director or Division Coordinator, only the members in the affected region shall participate in the referendum.

- D) When the recall involves an Airline Contract Administration Coordinator, only those members from the affected airline shall participate in the referendum.

Section 5 – Recall Vacancy

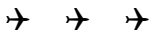
- A) Upon tabulation of the vote, if the membership calls for the recall of an officer by majority vote, the officer whose recall is sought shall be removed from office immediately.
- B) The office shall be declared vacant and the vacancy shall be filled as outlined in this Constitution.
- C) In the event a recalled officer is the National Director, the Assistant National Director shall assume the National Director's office and the Assistant National Director's office shall be declared vacant.

Section 6 – Recall Rejection

Upon tabulation of the vote, if the majority of the membership votes against recall of the officer whose recall was sought, he shall retain his office.

Section 7 – Removal of Assistant

The National Executive Council by majority vote, or the Secretary/Treasurer, may remove the Assistant Secretary/Treasurer from his position after notification of intent to do so to the affected parties.



Article XVI

Local Charters

Section 1 – Division Application

All sections of this article shall apply to Airline Technical Division Locals and Aviation Technical Division Locals.

Section 2 – Application for Charter

In localities where there are a sufficient number (to be determined by the National Executive Council) of aircraft technicians and/or ground support personnel, as defined in this Constitution, who qualify for membership in the Association, a Local may be organized and apply for charter under the Constitution of this Association.

Section 3 – Local Jurisdiction

- A) The establishment of Local jurisdiction resides solely with the National Executive Council.
- B) To better facilitate the representation of members, the National Executive Council may assign members from a city where a Local has jurisdiction to a Local in another city.

Section 4 – Multi-airline Local

- A) Locals may be made up of members from more than one airline.
- B) With the exception of the Airline Representative and any other airline specific position, any member of a Local who meets the qualifications as stated in this Constitution may hold office within the Local regardless of employer.
- C) Each airline within a Local will elect its own Airline Representative.

- D) When issues arise that affect the members of only one airline within a Local, whether in membership meetings, contract negotiations, or otherwise, only those members from that airline shall be allowed to vote upon the issue.

Section 5 – Application Submission

All applications for charters shall be presented to the National Director along with all initiation fees and dues, plus a copy of the bylaws of the proposed Local. Upon approval of the application and the bylaws by the National Executive Council, the National Director shall issue a charter.

Section 6 – Application Approval

Upon approval of a charter by the National Executive Council, the Local shall, within two months of receiving the charter, call for election of all officers as provided for in this Constitution.

Section 7 – Local Minimum Numbers

A Local shall consist of not less than 250 members in a locality who are actively engaged in aircraft maintenance and/or ground support for any certificated commercial air carrier, and/or general aviation operator. If due to transfer, resignation, relocation of work or any other reason a Local ceases to represent at least 150 members, it shall forfeit its charter.

Section 8 – Loss of Charter

- A) In the event a Local loses its charter, or if there are an insufficient number of members to qualify for a Local, as described in this article, the members shall be placed under the jurisdiction of the most convenient Local.

- B) If a Local is dissolved in accordance with the provisions of this article, the affected members of the Local may petition the National Executive Council to assign those members to the Local jurisdiction of their choosing after approval by a secret ballot majority vote of the affected members. The NEC shall be responsible for the election.

Section 9 – Local Debt

After resolving all debts, all monies belonging to the dissolved Local shall remain in the dissolved Local until distributed to the members' assigned Local in accordance with the provisions of this article.

Section 10 – Dissolved Local Funds

- A) The National Director shall take charge of all funds and properties belonging to the Local that has lost its charter through revocation, lapsing, expulsion, or disbanding. All such funds and property shall be held "intact" by him for a period of one year following the payment of all outstanding debts.
- B) If within that one-year period application for a charter is made by the members in good standing in that locality, as described in this article, the National Director may, with approval of the National Executive Council, reissue a charter and return all funds and property thereto.
- C) In the event such charter is not applied for within this one-year period, all funds and monies will be distributed on a prorated basis to the members' newly assigned Local(s).

Section 11 – Local Charter Revocation

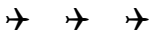
A Local shall be subject to revocation or expulsion for any of the following actions or omissions:

- Failure to perform duties as provided in this Constitution
- Violation of any provisions of this Constitution
- Insubordination with respect to valid orders or directives of officers and/or convention of the National Association
- Circulation of libelous or slanderous statements concerning any officers or members of this Association
- Failure to otherwise carry out the legitimate objectives of this Association

Section 12 – Local Suspension

- A) The National Executive Council may, pending final disposition of charges, suspend a Local for any of the actions or omissions listed in Section 11 of this article.
- B) The suspension order shall be sent by registered mail to such Local together with a full statement of the charges upon which suspension is predicated.
- C) During the suspension of a Local pending the disposition of the charges, the Local and Local funds shall be under the supervision of either the National Director or the Regional Director within that region and the National Treasurer.
- D) During such period of suspension, the Local shall function only in those capacities that serve the best interests of its membership.
- E) Locals under suspension shall not be entitled to send delegates to the convention, but shall otherwise participate in elections during the period of suspension.

- F) A hearing shall be held before the National Executive Council within thirty days of any suspension, at which time the Local can present its defense.
- G) The decision of the National Executive Council shall be final and binding.



Article XVII

Local Governance

Section 1 – Division Applicability

All sections of this article shall apply to the Airline Technical Division Locals and Aviation Technical Division Locals.

Section 2 – Local Bylaws

- A) Each Local may adopt its own bylaws, providing that such bylaws are not contrary to the provisions of this Constitution. All Local bylaws and proposed amendments to bylaws shall be submitted to the National Executive Council for approval before being adopted.
- B) The National Director, upon approval of such bylaws and/or amendments, shall state the date such bylaws and/or amendments shall take effect.
- C) Parliamentary law and rules shall govern the conduct of all meetings at all times as so stipulated in this Constitution, and no other rules shall apply.
- D) Special Rules of Order that apply to all meetings are adopted by the National and are included as part of this Constitution as Appendix IV.

Section 3 – Local Executive Council

- A) Each Local shall establish and maintain a Local Executive Council that shall consist of President, Vice President, Secretary, Treasurer (or a Secretary/Treasurer), and a Safety and Standards Chairman, plus two additional officer-at-large positions that may be made available through Local bylaws. In no event shall the Local Executive Council have more

than nine persons or fewer than five persons, or four if the Secretary/Treasurer position is combined.

- B) The Local Executive Council of each Local shall execute and cause to be filed all financial and other reports on behalf of the Local that may be required by civil law to be prepared and signed by all members of the Local Executive Council. This Council shall also make available the information contained in such reports to the membership of their Local in such form and manner as shall constitute compliance with legal requirements.
- C) Two-thirds (2/3) of the members of the Local Executive Council shall constitute a quorum. The Council shall meet not less than once a month and shall act as governing board for the Local between meetings.
- D) The Local Executive Council shall make arrangements to keep the membership informed of all the latest developments within the Association.
- E) The Local Executive Council shall be the final say as to the disposition of a grievance when a dispute arises within the guidelines of Article XXIII, Section 10.
- F) Upon request of any member in good standing, the Local Executive Council will make available a minimum of two additional seats at the Local Executive Council meeting. The member or members occupying such seats will conduct themselves in an orderly manner and shall be removed from the room if found to be disorderly by the chairman. They shall be allowed the right to question and discuss all matters opened for debate by the Council. Such member or members will not have a vote.

- G) In the event that more than two members submit requests for seats as described in paragraph (F) of this section, the seats will be assigned to the members in the order that the requests were received, with requests from members who have attended a Local Executive Council meeting in the last three months being bypassed. If space permits, the Local president may make more seats available.

Section 4 – Local Seal

- A) Locals shall procure a seal from the National Secretary, which seal shall be made in accordance with the design adopted by the National Association. The Local seal shall remain in the custody of the Local Secretary, and no paper, document, or communication issued by the Local shall be valid unless it bears the impression of said seal. Electronic documents shall have electronic validation placed on them.
- B) Any officers or members of a Local who use this seal without permission of the Local shall be fined, suspended, or expelled at the discretion of the Local of which they are members, after charges and a hearing in accordance with the appropriate provisions of Article XXII.

Section 5 – Local Meetings

- A) Each Local shall hold no less than one membership meeting every quarter. Local bylaws shall specify the number of regularly scheduled meetings to be held during each quarterly period. Meetings shall be scheduled as to provide all members equal opportunity to attend. A Local may, if it holds monthly meetings, rotate the business meeting monthly to accommodate the membership.

- B) Each Local shall through its bylaws determine the number of members that will constitute a quorum by the minimum requirements as follows:

For Locals with:

| | | |
|------------------------|---|------------------|
| less than 250 members | – | not less than 3 |
| more than 500 members | – | not less than 5 |
| more than 750 members | – | not less than 7 |
| more than 1000 members | – | not less than 10 |
| more than 1250 members | – | not less than 13 |
| more than 1500 members | – | not less than 15 |
| more than 1750 members | – | not less than 17 |
| more than 2000 members | – | not less than 20 |

- C) Special meetings may be called by the President with approval of the Local Executive Council, or by written request of fifteen percent (15%) of the membership. In Locals having fewer than 150 members, no fewer than ten members shall be able to request such meeting.
- D) Whenever the membership has met the numerical requirements of the Constitution for a special meeting and has presented the petition to the President, he shall take immediate action to notify the membership of the meeting. The meeting shall start no earlier than twenty-four hours after the notification has been given and no later than seven calendar days after the President has received the petition. Such notice shall be posted on all Association bulletin boards, or by other means that will be effective. The notice of such meeting shall contain the purpose for such meeting. Discussion and action at that meeting shall be confined to the subject for which the meeting was called.
- E) The order of business for each Local meeting shall be as follows:

1. Pledge to the Flag
2. Roll call of officers and identification of nonmembers
3. Reading of minutes and correspondence
4. Applications for membership and withdrawals
5. Report of the Treasurer
6. Report of the President
7. Report of committees
8. Unfinished business
9. New business
10. Adjournment

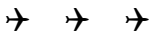
F) All Association meetings shall be considered closed and confidential.

Section 6 – Airline Representative Meeting

- A) Each Local shall establish a monthly meeting of Airline Representatives with the President as chairman and with the Secretary to record the minutes. Twenty-five percent (25%) of all Airline Representatives shall constitute a quorum. The purpose of such meeting will be to acquaint the Local Executive Council with the needs and problems of the members of each airline within the Local. The agenda shall also include discussions on grievance handling and Local policy on grievance procedures, and discussions on Local safety and standards problems, safety campaigns, and special projects.
- B) The Airline Representatives meeting shall not have the power to set policy, but a motion of policy that is carried by a seventy-five percent (75%) affirmative vote of all voting Airline Representatives shall be presented to the Local Executive Council for discussion and handling. The Local Executive Council shall then present the motion, along with its recommendations, before the membership at the next

regularly scheduled meeting for a vote. This subsection shall not apply to Locals having less than ten Airline Representatives.

- C) In Locals having less than ten Airline Representatives, the Locals may establish a meeting of Airline Representatives, Area Representatives, and Shop Representatives. One meeting a month may be held for the purposes outlined in Subsection (A). A motion on policy made at this meeting and carried by a seventy-five percent (75%) vote of all voting Airline Representatives, Area Representatives, and Shop Representatives shall then be presented to the Local Executive Council for handling as outlined in Subsection (B).
- D) A motion as described in Subsection (B) of this section having been presented to the membership and receiving a negative vote shall not be put on the floor for discussion and debate for a period of at least six months. Any motion made on the motion at any regularly scheduled monthly meeting of Airline Representatives, combined Shop Representatives, or Executive Council meeting shall be deemed out of order.



Article XVIII

Local Officers and Duties

Section 1 – Local Officers

- A) The officers of a Local shall consist of at least a President, Vice President, Secretary, Treasurer, Safety and Standards Chairman, and Airline Representative. A Local may combine the positions of Secretary and Treasurer and establish the position of Secretary/Treasurer.
- B) Each Local shall incorporate in its bylaws the duties of each officer, and no other office shall be established without a bylaws change. All changes in officers by any means shall be immediately forwarded to the National Secretary.

Section 2 – Duties

- A) **President** – will preside at all meetings of the Local, decide all questions and disputes not controlled by the law of the Association, and countersign all checks properly drawn on or by the Treasurer. He shall appoint all committees not provided for by this Constitution. He shall enforce the law of the Association as pertaining to the Local. He shall render an accounting of his activities once a month to the Local Executive Council. He shall be custodian of the Local charter.
- B) **Vice President** – will preside at all meetings in absence of the President. He shall assume the duties of the President in the absence of that officer, or when such office is made vacant by death, resignation, or otherwise. He shall see to it that the property of the Local is maintained in good order. He shall assist the President in carrying out the policies of the Local.

- C) **Secretary** – shall conduct all correspondence in the name of the Local. He shall be custodian of the Local seal. He shall keep a permanent, up-to-date record of the minutes of his Local. He shall keep the correct minutes of all Local meetings and preserve all documents and correspondence. A record of attendance shall be kept at all meetings, both regular and special, and such attendance records shall be part of the minutes of the meetings. He shall present all communications and bills to the Local. He shall draw all orders on the Treasurer or Secretary/Treasurer, when passed by the Local, and attest the same by properly signing and attaching the seal of the Local thereto. He shall prepare and sign all credentials of delegates and alternate delegates to the National Convention and send duplicates to the National Secretary, and perform such other duties as required by this Constitution.
- D) **Treasurer** – shall receive all funds of the Local, give receipts therefore, and deposit the same in a bank of sound financial standing in the name of the Local. He shall countersign all checks with the President drawn from such accounts and shall be responsible for ensuring the payment of all bills payable by the Local on approval of the Local Executive Council. He shall keep an accurate account of all disbursements in such a way as to show the balance of cash on hand at the beginning of each meeting of the Local, file all receipted bills, keep a correct account between the Local and its members, and notify all members who become two months delinquent in dues. At the end of each month, the Treasurer shall complete the monthly report form in duplicate, furnished by the National Treasurer, send original report to the National Treasurer,

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

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

Section 3 – Airline Representative

- A) Each airline within a Local shall be represented by one Airline Representative. Locals with airline membership larger than 1500 may add additional Airline Representatives by the following scale:

| | |
|---------------|--------------|
| 1501 – 4500 | 1 additional |
| 4501 – 7500 | 2 additional |
| 7501 – 10,500 | 3 additional |

At airlines that have AMFA members in separate contracts, each Local may have one additional Airline Representative for that work group, provided that population makes up twenty-five percent (25%) of the local population.

- B) The Airline Representative shall be elected as outlined in Article XIX, and only members of the airline he will represent shall be eligible to vote. The term of office is two years with no restrictions as to the number of successive terms. The position of Airline Representative shall not be held by a member of the Local Executive Council.
- C) Qualifications for this position shall be a member in good standing, free from delinquency of any nature to the Local or National Association, who has attended fifty percent (50%) of all regularly scheduled membership meetings held during the two years preceding nomination. Meetings that a member is unable to attend because of verified illness, death in the immediate family, vacation, official Association business, working hours, jury duty, service in the armed forces of the United States, or because they reside and work beyond a fifty mile radius of where the meeting is held will not be counted in determining such member's eligibility under this section.

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

Section 4 – Area Representative

In order to insure proper representation, and where Local structure needs representation expansion, the Local Executive Council, at its discretion, can propose a Local bylaw change to implement Area Representatives who shall represent and serve the out-lying station membership of that Local. Area Representatives shall be nominated and elected by the respective members of the airline involved in the areas so designated by the Local Executive Council. Area Representatives shall come under the jurisdiction of the Local Executive Council

and receive instructions and duties from the Local Airline Representative.

- A) Area Representatives shall be elected as outlined in this Constitution, and only members of the candidate's airline normally assigned to the area he will represent shall be eligible to vote. The term of office is two years with no restrictions as to the number of successive terms. The position of Area Representative shall not be held by a member of the Local Executive Council.
- B) Qualifications for this position shall be a member in good standing, free from delinquency of any nature to the Local or National Association, who has attended fifty percent (50%) of all regularly scheduled membership meetings held during the two years preceding nomination. Meetings that a member is unable to attend because of verified illness, death in the immediate family, vacation, official Association business, working hours, jury duty, service in the armed forces of the United States, or because they reside and work beyond a fifty mile radius of where the meeting is held will not be counted in determining such member's eligibility under this section.
- C) Area Representatives will be utilized for the purpose of handling grievances from their respective areas and, in coordination with the Airline Representative of their Local, shall be utilized for contractual interpretations. Area Representatives shall represent the members of their respective areas to the Airline Representative and the Local Executive Council. Area Representatives will maintain close contact with the members and Shop Representatives of the respective areas they serve.

- D) Area Representatives will be responsible for compiling contract proposals from their respective areas and will submit them to the Local Executive Council in ample time for investigation, coordination, and preparation prior to negotiations as per the Constitution and Bylaws. Area Representatives may be utilized for counsel and communication to the negotiators. They will be kept informed regarding the progress of negotiations and will keep the Shop Representatives and members of their respective areas informed of such progress, and may be requested to attend negotiations by the Local Executive Council. They will receive a copy of the proposed contract prior to negotiations as well as minutes concerning negotiations and Local meetings.
- E) The Airline Representative will communicate as necessary to keep the Area Representatives updated regarding grievances, negotiations, and contractual interpretations. Prior to ratification of an amended collective bargaining agreement, the Airline Representative will call a meeting to familiarize the Area Representatives and the Shop Representatives with the amended agreement so that these representatives may assist in addressing questions from the membership.

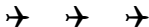
Section 5 – Safety and Standards Coordinator

Local bylaws may provide for a Local Airline Safety and Standards Coordinator as well as an Industrial Safety Committee and a Maintenance Standards Committee.

- A) **Local Airline Safety and Standards Coordinator** – shall report to and take direction from the Local Safety and Standards Chairman and will coordinate

and assist Industrial Safety and Maintenance Standards Committees. Local bylaws shall prevail.

- B) The Industrial Safety and Maintenance Standards Committees chairmen will be appointed by the Local Safety and Standards Coordinator. Committees shall investigate all safety matters and report to both airline and Local safety and standards authorities. Local bylaws will prevail.



Article XIX

Election and Installation of Local Officers

Section 1 – Local Officer Nominations

- A) Nominations for Local officers shall be called for at the regular business meeting in September. If a quorum is not present at this meeting, nominations will be called for at a special meeting called for the purpose of taking nominations. A member may accept the nomination for only one Local officer position.
- B) To be nominated, a member shall be in good standing, an active or active associate member, attended fifty percent (50%) of regular Local meetings held during the last year, six meetings total, or present to the Local Secretary a nominating petition containing signatures (valid as certified by the Local Secretary) of ten percent (10%) of the affected members in good standing in the Local (this petition must be submitted when nominations are accepted at the Local meeting), and have been free of all fines and assessments to the National and Local for the preceding twelve months prior to nomination (except for the first election after receiving charter). Members who are unable to attend a meeting because of verified illness, death in the family, vacation, official Association business, or because they reside and work beyond a fifty mile radius of where the meeting is held will be given credit for having attended that meeting for purposes of meeting the minimum attendance requirements.

Section 2 – Local Nomination Notification

- A) Notice of nominations, stating the time, place, and positions available for nominations will be posted at

least seven days prior to nominations in order for all members in good standing to have the opportunity to participate fully.

- B) Not less than fifteen days prior to the time when the elections specified in this section are to be held, notice of time, place, and positions shall be mailed to each member at his last known home address. Notification of nominations and elections, stating time, place, and positions, may be contained on the same notification.
- C) At the first meeting in December, each Local shall elect the officers by secret ballot vote of its members in good standing, following the procedure required for such voting as set forth in Article VII, Section 5. If a quorum is not present at this meeting, elections will be held at a special meeting called for this purpose. No member shall be entitled to hold more than one office at a time.
- D) Members who reside more than twenty-five miles from designated balloting place, members who are ill and confined under orders of a physician, and members temporarily away from the city or town in which the election is to take place may be furnished absentee ballots as set forth in paragraph (E) below. The execution and return of absentee ballots must conform to the provisions as set forth in paragraph (F) below.
- E) A request for an absentee ballot must be written and mailed or delivered to the Local Secretary not later than fifteen days prior to the election.
- F) Ballots cast for candidates not nominated in conformity with Local bylaws (write-in) shall not be tabulated.

- G) Balloting shall take place in the Local facility where regular Local meetings are held, except in those Locals where circumstances require other arrangements. The Local, through its bylaws, may utilize other methods providing they are in conformance with the LMRDA.
- H) The Local shall utilize at least three election tellers to assist in conducting the election in a fair and impartial manner. Each candidate for office shall be entitled upon request to have an observer present at the preparation and mailing of the ballots. More than one observer may be appointed if necessary to effectively observe the counting of the ballots.
- I) A member shall be considered elected if he received the highest number of votes cast by members in good standing. The Local Secretary shall preserve for one year the ballots and all other records pertaining to the election.
- J) The term of office for all Local officers shall be not less than one year nor more than two years as outlined by Local bylaws.
- K) The installation of officers shall take place at the first meeting in January. The ceremony of installation shall be conducted by an officer of the Association.
- L) Vacancies occurring in Local office due to death, resignation, or other causes shall be filled for the unexpired term in such form or manner as is prescribed by the Local and set forth in its Local bylaws.

Section 3 – Convention Delegates

- A) Upon notification of a National Convention by the National Secretary, each Local within ninety calendar

days shall elect convention delegates and alternate delegates for a term of two years.

- B) All convention delegates shall be members in good standing free from all assessments, fees, and fines to both the National Association and the Local, be an active or active associate member in the Local of election for a period of one year prior to the opening date of the convention, and shall have attended fifty percent (50%) of all regular Local membership meetings held during the one year preceding nomination. Meetings that a member is unable to attend because of verified illness, death in the immediate family, vacation, official Association business, working hours, jury duty, service in the armed forces of the United States, or because they reside and work beyond a fifty mile radius of where the meeting is held will not be counted as meetings held in determining such member's eligibility under this section.

Section 4 – Delegate Election

- A) Election of National Convention delegates shall be by secret ballot of the members in good standing. This election shall be conducted as described in Section 2 of this article.
- B) When the results of elections are known, the Local Secretary shall forward a complete list of delegates and alternate delegates to the National Secretary.

Section 5 – Election Protest

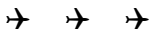
Any member in good standing may protest the election of any officer or delegate by filing in writing a notice of his protest specifying the reasons therefore, each element of which must be separately stated, with the National Director within ten days of the announcement

of the election results. The National Executive Council, excluding any member whose election is being protested, shall decide by majority vote on the validity of any protest. If the National Executive Council decides the protest is valid, a new election will be held for the position protested. If the National Executive Council decides the protest is not valid, the election shall be upheld. Pending a decision of the National Executive Council, the incumbent shall retain the office protested. The decision of the National Executive Council shall be final and binding. For protests other than officers or delegates, the protest shall be filed and handled by the respective Local Executive Council.

Section 6 – Officer Oath

This oath is to be administered to new officers/representatives upon their installation into an elected position of this Association. This oath must be administered at the first meeting in January by an officer of the Association or as prescribed by Local bylaws, in order to be binding on all parties concerned.

I PLEDGE ON MY HONOR TO ABIDE BY THE CONSTITUTION OF THE AIRCRAFT MECHANICS FRATERNAL ASSOCIATION AND THE RULES AND BYLAWS OF LOCAL _____ TO DISCHARGE ALL MY COMMITMENTS, DUTIES, AND OBLIGATIONS TO MY UNION, FELLOW WORKERS, AND EMPLOYER FAITHFULLY; AND TO CONDUCT MYSELF AT ALL TIMES AS BECOMES A MEMBER OF THIS, A PROFESSIONAL SKILLED ASSOCIATION.



Article XX

Local Finances

Section 1 – Local Control

The Local Executive Council shall have full control over all assets and monies of the Local. The membership shall approve all sales and purchases of the Local, subject to Local bylaws.

Section 2 – Counter Signature

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

Section 3 – Local Dues and Fees

Local dues, initiation fees, and reinstatement fees shall be determined, collected, and distributed in accordance with the requirements set forth in this Constitution. In recognition of the fact that dues payment is an obligation of any member in good standing of this Association, no officer or representative will be reimbursed their dues for the performance of their duties.

Section 4 – Forgiveness of Dues

Any member in good standing who is not receiving income from their carrier, during any month, due to being on active military service, is on maternity-family leave or OJI or sick leave, or is terminated while awaiting arbitration, as long as they were not terminated for lack of dues payment, will be excused from dues payment for this period and will still be considered a member in good standing. Any member returning under this section

will be forgiven any partial month's dues, inclusive of members returning from layoff.

Section 5 – Financial Statement

A financial statement shall be issued by the Local Treasurer monthly and shall be made available to the membership at the regularly scheduled meetings for their approval. This financial statement shall contain the following:

- Savings and checking account bank balances
- Officers salaries paid
- Officers expenses paid
- Committee expenses, including lost time
- Welfare fund balances and expenditures
- Emergency fund balances and expenditures
- Local operating expenses such as telephone, electric, rent, office machinery, etc.
- All other fund balances and expenditures

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

Section 6 – Assessment Authorization

No other fees, dues, or assessments of any kind besides those stated in Section 3 of this article and Articles IV and V shall be levied without prior approval by secret ballot of the majority of the membership voting. Such money shall be used only for the purposes stated on the ballot. No assessment shall be imposed in excess of 0.5 (50%) times the base hourly rate per month nor shall any fines be levied in excess of five-hundred dollars (\$500.00).

Section 7 – Expense Reimbursement

Expenses incurred by an officer, representative, or member while on Local business as authorized by the members shall be reimbursed by the Local. Officers, representatives, or members on National Association business shall be reimbursed by the National Association. Allowable expenses shall include any pay for work actually lost, computed in accordance with applicable agreement. Expenses for lodging and meals incurred while on National business shall be in accordance with this Constitution, and expenses incurred while on Local business shall be set forth in the Local bylaws.

Section 8 – Local Emergency Fund

Each Local may set aside a percentage of its dues to be known as an emergency fund. To adequately maintain such a fund, a Local may increase the dues rate on all members under its jurisdiction for a specific time that shall not exceed two years. Such increase in dues must be approved by the majority of members voting. There shall be no more than one such increase in any one year. No money shall be voted out of this fund except by a two-thirds (2/3) majority vote of the members present at a special meeting called for such a purpose.

Section 9 – Local Welfare Fund

Each Local may establish a welfare fund for the benefit of all its members. No more than five percent (5%) of all dues collected shall be used for such purpose. A minimum and maximum shall be placed on the fund, and these limits shall not be exceeded. When the fund has reached a maximum, said monies may be used for other purposes, but the monies in the fund shall be used only for welfare as described in the Local bylaws.

Section 10 – Local Audit

Auditors shall be elected in the month of December. There shall be a total of three auditors, with the term length to be determined by Local bylaws. They shall examine the books each January and July for the preceding six months, and a copy of their findings shall be sent to the National Treasurer within thirty days after completing their audit. Their findings will be reported to the membership at the next regular business meeting after their audit is complete.



Article XXI

Recall of Local Officials

Section 1 – Local Officer Misconduct

The following actions or omissions shall constitute misconduct by any officer of a Local, which shall warrant a reprimand, removal from office or disqualification from holding office for a period of not more than three years, suspension from office, or any combination of penalties as the evidence may warrant:

- Incompetence
- Negligence
- Insubordination in performance of duty
- Refusal or failure to perform duties validly assigned

Section 2 – Local Officer Recall

Notwithstanding Section 1 of this article, any officer or representative of a Local may be recalled with or without cause by the affected membership.

Section 3 – Recall Procedure

Recall of Local officials shall be accomplished as follows:

- A) Twenty-five percent (25%) of the active members in good standing may petition the Local President (Vice President if the President is the subject of the recall) requesting a recall. The petition must include the printed name and signature of each of the petitioners and the date of each signing. All signatures must be dated within forty-five days of the petition's submission. Each page of the petition shall include a list of any and all reasons for the recall.
- B) The President/Vice President shall ascertain that the petition falls within all requirements of this Constitution.

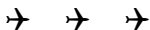
- C) Upon receipt of a valid petition, the official shall be notified and have fifteen days to submit a written statement, not in excess of two pages per charge, stating the reasons why he should not be recalled, with such statement to be included with the ballot.
- D) The submitter of the petition shall also be allowed to include a statement, not to exceed two pages per charge.
- E) The recall voting process, including the tallying of the ballots, shall be completed within forty-five days of the receipt of the petition. The voting procedure is to be determined in accordance with Local bylaws, provided that the vote must be conducted by secret ballot and in a manner consistent with the requirements of the LMRDA.

Section 4 – Local Recall Defeated

If the members vote against recall, the Local official shall continue his duties. During the remainder of his term in office, any recall must be initiated by petition bearing the signatures of no fewer than fifty percent (50%) of the affected members in good standing.

Section 5 – Local Recall Approved

If the members vote in favor of recall, said recall shall take effect immediately and said decision shall be final and binding.



Article XXII

Membership Disciplinary Actions

Section 1 – Disciplinary Action

Any member may be fined, suspended, or expelled for any of the following reasons, after the charges and hearing as provided for herein:

1. Willful violation of the Constitution and bylaws
2. Making false statements or withholding information when applying for membership
3. Misappropriating money or property of the Association
4. Refusing to pay dues, fines, or assessments

Section 2 – Cause for Discipline

Any member is subject to disciplinary action for any of the following reasons, after notice and a hearing as provided for herein:

1. Entering the meeting hall under the influence of intoxicating substances
2. Use of indecent or profane language during a meeting
3. Conduct disgraceful to himself and the Association
4. Performing the work of a member on strike, or otherwise working for an employer when AMFA or one of its Locals is striking that employer
5. Crossing an AMFA picket line or a picket line recognized and supported by AMFA or one of its Locals
6. Failure to perform picket line duty during a strike or to meet other similar strike related obligations imposed during the strike

7. Acting in any manner to circumvent, defeat, or interfere with the collective bargaining between the Association and an employer with existing collective bargaining agreements
8. Acting in any manner that is against or derogatory to the best interests of the Association
9. Entering into any “yellow dog” contracts or any act that will be detrimental to the Association (A yellow dog contract is an employer-employee contract, no longer legal, by which the employee agrees not to join a union while employed.)

The term “discipline” as used in this article shall include, but not be limited to, fines, suspension, or expulsion from membership, placing a member in bad standing (with consequent loss of the right to participate in union activities).

Section 3 – Enforcement of Discipline or Fine

The Association or any of its Locals have the right to judicially enforce any fine levied or discipline pursuant to this article.

Section 4 – Resignation after Strike Vote

In order to fulfill the objectives of this Association and effectively represent all employees in a class or craft for which AMFA is the recognized or certified bargaining agent, it is deemed essential that this Association and its Locals have the power to discipline any member who resigns from the Association during, or in anticipation of, a strike called by AMFA. Therefore, AMFA and its Local affiliates are authorized to discipline any member who resigns from AMFA after a strike vote has been taken and voted upon affirmatively and who thereafter violates any one of the provisions in Section 2, items 4-6 of this

article during any subsequent strike engaged in pursuant to that vote.

Section 5 – Hearing of Charges

A charge or charges may be preferred against any member of this Association by any member in good standing of this Association. All members, active, active associate, associate, inactive, and honorary, shall have the right to a hearing and to defend themselves against such charges and are to be considered innocent until the verdict of the hearing committee is rendered.

Section 6 – Filing of Charges

Whenever a charge is made against a member, the plaintiff must file the charge with the President of the defendant's Local. The President shall supply the accused with a detailed account of the charges in writing and under seal as well as copies of or access to any documentary evidence that will be presented at his hearing. He shall then appoint a Hearing Committee to investigate the charges. If charges are found to be just, a hearing date shall be set, except that the National Director may, when he deems such action necessary in order to provide a fair hearing or to protect the best interests of the Association, direct that the accused be heard either by a special committee designated for that purpose or by the National Convention.

Section 7 – Succession of Filing

In the event the President and Vice President are involved in charges, the next ranking officer shall appoint the Hearing Committee. For the purpose of this article, the line of succession shall be President, Vice President, Secretary, Treasurer, or Secretary/Treasurer, Safety and Standards Chairman, and the most senior Airline Representative.

Section 8 – Hearing Committee

Whenever charges have been preferred against a member, that Local President shall appoint a Hearing Committee of not less than five members who are in good standing, one of whom shall act as chairman and one to act as secretary. The Hearing Committee shall conduct an investigation of the charges to decide if there is sufficient substance to warrant a hearing. If the Committee decides a hearing is warranted, the Committee shall, within seven calendar days, notify the member of the charges and when and where to appear for the hearing. The hearing shall not be set for less than two weeks after notification to allow the accused ample time to prepare his defense; however, a member by written request shall be granted up to a thirty-day postponement. If a member fails to appear for the hearing when notified to do so, the hearing shall proceed as though the member was in fact present. The only exception to this rule shall be in the case where the accused member is hospitalized under the orders of a physician, in which case the hearing may be postponed until thirty days after the accused is discharged from said hospital.

Section 9 – Evidence and Representation

Both the plaintiff and the defendant shall have the privilege of presenting evidence and being represented either in person or by his representative (the representative being a member of the Association). The Hearing Committee shall keep a written record of the hearing including all testimony and documents introduced either by the plaintiff or the defendant.

Section 10 – Hearing Procedures

Procedures for Membership Disciplinary Hearings shall be as follows:

1. Clear the hearing room of all persons except those directly involved in the hearing.
2. All members in the hearing room at the start of the hearing shall remain in the hearing room until completion of the hearing.
3. The chairman shall read the charges and ask the defendant if he is guilty or not guilty. The hearing shall then proceed. If the plea is guilty, the Hearing Committee shall then issue the recommendations for punishment.
4. The plaintiff, and/or his representative, shall present his case first.
5. Witnesses shall be called into the hearing room one at a time and shall leave upon completion of testimony, subject to recall by the Committee, plaintiff, and the defendant. Each witness shall be required to affirm that his testimony is the truth.
6. Both the plaintiff and the defendant shall have the right to cross examine any witness.
7. The defendant, and/or his representative, shall present his case.
8. Following the cross examination of all witnesses, the plaintiff and defendant shall be given the opportunity to make a statement or summation of their case, with the plaintiff having first opportunity with remarks.
9. Upon completion of all testimony and statements, the hearing room shall be cleared before the Hearing Committee begins its deliberations.

Section 11 – Hearing Committee Verdict

The Hearing Committee, after considering all the evidence, shall arrive at a verdict of either “guilty” or “not guilty.” If the verdict is that of guilty, the Committee shall then recommend the punishment. If part of the punishment is “member in bad standing,” the Committee must define the “member in bad standing” status, including its limitation(s) and duration. Notice of the verdict shall be given to both the plaintiff and defendant in writing and under seal as soon as possible after being reached by the Committee. The notice shall contain a synopsis of the evidence and testimony of both sides, together with the findings and verdict of the Committee.

Section 12 – Membership Concurrence of Guilty Vote

After the report has been made as to the guilt or innocence of the defendant, the verdict shall be submitted without debate to a vote by secret ballot of all members in attendance. If the Local concurs by majority vote with the guilty verdict, a second vote shall be taken without debate upon the punishment recommended by the Hearing Committee.

Section 13 – Penalty Amendment

The penalty recommended by the Committee may be amended or rejected, or another punishment submitted by a majority vote of the members present, except that it shall require a two-thirds (2/3) vote of those voting to expel a member from his Local. Disqualification from holding office as a penalty for misconduct shall not exceed two years.

Section 14 – Judgment Appeal to National Director

An appeal may be made to the National Director by either the accused or the one preferring the charges within forty-five days after the decision of the Local. Such appeal shall be made in writing and shall contain the grounds for such appeal. Any argument in support of the appeal may be enclosed if so desired by the appellant. Copies of the appeal shall be sent to the opposing party, and said party shall have fifteen days in which to reply. The National Director shall obtain from the Local the complete transcript of the hearing and shall make a decision based upon those records, which shall be final and binding unless further appeal is instituted. The decision of the National Director shall contain the findings, conclusions, and the penalty. When such an appeal is made to the National Director, he shall have full authority to affirm, modify, or reverse the decision of the Local, or call for another hearing before the Local, or impose any penalty or fine that he deems is necessary and essential to the case. The National Director shall furnish each party to the appeal a copy of his decision in writing and under seal.

Section 15 – Judgment Appeal to the National Executive Council

An appeal may be made upon the decision of the National Director to the National Executive Council within forty-five days of such a decision. The appeal shall be in writing and shall contain specific details and arguments in support of these grounds. The National Secretary shall notify the opposing party of the appeal and shall furnish said party with a copy. The opposing party shall have fifteen days in which to file any written argument in opposition to the appeal with the National Secretary. The National Secretary shall then transmit to

the National Executive Council any arguments for or against the appeal along with the records of all previous hearings before the Local as well as those before the National Director, and the decision of the Council shall be based on those records. No party to the appeal shall have the right to appear in person before the National Executive Council, but if the Council deems it necessary and essential to the appeal, they may accord such privilege, but must accord it to both sides. No member of the National Executive Council who has been involved as an advocate or a witness in the case being appealed shall be entitled to participate in a decision on the appeal.

Section 16 – Judgment Appeal to the National Convention

An appeal may be made within forty-five days from the decision of the National Executive Council to the National Convention to be heard at the next scheduled National Convention. The appeal shall be in writing and shall contain specific details and arguments in support of the appeal. The National Secretary shall notify the National Executive Council and the opposing party of such appeal and furnish them with a copy. Such parties may within fifteen days file with the National Secretary a written argument against the appeal. The appeal shall then be referred to the Appeals Committee of the National Convention (as appointed by the National Director and approved by the convention delegates). The National Secretary shall then transmit to the Appeals Committee any arguments for or against the appeal along with the records of all previous hearings, including the Local, the National Director, and the National Executive Council. The Appeals Committee shall then set a time and place to hear in person both parties to the appeal. Based upon all testimony and

records, the Committee shall then make its recommendations to the convention delegates, which shall contain its findings, conclusions, and recommendations to amend, accept, or reject the Committee's findings. The convention delegates shall be the only body within this Constitution to have the power to expel any member or officer. The decision of the National Convention shall be binding, and no other appeal is provided for in this Constitution.

Section 17 – Member Rights During Appeal

No member while exercising his right to appeal shall have his financial standing impaired by refusal to accept dues nor shall any member or officer of this Association resort to any court of law or any other civilian authority for the purpose of securing a decision in connection with any alleged grievance with the Aircraft Mechanics Fraternal Association until such party or parties have exhausted all rights of appeal as granted by this Constitution.



Article XXIII

Contract Negotiation and Grievances

Section 1 – Contract Proposal Submission

Contract proposals shall be submitted in writing by the members to the Local President at meetings so stipulated for that purpose, and the Local President shall submit the proposals to the Local Proposal Evaluation Committee. The Committee proposals, endorsed by the membership at the next meeting, shall be submitted to the Negotiating Committee.

Section 2 – Contract Negotiation Conference

The Contract Negotiations Conference shall convene at least eight months prior to the amendable/expiration date of a contract and shall include all the Regional Directors and/or Regional Coordinators involved, plus each Airline Negotiator involved, as outlined in Section 3 of this article. All Locals shall, on a pro rata basis of the affected members, pay the cost of the affected airline's negotiating representatives. This cost payment method shall include the time and expenses incurred during negotiation preparation, negotiations, and contract implementation and interpretation after completion of negotiations.

Section 3 – Contract Negotiating Committee

The Negotiating Committee shall be available no later than three months prior to either the intended starting date of negotiations or the amendable date of the collective bargaining agreement, whichever occurs first. The proposals submitted by each Local in the affected airline will be submitted for a systemwide vote of the affected airline, conducted by the NEC. The intent of this vote is to prioritize the submitted proposals in order

of importance. The Contract Negotiation Conference will then determine the number of proposals to be taken forward to negotiations. This process shall be completed before the Negotiating Committee convenes. The Regional Director, or his designee, selected by the National Executive Council with input from the affected airline's Local Executive Councils, shall be the chairman of this Committee. Other members of the Negotiating Committee shall include the Airline Contract Administration Coordinator (if applicable), other person(s) deemed necessary by the National Director, and airline specific members as outlined below.

- A) For airlines with an AMFA population of less than 1000 members, airline specific rules may be established by the affected members, under the guidance of the National Executive Council, for selecting the number of Negotiating Committee members.
- B) For airlines with an AMFA population of 1000 to 3000 members, the Negotiating Committee members shall include the affected airline's Airline Representatives from all Locals with at least ten percent (10%) of that airline's AMFA population. Locals whose affected airline membership totals less than ten percent (10%) of the total covered population will be allowed to combine their populations to meet the ten percent (10%) requirement in order to seat one Negotiating Representative. One Cleaner/Utility Negotiator (if applicable) will be elected at large by the membership of that airline. To be nominated for the position of Cleaner/Utility Negotiator the nominee must be a member of the Cleaner/Utility classification and must meet the qualifications of Article XIX, Section 1, paragraph (B).

- 1) The position of Cleaner/Utility Negotiator shall be filled by the person receiving the highest number of votes from a systemwide election of the members in good standing of this Association employed by the airline in negotiations.
 - 2) The Cleaner/Utility Negotiator position shall cease to exist after the date of signing of the collective bargaining agreement.
 - 3) Expenses incurred for the election of the Cleaner/Utility Negotiator Representative will be the responsibility of the AMFA National office.
- C) For airlines with an AMFA population of more than 3000 members, the Negotiating Committee shall include a number of Negotiating Representatives of the affected airline on the following basis (the individual(s) from each Local will be determined by each Local's bylaws):
- 1) Each Local whose bargaining airline membership totals more than thirty-five percent (35%) of that Local's total membership will have Negotiating Representatives on the Negotiating Committee based on the following table:

| <u>Local Membership from Affected Airline</u> | <u>Negotiating Representatives</u> |
|--|---|
| 0001-3500 | 1 |
| 3501-7000 | 2 |
| 7001-10500 | 3 |

To be nominated for the position of Negotiating Representative, the nominee must meet the qualifications of Article XIX, Section 1, paragraph (B) of this Constitution.

- 2) For Locals whose bargaining airline membership totals thirty-five percent (35%) or less of

their total membership, the following guidelines will apply:

- a) All Locals within a region who fall under paragraph (C)2 above will be combined for the purpose of determining the one Negotiating Representative who will be seated at the negotiating table.
- b) Each Local from the combined group will place a person on the ballot, and a runoff election within those combined Locals will be conducted to determine which one Negotiating Representative will be placed at the negotiating table on behalf of the combined Locals bargaining airline membership.
- c) In the absence of this Negotiating Representative from negotiations, the runner-up will fill in.

To be nominated for the position of Negotiating Representative, the nominee must meet the qualifications Article XIX, Section 1, para. (B) of this Constitution.

- 3) One Cleaner/Utility Negotiator (if applicable) will be elected at large by the membership of that airline.
 - a) The position of Cleaner/Utility Negotiator shall be filled by the person receiving the highest number of votes from a systemwide election of the members in good standing of this Association employed by the airline in negotiations.

- b) The Cleaner/Utility Negotiator position shall cease to exist after the date of signing of the collective bargaining agreement.
- c) Expenses incurred for the election of the Cleaner/Utility Negotiator Representative will be the responsibility of the AMFA National office.

To be nominated for the position of Cleaner/Utility Negotiator, the nominee must be a member of the Cleaner/Utility classification and meet the qualifications of Article XIX, of Section 1, paragraph (B) of this Constitution.

The airline negotiators are the only voting members of the Negotiating Committee. In the event of a tie vote, the Negotiating Committee chairman, or his designee, shall be allowed a vote to break the tie. After the date of signing of the new agreement, all of the Airline Representatives of the affected airline will participate in meetings to discuss contract administration, interpretation, and implementation issues and to perform any other duties agreed to by the NEC, Airline Contract Administration Coordinator (if applicable), and Airline Representatives. The Airline Contract Administration Coordinator (if applicable) shall be the chairman of these meetings. All of the Airline Representatives will be voting members at these meetings. In the case of a tie vote, the Airline Contract Administration Coordinator (if applicable) will cast the tie-breaking vote. At AMFA airlines with populations in excess of 2000 members, in the case of a lack of consensus of the Airline Representatives on a contractual interpretation, the Airline Contract Administration Coordinator will refer the matter to AMFA legal counsel for final interpretation.

NOTE: If the Airline Contract Administration Coordinator's position is not applicable, then the chairman of this Committee will be the Regional Director, and/or his designee (who chaired the Negotiating Committee).

Section 4 – National Assistance in Negotiations

The National Director and legal counsel shall assist the Negotiating Committee in any manner they are able, as may be requested by such Committee. The chairman of the Committee shall keep the National Director advised as to the progress of the negotiations.

At all negotiating sessions there will be a minimum of two negotiators present.

Section 5 – Contract Ratification / Strike Vote

The Regional Director shall request the Local Presidents to call a special meeting of the members of the airline involved in the negotiations, contract ratification, or strike vote. At no time shall such meeting be called unless the members are notified at least twenty-four hours prior to such meeting.

Section 6 – Contract Ratification Vote Procedure

- A) All contracts shall be ratified by a majority of those voting at meetings as called for in Section 5 of this article. The voting shall be by secret ballot, and each Local Secretary shall cause the votes to be counted and the Regional Director, who is chairman of the Committee, to be notified of the results. The results, National and Local, shall be posted within seven days on the bulletin boards of the airlines involved, and the votes shall be retained by each Local for a minimum of ninety days after such voting has taken place. Any Airline Representative shall have the right

to examine votes and tallies of any vote taken as outlined in this article.

- B) Any proposed changes to a collective bargaining agreement and/or letters of agreement will be presented to the affected membership to evaluate and ratify by a majority vote in a secret ballot.

Section 7 – Call for Strike

A strike shall be called only by the National Director upon the affirmative vote of a simple majority of the members voting at meetings as outlined in Section 5 of this article.

Section 8 – Cessation of Strike

The National Director shall declare a strike over upon the majority vote of the members voting at a meeting as outlined in Section 5 of this article.

Section 9 – Airline Grievance Committee

Each Airline Grievance Committee shall consist of the Airline Representative(s) of the Local. The chairman of the Committee shall be the Local President.

Section 10 – Local Grievance Committee

If a grievance cannot be resolved by the Airline Representative and is being considered for arbitration, it shall be presented by him to the chairman of the Local Grievance Committee. The Local Grievance Committee shall consist of the Local Executive Council and the Airline Representative presenting the grievance. The chairman of the Committee shall be the Local President. The Committee may also utilize Area or Shop Representatives, other Airline Representatives, and chosen legal counsel in the course of their work. Upon receipt of the grievance, the chairman shall convene the Local Grievance Committee and they shall resolve the grievance

by proper procedure. Contract language grievances that are to go to arbitration shall be paid for on a systemwide pro rata basis from the affected airline's collective bargaining agreement.

Section 11 – National Director, National Executive Council Approval

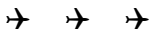
Conferences or negotiations shall not be initiated, carried on, or concluded in the name of the Association or any member, group, or groups of members thereof to make or establish employment agreements relating to rates of pay, rules, or other conditions of employment, or any other agreements, contracts, or documents of a similar or related character, or any other form of agreements, contracts, or documents without the prior approval of the National Executive Council or the National Director. Any and all agreements, contracts, or documents of any and every character whatsoever shall not become effective, binding, or operative unless and until they bear the signature of the National Director or other officer duly authorized to sign by the National Executive Council.

Section 12 – Pro Rata Expenses

All Association related expenditures for contract language arbitrations and letter of agreement negotiations involving any AMFA represented collective bargaining agreement will be paid pro rata by the affected airline's members when the following provisions have been met:

- A) A simple majority vote of the affected Airline Representatives will determine if the contract language grievance will proceed to pro rata funded arbitration. The ACAC (if applicable) would vote in the event of a tie.

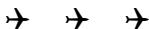
- B) Each Airline Representative will then give notice to their respective LEC detailing the decision to proceed to pro rata funded arbitration.
- C) After said notice has been given to the Local, the LEC shall have fourteen (14) days to submit an appeal to National, which shall be the final authority in determining the outcome of said appeal.
- D) National must render a decision within fourteen (14) days after receipt of appeal. Any affected Local that chooses not to participate in the pro rata funded arbitration will have its share withheld by National.



Article XXIV

Parliamentary Authority

The rules contained in the current edition of Roberts' Rules of Order, Newly Revised, shall govern the Aircraft Mechanics Fraternal Association in all cases to which they are applicable and in which they are not inconsistent with this Constitution and any special rules of order the Association may adopt.



Article XXV

Constitutional Amendments

Section 1 – Amendment Process

- A) All proposed changes, revisions, and amendments to this Constitution, if adopted by a two-thirds (2/3) vote of the delegates at a National Convention or a Special Convention called for that purpose, shall then be submitted to the membership through a referendum for their approval, which will require a majority of votes cast.
- B) No changes, revisions or amendments to this Constitution shall be made at any time other than the National Convention of the Association, or a Special Convention so called for that purpose.

Section 2 – Amendment Acceptance

All Locals shall have proposed amendments to the Constitution in the hands of the Rules Committee one-hundred twenty (120) days prior to the opening date of the Convention. All proposals received after such date shall not be accepted and will be returned to the Local. No proposed amendments to the Constitution shall be accepted on the Convention floor.

Section 3 – Rules Committee Amendments

In the course of their duties preparing for the National Convention, Rules Committee members may submit proposals after the general deadline for such proposals. All proposals submitted after the deadline must be accepted by a two-thirds (2/3) majority vote of the Committee.

Section 4 – Additional Amendments

New proposals may be considered by the delegates at the National Convention, under the following conditions:

- A) All proposals must first be submitted to the Rules Committee, by majority vote of the Local's delegation. Each Local delegation shall be allowed to submit only one proposal.
- B) The Rules Committee may, by a two-thirds vote, bring the proposal before the delegates.
- C) If the Rules Committee votes not to present the proposal to the delegates, a Local's delegation, by majority vote, may bring the proposal to the floor of the convention, and such proposal shall then require a two-thirds vote to be considered and a three-quarters vote to adopt.

Section 5 – Members Rights

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

- Hold office
- Select and elect all officers, both National and Local
- Select and elect all convention delegates
- Recall any officers
- Approve and ratify all contracts and letters of agreement
- Approve all AMFA strikes and other AMFA recognized unions' legal picket lines (sympathy strike)
- Propose and submit changes to this Constitution or any Local bylaws

Section 6 – Rules Committee Recommendations

All proposals shall bear the Rules Committee's recommendations and shall be so stated on the convention floor, along with reasons for such recommendations, including changes to the Constitution made necessary by a proposal being submitted to the convention. All proposals received and processed shall be published and distributed to all delegates. Proposals that are unconstitutional shall not be accepted for processing and will be returned to the Local stating reasons for nonacceptance.

Section 7 – Amendment Ratification

- A) Within sixty days of the closing of the National Convention, the Rules Committee shall forward to the National Secretary all proposals, as amended and endorsed by the convention delegates.
- B) Within 120 days of the closing of the National Convention, the National Secretary will mail to each member in good standing a ballot identifying each Constitutional amendment that was endorsed by the delegates. Each Local will make available to its membership copies of the text of the endorsed proposals for review while completing their ballots.
- C) Members will mark their ballots to indicate which of the endorsed proposals they wish to have adopted into the Constitution.
- D) Only those amendments where the member indicates a preference to either adopt or reject will be counted; no inference will be made where a preference is not indicated.
- E) Ballots must be returned to the Nationally or Locally controlled U.S. Post Office box used for such purposes in sufficient time to be received by the

posted deadline, as determined by the National Executive Council. Such deadline will be within sixty days of the mailing of the ballots.

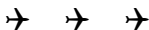
- F) A simple majority of votes cast shall be required to ratify each proposal.

Section 8 – Constitutional Reformatting

Following the ratification of proposed amendments to the National Constitution/Bylaws by the membership, the Rules Committee may, in preparing the ratified language for printing and distribution, reformat/rearrange articles and sections of the draft document in an effort to improve its organization, readability, and functionality. They shall not change or modify any verbiage as ratified by the membership; however, they may correct grammatical and spelling errors. The reformatting process is subject to final approval by the National Executive Council.

Section 9 – Distribution

- A) The Constitution shall be AMFA blue.
- B) The date on the cover will read the current constitution time frame.



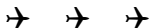
Article XXVI Dissolution

Section 1 – Association Duration

The duration of this Association shall be perpetual or until it is dissolved. The Association may be dissolved at any time by a three-quarters (3/4) majority vote of all the Association's active members in good standing, such vote to be conducted by the National Executive Council.

Section 2 –Disposal of Assets

In the event the Association is dissolved, the National Executive Council of the Association shall act as agent for the members and dispose of all physical assets of the Association by public auction, or otherwise, and any and all questions relating thereto shall be decided by a three-quarters (3/4) majority vote of the National Executive Council. All liquid assets of each Local shall be prorated separately to the active members of record in good standing of the respective Locals at the time of such dissolution in proportion to the dues then being paid by each of such members. All assets now or thereafter owned by the Association shall continue as the separate property of the Association.



Appendix I

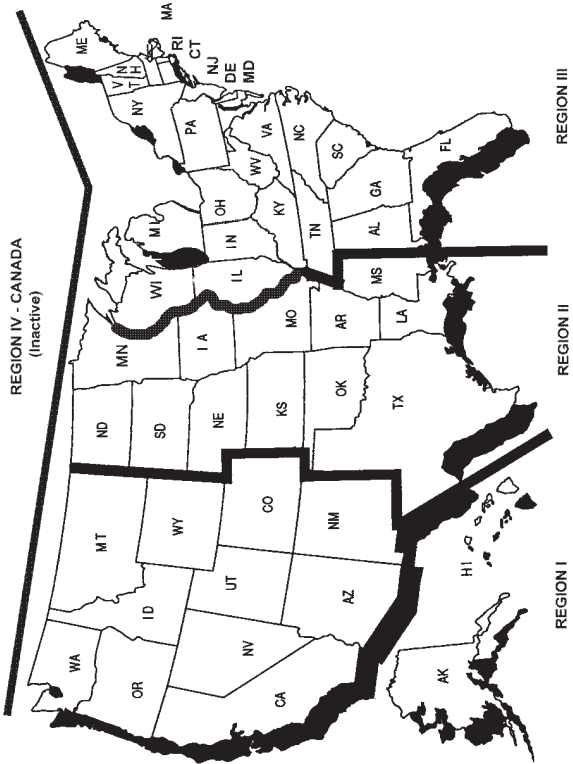
Definitions

- Amendment – wherever used in this Constitution shall apply to the process of modification of any and all portions and sections of this Constitution and to the changes resulting from that process.
- AMFA – an acronym that shall mean the Aircraft Mechanics Fraternal Association.
- Association – when used herein means the Aircraft Mechanics Fraternal Association.
- Bylaws – are the rules and regulations governing all Locals of the Aircraft Mechanics Fraternal Association after receiving the approval of the National Executive Council.
- Constitution – as used herein means the Constitution of the Aircraft Mechanics Fraternal Association.
- Dues in Arrears – shall mean any and all portions of a member's monthly dues and any fines, fees or penalties due if assessed that have not been paid prior to the first day of the successive month. Dues arrearage shall be calculated from the first day of the first month in which the arrearage was initially accrued, until such time that the debt is retired in full. One month's dues that have not been paid for a period of thirty days will be considered one month in arrears. If the same dues are not paid in full, along with any following month's obligation, rendering the member's debt to zero, the total owed becomes two months in arrearage.
- Dues Objector – shall be considered an "agency fee" payer who pays only for direct representation under a collective bargaining agreement but is ineligible to attend regular meetings, hold office, or vote.

- Elections – All officer elections shall be held under the guidelines of Title IV of the Labor-Management Reporting and Disclosure Act as amended.
- LMRDA – as used herein shall mean the United States Department of Labor’s “Labor-Management Reporting and Disclosure Act, as amended.”
- Local Association (or Local) – as used in this Constitution shall refer to those organizations chartered in accordance with this Constitution as local representative bodies of the Association in a particular locality or localities for the purpose of representing members of the Association.
- National Association (or National) – as used in this Constitution shall refer to the National organization established by this Constitution to represent the Aircraft Mechanics Fraternal Association on a national basis or the duly elected National Executive Council and qualified delegates duly elected and seated at the National Convention. It shall have the power to supervise, oversee, and generally direct the Locals in any state, territory, or dependency of the United States of America, Canada, and Mexico.
- Referendum – as described in this Constitution shall be the practice of submitting matters to vote of the membership through the Locals in good standing with the National Association.
- Secret Ballot – as used in this Constitution shall mean “the expression by ballot, voting machine, or otherwise but in no event by proxy” of a choice with respect to an election or vote cast in such a manner that the member expressing such choice cannot be identified with the choice expressed.

Appendix III

AMFA Regional Map



ACTIVE LOCALS *

REGION I

14 – SEA

32 – PHX

REGION II

11 – DAL

18 – HOU

REGION III

None at the date of ratification of the Constitution.

* Locals chartered as of date of ratification. Check the National Web site (www.amfanatl.org) for a list of currently chartered Locals and their jurisdiction.

Appendix IV

Special Rules of Order Governing Local Meetings

- A) On motion, the regular order of business may be suspended by a two-thirds (2/3) vote of the meeting at any time to dispose of anything urgent.
- B) All motions (if requested from the chair) or resignations must be submitted in writing.
- C) Any conversation, whispered or otherwise, that is calculated to disturb a member while speaking or hinder the transaction of business shall be deemed out of order.
- D) MOTION
 - 1) A motion to be entertained by the presiding officer must be seconded, and mover as well as the seconder must rise and be recognized by the chair.
 - 2) Any member having made a motion can withdraw it by consent of his second, but a motion once debated cannot be withdrawn except by a majority vote.
 - 3) A motion to amend an amendment shall be in order, but no motion to amend an amendment to an amendment shall be permitted.
- E) DEBATE
 - 1) A motion shall not be subject to debate until it has been stated by the chair.
 - 2) When a member wishes to speak, he shall rise and respectfully address the chair, and if recognized by the chair, he shall be entitled to proceed.

- 3) If two or more members rise to speak at the same time, the chair shall decide which is entitled to the floor.
- 4) Each member when speaking shall confine himself to the question under debate and avoid all personal, indecorous, or sarcastic language.
- 5) No member shall interrupt another while speaking, except to a point of order, and he shall definitely state the point, and the chair decide the same without debate.
- 6) If a member while speaking be called to order, he shall take his seat until the point of order is decided; if declared in order, he may proceed.
- 7) If any member shall feel himself personally aggrieved by a decision of the chair, he may appeal to the body for the decision.
- 8) When the appeal is made from the decision of the chair, the Vice President shall then act as chairman. Said appeal shall then be stated by the chairman to the meeting in these words: "Shall the decision of the chair be sustained as the decision of the Local?" The member will then have the right to state the grounds of appeal, and the chair will give reason for his decision. Thereupon the members will proceed to vote on the appeal without further debate, and it shall require a majority to sustain the appeal.
- 9) No member shall speak more than once on the same subject until all members desiring the floor shall have spoken, nor more than twice without unanimous consent, nor more than five minutes at any time without consent of a two-thirds (2/3) majority vote of all members present.

- 10) The presiding officer shall not speak on any subject unless he retires from the chair, except on points of order, and in case of a tie he shall have the deciding vote. Should the presiding officer retire from the chair to speak on any subject before the Local, he shall not return to the chair until that subject matter is properly disposed of.

F) PRIVILEGE QUESTIONS

- 1) When a question is before the meeting, no motion shall be in order except:
 - a) To adjourn
 - b) To lay on the table
 - c) For the previous question
 - d) To postpone to a given time
 - e) To refer or commit
 - f) To amend

These motions shall have precedence in the order herein arranged. The first three of the motions are not debatable.

- 2) If a question has been amended, the question of amendment has been amended, the question on the amendment has been offered, the question shall then be put as follows:
 - a) Amendment to the amendment
 - b) Amendment
 - c) Original proposition
- 3) When a question is postponed indefinitely, it shall not come up again except by a two thirds (2/3) vote.

- 4) A motion to adjourn shall always be in order except:
 - a) When a member has the floor
 - b) When members are voting
- 5) Before putting a question to vote, the presiding officer shall ask: "Are you ready for the question?". Then it shall be open for debate. If no member rises to speak, the presiding officer shall then put the question in this form: "All in favor of this motion say 'Aye'," and after the affirmative vote is expressed: "Those of contrary opinion say 'No'." After the vote is taken, he shall announce the result in this manner: "It seems to be carried (or lost) and so ordered."
- 6) Before the presiding officer declares the vote on a question, any member may ask for a division of the house and then the chair is bound to comply with the request. A standing vote shall then be taken, and the Secretary shall count the same.
- 7) When a question has been decided, it can be reconsidered by a majority vote of those present.
- 8) A motion to reconsider must be made and seconded by two members who voted with the majority.
- 9) A member being ordered to take his seat three times by the chair without heeding shall be debarred from participating in any further business at that session.
- 10) All questions, unless otherwise provided, shall be decided in accordance with "Roberts' Rules of Order," revised.

Standing Rules of the Aircraft Mechanics Fraternal Association

These Standing Rules of AMFA are not part of the Constitution. While the Constitution deals with governance and procedure, Standing Rules deal with the administrative activities. Standing Rules can be suspended, the Constitution cannot be suspended. These Standing Rules were removed from the Constitution.

Standing Rule #1

Order of business at the National Convention shall be:

1. Pledge to the Flag
2. Reading of the Convention Call
3. Address by the National Director
4. Appointment of the Rules Committee
5. Address by the guest speaker(s)
6. Report of the Rules Committee
7. Appointment and approval of other committees
8. Report of other committees
9. Nominations for National officers (if required)
10. New business
11. Closing report by the National Director

Standing Rule #2

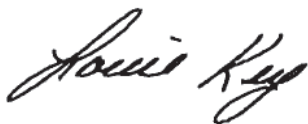
Newly elected officers shall be installed in office on the first Monday in October of the election year with the oath of office given by the incumbent National Director.

AMFA NATIONAL CONSTITUTION CONVENTION DATES

The original AMFA National Constitution was adopted at the 11/63 National Convention. The Constitution was subsequently amended on the following dates:

5/65, 8/65, 11/67, 11/69, 5/71, 11/71, 11/73,
5/75, 11/77, 8/79, 8/83, 10/89, 12/96, 12/01, 9/04,
9/08, 7/09

This Constitution, therefore, reflects the latest amendments of the 5/09 National Special Convention.



LOUIE KEY
NATIONAL DIRECTOR



STEVEN A. NOWAK
NATIONAL SECRETARY / TREASURER

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