

BYLAWS OF LOCAL LODGE NO. 2921

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

ARTICLE 1 – NAME AND TIME OF MEETING

SECTION A.

This Lodge shall be known as “Toronto Screeners” Local Lodge 2921, International Association of Machinists and Aerospace Workers, Mississauga, Ontario.

SECTION B.

Hereafter in these bylaws, the word “Constitution” will be understood to mean the Constitution of the International Association of Machinists and Aerospace Workers. The word “Membership” shall be understood to mean the Members present at a regular or special meeting of the Local Lodge.

SECTION C.

The regular meeting shall be held on the third Thursday of each month and shall commence at 13:00, except when the meeting date falls on a General Holiday, in which event, a substitute day of meeting shall be set at the preceding meeting.

SECTION D.

The regular Executive Board meeting shall be held on the third Thursday of each month starting at 10:00 am.

SECTION E.

Special meetings may be called and conducted by the President as set forth in the Constitution.

Ten percent (10%) of the Membership shall constitute a quorum for a special meeting. No less than thirty percent (30%) of the Members petitioning for a Special Meeting must be present before the meeting can be called or order.

The call for special meetings of the Local Lodge shall state the purpose of the meeting. Discussion and actions at such meeting shall be confined to the subject for which the meeting was called.

Members shall be notified by bulletin at least forty-eight (48) hours before the special meeting.

Approved: 9-15-22

Effective: 9-1-22

SECTION F.

Conduct of Meetings: The presiding officer for all meetings of the Local Lodge shall be the President, or in his/her absence the Vice-President, or in the event they are both absent, the next senior officer shall conduct the meeting.

SECTION G.

The quorum for the regular meeting and special meetings shall be as specified in the Constitution, Article D, and Section 3. Quorum must be maintained throughout the whole meeting. If at any point there are less than required by the Constitution, the meeting will cease.

SECTION H.

Visitors shall be allowed to attend regular meetings, provided that they are a Member in good standing with the IAM. Visitors shall not have voting privileges.

SECTION I.

A guest speaker or non-member that is invited by the Local Lodge shall be allowed to attend the regular meeting for the time they are speaking, during which time the regular order of business shall be suspended.

ARTICLE 2 – OFFICERS AND THEIR DUTIES

SECTION A.

The Officers of this Local Lodge, their selection, duties, qualifications and responsibilities shall be in accordance with the applicable provisions of the IAM Constitution.

SECTION B.

The Officers of this Local Lodge shall consist of a President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor-Sentinel, and a Board of Trustees, consisting of three (3) members.

The term of office shall commence at the first meeting in January following the election and run for a period of three (3) years.

Installation of Local Lodge Officers shall take place at the regular Local Lodge meeting in January following election.

No member shall hold more than one (1) office mentioned in Section B of this Article.

Any Local Lodge Officers missing three (3) consecutive meetings shall provide reason to the Executive Board or resign their office.

SECTION C.

Not later than sixty (60) days prior to the election, the Recording Secretary shall notify all members by regularly used means of notification of the time, date and place of the nomination and election.

SECTION D.

Nominations of Local Lodge Officers will be held at the regular meeting in November of the election year. The Recording Secretary shall prepare a suitable ballot and shall have it ready for use on the day of the regular meeting in December following nominations.

Absentee ballots will be allowed for all members qualified upon request in accordance with the IAM Constitution.

Polls for Constitutional Local Lodge Officers shall be kept open from 07:00 am – 21:00 pm on voting day, at the same location as the Regular Meeting.

Polls for General Chairpersons shall be kept open from 07:00 am – 21:00 pm on voting day, at the same location as the Regular Meeting.

SECTION E.

Any vacancy occurring in the office of President shall be filled by the Vice President for the remainder of the term of office.

All other vacancies of office between elections covering Local Lodge Officers, Executive Board members and Delegates, where the remaining term exceeds one (1) year, shall be filled by temporary appointment by the President of the Lodge with the approval of the Executive Board. Such temporary appointments shall be for such period as is reasonable required bringing about the election of a successor in accordance with the provisions of these bylaws and the IAM Constitution. Where the remaining term is less than one (1) year, the temporary appointment shall be for the duration of term.

SECTION F.

All Local Lodge Officers, employees, or other individuals in this Local Lodge who are responsible for, or handle funds for the lodge, shall be bonded in accordance with the IAM Constitution and the IAM policy relating thereto.

SECTION G.

Delegates to all conventions, except as provided for elsewhere in these Bylaws, will be elected. All convention elections will be accordance with the Constitution, District Bylaws and these Bylaws.

Delegates to all conferences, councils, and federations will be nominated and elected at a regular Local Lodge meeting. The Lodge will post, for a minimum of thirty (30) days, notice of the upcoming conference, council or federation and the amount of delegates the lodge will be supporting. If there are insufficient number of volunteers or a delegate cannot attend said event, the President in consultation with the Executive Board can appoint delegates to attend.

SECTION H.

In order for any member to be eligible for nomination to a Local Lodge office or committee, shop steward, delegate, or any Local Lodge sponsored convention, conference or seminar, the member must be in good standing for a period of one (1) year and have attended at least fifty percent (50%) of the regular Local Lodge monthly meetings in the preceding twelve (12) months of their nomination.

SECTION I.

A member may be excused from attendance to the Local Lodge monthly meeting due to work schedule, employer out of town assignment, sick leave, bereavement leave, compassionate leave, union business, or scheduled vacation. In these cases, the member will be considered as having been in attendance. Evidence in support of any excused attendance must be provided to the Recording Secretary prior to the nomination meeting.

ARTICLE 3 – THE EXECUTIVE BOARD

SECTION A.

The Executive Board shall consist of all Local Lodge Officers. The President of the Lodge shall be the Chair of the Executive Board and the Recording Secretary shall be the Secretary of the Executive Board.

SECTION B.

The President shall appoint an Educator and a Communicator, who shall serve on the Executive Board as non-voting members.

SECTION C.

A majority of the members shall constitute a quorum for Executive Board meetings.

SECTION D.

The Executive Board shall conduct its business in a methodical and businesslike way, keeping a record of its proceedings and otherwise conducting its affairs according to the principles reflected by the IAM Constitution and these bylaws.

SECTION E.

The Executive Board shall meet immediately prior to each regular meeting every month to consider any business brought before them. The Chair and the Secretary of the Executive Board may call a special meeting by notifying all members of the Board.

SECTION F.

Between regular Lodge meetings, it shall be the duty of the Executive Board to deliberate upon all matters and transact any business referred to it by this Lodge and consider all other matters coming to its' attention for the good and welfare of this Lodge, and as soon as possible thereafter, to report to the Lodge its' recommendation or decision.

ARTICLE 4 – FEES AND DUES

SECTION A.

Qualifications for membership in this Lodge shall be as provided in the IAM Constitution.

SECTION B.

Initiation fees shall be the equivalent of two (2) full month's dues.

SECTION C.

The minimum monthly dues are established yearly, effective January 1st 2013 by District Lodge 140 and Grand Lodge.

Starting January 1st 2022, the Local Lodge 2921 dues amount required shall be \$29.81 biweekly. To reduce the impact on the Lodge's members, the appropriate portions of the monthly dues are to be deducted by the employer from each bi-weekly paycheque.

Notwithstanding the provisions of these bylaws, any future increase in per capita tax or any other assessment, instituted by and Grand Lodge/District Lodge action or approval, thereof, then current Lodge dues shall automatically be increased by an amount equal to such tax or assessment.

Education funds received from the employer under the Collective Agreement language will be used for education purposes.

ARTICLE 5 – FUNDS AND EXPENSES

SECTION A.

The General Funds of this Local Lodge may be disbursed only by an order drawn by the Recording Secretary and countersigned by the President; the cheque in all cases to be drawn by the Secretary-Treasurer and countersigned by the President. In the absence or incapacity of the President, the Vice-President shall countersign the orders and cheques.

SECTION B.

All assignments requiring remuneration for Lost Time, Time Clearance and Expenses must have the prior approval of the Local Lodge Executive Board. No Executive Board member shall be permitted to approve their own Lost Time, Time Clearance or Expenses.

In order for the work of the Lodge to be accomplished, Time Clearance will be required. Therefore, the following positions will be allocated Time Clearance on a weekly basis to fulfill their duties:

1. President – one (1) – eight (8) hour day per week.
2. Secretary-Treasurer – one (1) – eight (8) hour day per week.
3. Recording Secretary – one (1) – eight (8) hour day per week.

It is expected that officers receiving Time Clearance will work on the same day to best utilize the time.

Any expenditure incurred by recommendation of the President, shall be reported to the Local Lodge at the following regular meeting for approval.

Any Time Clearance in excess of the above will be discussed and agreed upon at the Executive Board meeting a month in advance of the time being requested. The Recording Secretary will submit the clearances to the company.

SECTION C.

No proposed expenditure shall be approved by the Local Lodge unless same has been considered by the Executive Board.

Section D.

The monthly allowance for Lodge Officers shall be as follows:

- (a) President - \$100.00
- (b) Recording Secretary - \$100.00
- (c) Secretary-Treasurer - \$100.00
- (d) Chief Steward - \$100.00

SECTION E - Payment of Bills

The Executive Board may disburse up to two thousand (\$2,000.00) dollars, when it is necessary to do so. Any amount over two thousand dollars (\$2,000.00) must receive approval from the Canadian General Vice President. Any expenditure so incurred must be submitted to the Local Lodge at the next regular meeting. Any expenditure in excess of two thousand dollars (\$2,000.00) must be posted for a period of 21 days prior to the monthly meeting so that the membership is aware and have an opportunity to vote on the proposed amount at that meeting.

All current monthly bills shall be paid and submitted to the Local Lodge for action at the regular meeting.

SECTION F - Expenses

A member who is authorized to perform Local Lodge duties or a delegate who attends a Convention, Conference or Training, etc. shall be reimbursed for lost time only at his/her regular rate of pay for necessary absence from work and receive a daily allowance as follows:

- (i) To cover estimated expenses in or about the city of residence, each member shall receive a twenty-five dollar (\$25.00) per diem.
- (ii) To cover estimated expenses when travelling away from the city of residence, each member shall receive a ninety dollar (\$90.00) per diem, in the local currency, plus the actual cost of a single hotel accommodation, upon presentation of receipts.
- (iii) To cover estimated expenses when attending meetings or instructional training at any facility where room and board is included, miscellaneous expenses of twenty dollars (\$20.00) per day will be provided, in the local currency.
- (iv) Any member using their own vehicle for Local Lodge business shall with prior approval of the Executive Board be reimbursed for each kilometer, plus the cost of parking. Mileage compensation shall be as prescribed by the District Lodge 140 Bylaws.

Any member receiving an expense advance must reconcile their expense claim with thirty (30) days of the completion of the assignment, to remain a member in good standing.

Effective January 1, 2022, all committee/board persons or stewards will have their cell phone bills reimbursed monthly up to seventy-five dollars (\$75.00). Cell phone expenses must include a bill from the provider and meet all income tax requirements for reimbursement.

All expenses need to be submitted within sixty (60) days of the expense occurring.

SECTION G.

All affiliations shall be as per the Constitution.

SECTION H.

There may be an Emergency Fund established in accordance with the Constitution. No money shall be voted out of this Emergency Fund except by a three-fourths vote of those present and voting at a special or called meeting for this purpose.

ARTICLE 6 – COMMITTEES ELECTED

COMMITTEES OF THE LODGE

SECTION A – AUDIT COMMITTEE

There shall be an Auditing Committee of three (3). They shall be nominated and elected by the Local Lodge, at the same time and in the same manner as Local Lodge Officer Elections are held and for the same term. They shall carry out their duties in accordance with the Constitution.

This Local Lodge shall audit the books semi-annually, at the close of June and December.

SECTION B – FINANCE COMMITTEE

The Finance Committee shall consist of the three (3) Trustees and Secretary-Treasurer. Their duties shall be as follows:

1. Scrutinize all bills presented to the Executive Board and the membership prior to approval.
2. To prepare and present a budget, after receiving the yearly dues calculation from Grand Lodge and District Lodge 140. This budget will be presented in January each year.
3. Advise the membership regarding the financial health and transactions of the Local Lodge.
4. Any other duties assigned by the Executive Board.

SECTION C – BYLAWS COMMITTEE

The Bylaws Committee shall consist of three (3). They shall be nominated and elected by the Local Lodge in January and the term of office shall correspond to the term of elected Local Lodge Officers.

BARGAINING UNIT COMMITTEES

SECTION D – CHIEF SHOP STEWARDS

The Chief Shop Steward of each Airport terminal is responsible for the administration and enforcement of the respective collective bargaining agreement, including the direction of all relevant committees. All three Chief Shop Stewards will sit on the Shift Committee and the Seniority Committee. They shall chair all meetings of the Shop Steward Committee and assist with the education, direction, communication, oversee billable and non-billable time usage and communication with Shop Stewards.

Chief Shop Stewards, shall be required to attend Executive Board Meetings, as non-voting members. Each Chief Shop Steward shall submit a written report to the Executive Board and regular meeting on their monthly activities.

SECTION E – GRIEVANCE REVIEW

The Chief Shop Stewards will meet biweekly on a grievance panel to review outstanding grievances processed at the second level since the last meeting of the panel. Each Chief Shop Steward will make a presentation to the panel of each grievance that has processed past the second level from their respective terminal. After each presentation, each Chief Shop Steward will have one vote as to whether or not a grievance will proceed to the third level of the grievance procedure. A simple majority will allow a grievance to advance. The panel will make a recommendation, in writing, to their General Chairperson as to the reasons why the grievance is advancing. The recommendation will be included with the full file and presented to the General Chairperson.

It is the duty of all Chief Shop Stewards to attend all regular and special Local Lodge meetings, all committee meetings and all scheduled grievance panel meetings except where sickness (person or family), Union affairs or unforeseen circumstances prevent their attendance.

SECTION F – NEGOTIATING COMMITTEES

- i) Each Negotiating Committee member shall be nominated and elected from and by the members employed at each airport terminal for a period equal to the term of the collective agreement.

- ii) Negotiating Committees shall be under the jurisdiction of the District Lodge 140 Bylaws and the direction of the General Chairperson assigned.
- iii) The size and composition of the committee shall be as defined within the respective collective agreement.
- iv) Negotiation Committees shall be elected a minimum of six (6) months prior to the expiration of the collective agreement, in order to facilitate training.

SECTION G - SHOP STEWARDS & CHIEF STEWARDS

Shop Stewards shall process grievances in accordance with the collective agreement and shall report to their respective Chief Shop Steward.

They shall attend all Local Lodge meetings and meetings called by the Chief Shop Steward whenever possible.

- i) One (1) Chief Steward shall be nominated and elected by the respective members from each airport terminal for a three (3) year term, commencing on July 1st, 2021.
- ii) Each airport terminal shall be adequately represented by one (1) or more Shop Stewards, who shall be nominated and elected by the respective members from each airport terminal for a three (3) year term, commencing on July 1st, 2021 following the election of Officers.
 - a. The Recording Secretary shall be responsible for conducting the nomination and election of Chief Shop Stewards and Shop Stewards for their respective airport terminals.
 - b. Nominations shall be held during the first full week in May and elections shall be held on the same day as the monthly meeting in June.
 - c. The affected membership at each airport terminal is eligible to vote and must vote in person, at the date, time and location, designated by the Local Lodge.
 - d. In the event there are insufficient Shop Stewards elected, the President in consultation with the respective Chief Shop Steward shall appoint Shop Stewards to ensure adequate representation is maintained throughout the term.
 - e. Shop Stewards shall process grievances in accordance with the collective agreement and shall report to their respective Chief Shop Steward or designate. Shop Stewards will communicate with grievors on the status of their grievance.
 - f. Shop Stewards shall attend all Local Lodge meetings and meetings called by the Chief Shop Steward, whenever required.
 - g. Shop Stewards will promote unity and the IAM at all times. A Steward who is appointed or elected can be removed from their position by the Executive Board for not following any IAM policy, the IAM Constitution or bylaws.

APPOINTED COMMITTEES

SECTION H.

The President of this Lodge shall appoint an Organizing Committee of at least three (3) members, of which he/she shall be the Chair. The Organizing Committee shall be available for organizing drives and shall work under the direction of District Lodge 140, the Canadian Vice President and/or the Grand Lodge Organizing Department.

SECTION I.

The President shall in consultation with the Executive Board appoint committees not otherwise provided for elsewhere in these bylaws. When appointing members to a committee, the board will consider the size of the committee to ensure that committee functions properly. No committee under jurisdiction of this lodge shall exceed 5 members.

Any member attending a conference or any committee that has met must provide a report to the Local Lodge or supply the executive a written report prior to the next monthly meeting. (No Time release)

ARTICLE 7 - DUTIES

SECTION A.

The duties of this Local Lodge, its Local Lodge Officers and members shall be as set forth in the IAM Constitution.

SECTION B.

The approval of a strike, method of declaring a strike, and the settlement of a strike shall be in accordance with the applicable provisions of the IAM Constitution.

SECTION C.

No member of this Lodge shall make any agreement with the employer inconsistent with a collective agreement as to working conditions, hours or pay, without the consent of District Lodge 140.

SECTION D.

No Executive Board member can accept a management position temporary or permanent, with any employer without first resigning from the Executive Board of the Local Lodge.

SECTION E.

Any member accepting a management position temporary or permanent shall not be eligible to hold office or be a Shop Steward, for a period of twelve (12) months following the end of the assignment.

ARTICLE 8 - AMENDMENTS

SECTION A.

Any increase in the amount of initiation and reinstatement fees, Emergency Funds, and Local Lodge dues must be handled on the basis of the procedures specified in the IAM Constitution.

SECTION B.

Any other amendments to these bylaws must be handled on the basis of the following procedures:

- i) All proposals must be in writing, dated and signed by not less than five (5) members, and referred to a Bylaws Committee appointed by the President.
- ii) Must be read as proposed at two (2) consecutive regular meetings. Immediately following the second reading, the Bylaws Committee shall submit their recommendations.
- iii) Reasonable advance notice must be given to the membership of the time, date and place of the second reading, and a vote will be taken on the Bylaws Committee's recommendations at the regular meeting.
- iv) Each proposal must be considered and voted on separately. A majority affirmative vote by those present and voting is needed for adoption.
- v) A copy of these Local Lodge Bylaws will be made available to each member of the Local Lodge upon request.
- vi) Triplicate copies of approved proposals, together with the master copy of bylaws shall be referred to the International President for approval and designation of an effective date.

ARTICLE 9 – RULES OF ORDER

SECTION A.

Rules of order shall be as outlined in the IAM Constitution and the most recent publication of Robert's Rules of Order.

ARTICLE 10 – ELECTIONS

SECTION A.

All elections will be conducted by the IAM Constitution and Official Circulars.

ARTICLE 11 – SCOPE

SECTION A.

Nothing in these bylaws shall be construed or applied in a matter that will conflict with the provisions of the IAM Constitution or District Lodge 140 bylaws. The IAM Constitution shall govern all matters arising and not specifically covered by these bylaws.

Approved by

Robert Martinez, Jr.
INTERNATIONAL PRESIDENT