AIRCRAFT MECHANICS
FRATERNAL ASSOCIATION

LOCAL 14 BYLAWS
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OFFICER OATH

I pledge on my honor to abide by the Constitution of the Aircraft Mechanics Fraternal Association and the rules and bylaws of Local 14; to discharge all my commitments, duties, and obligations to my union, fellow workers, and employer faithfully; and to conduct myself at all time as becomes a member of this, a professional skilled Association.
SECTION 1: 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 2: 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 I: JURISDICTION

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

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

SECTION 3: Current Member Airlines (as of December 2013)
1. Alaska Airlines
ARTICLE II: LOCAL EXECUTIVE COUNCIL

SECTION 1: There shall be a Local Executive Council (LEC) comprised of:

1. President
2. Vice President
3. Secretary
4. Treasurer
5. Safety and Standards Chairman
6. Up to two (2) Executive Officers at Large (if required)

SECTION 2: The Local Executive Council (LEC), shall be vested with and carry out the duties and responsibilities, as outlined in the AMFA Constitution and these Bylaws, on behalf of the members of this Local. The LEC shall pay all operating expenses, have charge of all property of the Local, and ensure that the books are properly kept.

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

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.

Any grievance that has been voted to be appealed by the Grievance Committee (LEC), can only be withdrawn by the person who filed the grievance and/or the LEC after advisement of legal council.

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

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

SECTION 6: Any Local Executive Council (LEC) member missing three (3) successive regular Council meetings, missing two-thirds (2/3) of special called Council meetings, missing a total of five (5) regular Council meetings in one (1) calendar year, or attending less than fifty percent (50%) of regular membership meetings in one (1) calendar year and is not incapacitated by personal medical reasons, vacation, familial responsibilities, or on official AMFA business shall have that office considered vacant and said office shall be filled according to Article IV, Section 10 of these bylaws.
ARTICLE II: LOCAL EXECUTIVE COUNCIL

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

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

A signup sheet to request to attend the LEC meetings will be available to members in good standing at the Local office. In the event more than three (3) members request seats, any member who has attended an LEC meeting will yield to members who have not attended.
ARTICLE III: DUTIES OF LOCAL OFFICERS AND REPRESENTATIVES

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

1. President
2. Vice President
3. Secretary
4. Treasurer
5. Safety and Standards Chairman
6. Executive Officers at Large (if such positions exist)
7. Airline Representative [one (1) for each airline within the Local]
8. Cleaner/Utility Negotiator (if an airline covered by these bylaws employs cleaner/utility personnel)

SECTION 2: Duties of Local Officers

A. President - will preside at all meetings of the Local, decide all questions and disputes not controlled by the law of the Association, and will countersign all checks properly drawn on or by the Treasurer. He shall appoint all committees not provided for by the National Constitution and/or these bylaws. 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. He shall ensure that all other LEC Officers are performing their duties as described below.

B. Vice President - will preside at all meetings and may countersign all checks properly drawn on or by the Treasurer 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 the National 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—or the Vice President in case of the President’s absence—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. Variations to
Paragraph D of this Section may be approved by the National Treasurer to facilitate
working agreements with AMFA employers.

E. **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,
monthly reports, and other means he will keep the members informed of all matters
relating to safety and standards. Local bylaws shall prevail.

F. **Executive Officer at Large** - The Executive Officer at Large is an open position. Up to
two Executive Officer at Large positions may be implemented per Article II, Section 7 of
these bylaws. The Executive Officer at Large shall assist the Local Executive Council
and perform other duties for the Local as approved by the Local membership.

G. **Airline Representative** - The duties of Airline Representative shall be to thoroughly
familiarize himself with the contract agreement between the airline whose members he
represents 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. 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 Article XXI of the AMFA
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.

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

During contract negotiations, the Airline Representative, of the airline in contract
negotiations will report to the Local Executive Council after each negotiating session.
This reporting will allow the Airline Representative attending negotiations and the LEC
to relay questions and concerns between them. Further, this will aid the LEC in providing
factual and timely information to the membership.
ARTICLE III: DUTIES OF LOCAL OFFICERS AND REPRESENTATIVES

H. **Cleaner/Utility Negotiator** - The Cleaner/Utility Negotiator will be a member of the contract negotiations committee and will represent Local 14 members of the cleaner classification in contract negotiations with the Cleaner/Utility Negotiator's respective airline.

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

1. Area Representative
2. Airline Contract Committees (where utilized)
3. Local Airline Safety and Standards Coordinator
4. Shop Representative
5. Safety and Standards Representative

SECTION 4: Duties of Local Representatives

A. **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.

Area Representatives shall be elected as outlined in Article XIX of the National 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.

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.

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 National Constitution and Bylaws. They may be utilized for counsel and communication to the negotiators. Area Representatives 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.

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.
ARTICLE III: DUTIES OF LOCAL OFFICERS AND REPRESENTATIVES

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

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

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

D. **Shop Representative** - shall report to the Airline Representative monthly in regard to disciplinary action by the Company. This report shall include the affected employee’s response to the Shop Representative. That person shall act as the members’ first line of communication between the shop floor and the Local Executive Council, coordinating through the Airline Representative. That person shall distribute to the members any information forwarded to that person from the Local government, and in turn, forward the concerns of the members to the Local government. The Shop Representatives may be required to perform the duties of the Safety and Standards Representative.

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

E. **Safety and Standards Representative** – shall communicate all concerns regarding workplace and flight safety to the Local Safety and Standards Chairman.

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

A. Auditors (3)—duties described in Article VIII, Section 8.

B. Tellers (minimum of 8)—duties described in Article IV, Section 3 H and Section 9.

C. Legislative Point of Contact (LPoC) - Shall act as a liaison between the Local and the National officer who has been designated to be responsible for legislative issues. The LPoC will be appointed by the Local Executive Council in September of even numbered years, and his term of office will begin at the regular monthly meeting in January. He will serve a term of two years.

D. Convention Delegate - As outlined in Articles XII and XIX of the National Constitution.

E. Professional Standards Committee - The purpose of the Professional Standards Committee (PSC) is outlined in Article 1 of the AMFA Professional Standards Committee Handbook.

In accordance with Section 2 of the AMFA Professional Standards Committee Handbook, the Local President or Safety and Standards Chairman will select the PSC Chairman, with concurrence of the LEC. The PSC Chairman will be appointed in
ARTICLE III: DUTIES OF LOCAL OFFICERS AND REPRESENTATIVES

September of odd numbered years, and his term of office will begin at the regular monthly meeting in January. The PSC Chairman will serve a term of two years.

In accordance with Article 2 of the AMFA Professional Standards Committee Handbook, the PSC Chairman will choose Association members to serve on the PSC. The PSC Chairman will choose the number of Committee Members he sees fit, but this number must be approved by the Local Executive Council. The PSC Members will serve terms of one year.

In accordance with Article 2 of the AMFA Professional Standards Committee Handbook, the structure of the PSC will be as follows: the Local PSC Chairman will report to the Local Safety and Standards Chairman.

F. Contract Proposal Committee – Shall be formed prior to the expiration of the collective bargaining agreement (CBA). Committee members will compile submitted proposals and present them to the membership within the guidelines of Article XXIII of the AMFA Constitution.

G. Other Committee Members [i.e. Bylaws Committee, Safety Committee, Member Services Committee (if established), Communication Committee (if established), etc…]—see Article IX.

SECTION 6: Any Local officer missing three (3) successive regular membership meetings or attending less than fifty percent (50%) of regular membership meetings in one (1) calendar year and is not incapacitated by personal medical reasons, familial responsibilities, vacation, or on official AMFA business shall have that office considered vacant and said office shall be filled according to Article IV, Section 10 of these Bylaws. Officers living and working more than fifty (50) miles from a Local office or meeting place will be considered in attendance of LEC meetings by use of telephone or computer during the meeting.
ARTICLE IV: ELECTION OF LOCAL OFFICERS & REPRESENTATIVES

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

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

A minimum of five (5) and a maximum of seven (7) Bylaws Committee Members shall be elected in even numbered years and serve terms of (2) two years.

Three (3) Auditors shall be elected annually and serve terms of one (1) year reference Article VIII of these bylaws.

Reference Article XIX, Section 4 A of the National Constitution, upon notification of a National Convention by the National Secretary, each Local shall elect convention delegates and alternate delegates for a two (2) year term. The number of delegates shall be determined by referencing Article XII, Section 4 of the National Constitution.

SECTION 2: 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, the meeting will proceed for the sole purpose of completing the nomination process. Nominations shall also be accepted by the Local Secretary via mail, fax, or email and must be received no later than the close of the final nominating meeting. 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 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 before the end of the regular membership meeting in September), 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.
ARTICLE IV: ELECTION OF LOCAL OFFICERS AND REPRESENTATIVES

C) Airline Representative. 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, 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.

SECTION 3: 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) No later than the first meeting in December, each Local shall have completed its initial officers election 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 of the AMFA Constitution. 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) When the election takes place at a polling place or via mail, 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.
ARTICLE IV: ELECTION OF LOCAL OFFICERS AND REPRESENTATIVES

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 4: Qualifications for Delegates

All delegates to the National Convention shall:

A) Be members in good standing free from all assessments, fees, and fines to both the National Association and Local.

B) 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 (this qualification does not apply to Locals chartered less than one year).

C) 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.

D) A National officer or member of the National Executive Council shall not be entitled to serve as a delegate to a convention.

SECTION 5: Delegate Election

A) Upon notification of a National Convention by the National Secretary, each Local shall elect convention delegates and alternate delegates for a two (2) year term.

B) Such elections shall take place within (90) days of notification.

C) 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.

D) 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 6: 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.
ARTICLE IV: ELECTION OF LOCAL OFFICERS AND REPRESENTATIVES

SECTION 7: 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 14 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.

SECTION 8: The Shop Representative election process is as follows: Shop Representatives shall be elected by the shift/crew they work with to a one (1) year term. The Airline Representative or his designee shall be in charge of the vote. A vote being held by a designee of the Airline Representative will report the results of the Shop Representative vote to the Airline Representative within 24 hours of the vote.

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

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

SECTION 10: Vacancies occurring in Local offices, Executive Council, and/or Committees due to death, resignation, or other causes shall be filled temporarily for the time it takes to complete the vacancy replacement process as described in Paragraph B and C below.

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

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

B) All elected position vacancies over 180 days will be filled through an election process with a vote of the affected members. The length of the term will be the remainder of the original term, or until the originally elected member returns. Vacancies of one hundred-eighty (180) days or less shall be filled by appointment for the remainder of the term by the Local Executive Council with the approval by a simple majority of the members in attendance at the next regular membership meeting.
C) All open Committee(s) positions shall be posted on all Local 14 bulletin boards and electronic media of the airline establishing the committee(s) at least two (2) weeks prior to the next regular monthly business meeting for that airline. At that meeting the Local President shall appoint interested members (per the National Constitution, Article XVIII, Section 2A) to fill the committee(s), for a term of one (1) year, with subsequent majority approval by members present at said meeting.
ARTICLE V: MEETINGS

SECTION 1: This Local shall hold no less than one membership meeting bi-monthly. The LEC will preside over all meetings. On the meeting day there will be three (3) meeting times to cover all shifts. The meeting times will be determined by a simple majority of the members in attendance. If any one (1) shift meeting fails to garner enough members to constitute a quorum for two consecutive meetings, the LEC may suspend that particular shift meeting until enough interest is shown to warrant the reestablishment of that particular meeting.

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

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

SECTION 2: 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.

SECTION 3: 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.

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

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

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

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

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

SECTION 9: Smoking shall be prohibited at all meetings, except in designated smoking areas. Cell phones shall be turned off or set to silent during all Association meetings.
ARTICLE VI: MEMBERSHIP AND DUES

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

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

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

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. Request for such a card shall then be presented to the membership for their approval. 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).

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

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

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

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

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

SECTION 6: 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 the definitions in Appendix I of the National Constitution.
Member in Bad Standing – shall mean any person whose dues are in arrears, as defined in the National 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 the same or (2) anyone who has been placed in bad standing pursuant to a disciplinary action authorized by the National 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 the National 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.
ARTICLE VII: SALARIES

SECTION 1: When any member of the Local is elected or appointed to serve on a full-time basis, that person’s salary shall consist of pay equal to that person’s regular hourly rate of pay including any shift differential and/or license premiums. In addition, that same person will also receive all holidays, including floating holidays he would be entitled to under his current bargaining agreement.
ARTICLE VIII: LOCAL FINANCES

SECTION 1: The Local Executive Council shall have full control of all assets and monies of the Local, including coverage of expenses outside of the annual budget up to a maximum of 2,000 dollars per month. The membership shall approve, by a simple majority vote of the members in attendance at the regular monthly membership meeting, all sales and purchases in excess of 2,000 dollars per event.

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

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

SECTION 4: The 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, reference Article XIV, Section 6 of the National Constitution.

SECTION 5: In accordance with Article XX, Section 5 of the National Constitution, 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 which will rule on a demand for an interim report on Local financial status.

SECTION 6: No other fees or assessments shall be levied without approval by a secret ballot of the majority of the membership in good standing voting. Such monies shall only be used for the purpose as stated on the ballot. The Local shall not be permitted to charge any dues, fees, assessments, or fines in excess of the limits as set forth in the National Constitution, Article IV, Section 6 and Article XX, Section 6.
SECTION 7: Expenses incurred by an officer, representative, or member while on Local Association business as authorized by the Local President or the Local Executive Council shall be advanced or reimbursed by the Local Treasurer. Allowable expenses shall include transportation and any pay for work actually lost, computed in accordance with the applicable CBA. Expenses for meals shall be in accordance with the applicable city chart as published by the IRS for that year, plus single occupancy lodging.

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

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

SECTION 8: A total of three auditors shall be elected in the month of December for a term of one year. 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. The National Treasurer’s findings, along with any recommendations, will be read at the next regularly scheduled monthly meeting after they are received.

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

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

SECTION 1: Local Airline Contract Committee:

At an airline that utilizes an Airline Contract Committee, the purpose of the Committee is to contractually represent the members of the Local that are employed by its respective airline.

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

The structure of Local Airline Contract Committee shall be defined in that respective airline’s Collective Bargaining Agreement.

A Local Airline Contract Committee member may be recalled from said position in accordance with provisions of Article XXI of the National Constitution.

Current Local 14 Member Airlines Utilizing an Airline Contract Committee:

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

In the temporary absence of an Airline Contract Committee Representative due to Contract requirements, National Conventions, vacations, personal reasons, or other Association events, the Airline Contract Committee Chairman with concurrence of the Local Executive Council will select a Shop Representative to fill the position temporarily until the Airline Contract Committee Representative returns. In the event that the absence exceeds 180 days, the position then will be filled per Article IV, Section 10 of these bylaws. Vacancies of one hundred-eighty (180) days or less shall be filled by appointment for the remainder of the term by the Local Executive Council with the approval by a simple majority of the members in attendance at the next regular membership meeting.

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

SECTION 2: Bylaws Committee

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

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

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

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

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

The term shall be two (2) years.

SECTION 3: Member Services Committee

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

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

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

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

SECTION 4: The Local Executive Council may establish a Communication Committee Chairperson(s). There may be one Chairperson for each airline represented by Local 14. The Communication Committee Chairperson(s) will report to the Local Executive Council.

The Communication Chairperson of each airline represented by Local 14 shall be responsible for the Communication Committee for their airline and the information it disperses per the LEC. Communication Committee Chairpersons from each airline represented by Local 14 shall be in contact with all other Communication Committee Chairpersons from all airlines represented by Local 14 so that all Local 14 issues may be addressed through all mediums used by Local 14.

SECTION 5: The Local Webmaster(s) shall be considered part of the Communication Committee of their airline. The Webmaster(s) shall report to the Communication Committee Chairperson of their airline, if one is so established by the Local Executive Council. A majority of the Local Executive Council must approve all of the information posted on the Local 14 Web site unless it is an official document from AMFA National.

SECTION 6: Any member of a Local Committee missing three (3) successive regular Committee meetings, missing a total of five (5) regular Committee meetings in one (1) calendar year, missing two thirds (2/3) of specially called Committee meetings, or attending less than fifty percent (50%) of regular membership meetings, and is not incapacitated by personal medical reasons, familial reasons, vacation, or on official AMFA business, or because they reside and work beyond a fifty (50) mile radius of where the meeting is held, shall have that position on that Committee considered vacant and said position shall be filled according to Article IV, Section 10, of these bylaws.
SECTION 1: It is understood wherever in these bylaws a position or member is referenced in the masculine or feminine gender, it will be recognized as referring to both male and female employees.

SECTION 2: No Local bylaw or amendment to a Local bylaw shall be adopted that will in any way conflict with, or run contrary to, the provisions of the National Constitution or will deny any member his individual rights as set forth in Article XXV, Section 1 of the National Constitution which reads as follows:

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

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

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

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

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

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

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

SECTION 2: Bylaw Committee Process

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

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

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

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

SECTION 4: The Local Bylaws Committee will review the Local bylaws after a National Convention to be sure that these bylaws remain in compliance with any amendments to the National Constitution and to make amendments to those parts that may be in conflict with the Constitution.
I certify that these bylaws of Local 14 of the Aircraft Mechanics Fraternal Association were duly presented to and subsequently ratified by a majority vote of the members in good standing of the Local on December 4th, 2013; per Article XI, Section 4 of these Bylaws, these Bylaws were updated to reflect the current version of the National Constitution in December 2013.

Timothy Cullen,
President, AMFA Local 14

Accepted July 9, 1998 As approved by the National Director
Amended August 19, 1998 As approved by the National Director
Amended January 3, 2000 As approved by the National Director
Amended July 3, 2003 As approved by the National Director
Updated November 30, 2009 As approved by the National Director
Amended February 5, 2014 As approved by the National Director

Louie Key
AMFA National Director