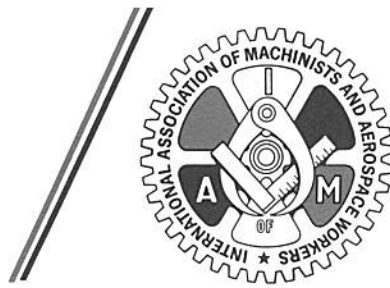


**International  
Association of  
Machinists and  
Aerospace Workers**



9000 Machinists Place  
Upper Marlboro, Maryland 20772-2687

Area Code 301  
967-4500



OFFICE OF THE GENERAL VICE PRESIDENT

**CANADIAN LODGES  
INSTRUCTIONS FROM THE INTERNATIONAL PRESIDENT  
KEEP ATTACHED TO THE MASTER COPY OF THE BYLAWS**

All proposed amendments to these bylaws must be approved by the International President prior to adoption. The International President has issued specific instructions which should be followed carefully in submitting proposed bylaws amendments. These include the following:

1. Submit a letter over the seal and signature of the Recording Secretary stating the proposed amendments to these bylaws have been properly enacted by the Lodge in accordance with the amendment procedures.
2. Enclose triplicate copies of the proposals enacted by the Lodge. Include only the changes or redrafts of those articles and sections which the Lodge desires to amend. Do not submit complete redrafts of the bylaws with the amendments incorporated into those redrafts.
3. Return the master copy of the bylaws which bears the headquarters' stamp of approval and the signature of an authorized officer of Grand Lodge with the letter and proposals -- the same copy which was furnished the Lodge by this office (no photostats or facsimiles).

Do not make any notations or other defacements on this master copy; all changes must be made at this office.

4. All requests for approval of changes in the salaries of Business Representatives and General Chairmen, whether under proposed bylaws amendments or under existing bylaws provisions, must be accompanied by a list of the representatives affected, their current monthly salaries, proposed monthly salaries and the effective dates thereof. All requests for approval of changes in salaries which also involve changes in Grand Lodge Contributions must be received at this office prior to the end of the month in which such increases are to be made effective.

Your full cooperation in following the above instructions will enable us to provide better and more efficient service in the handling of bylaws at this office.

All proposed changes in Canadian bylaws must be reviewed by the General Vice President in Canada before being evaluated at this office.

Robert Martinez, Jr.  
GENERAL VICE PRESIDENT

**BYLAWS OF LOCAL LODGE NO. 1660**  
**INTERNATIONAL ASSOCIATION OF MACHINISTS**  
**AND AEROSPACE WORKERS**

**LACHINE, P. Q.**

**ARTICLE 1**

**NAME AND MANDATE OF THE LOCAL LODGE**

Section 1. This Local Lodge shall be known as Local Lodge no. 1660, Lachine, (Quebec), of the International Association of Machinists and Aerospace Workers.

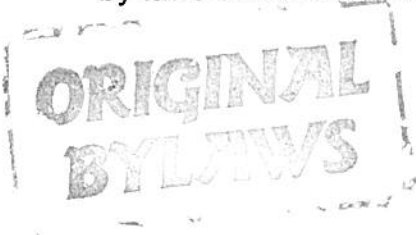
Section 2. Local Lodge 1660 groups together the members of the bargaining units working in the following shops:

ABB Lachine  
ABB St-Laurent  
Bombardier Transport  
Andritz Hydro – Bureau  
Andritz Hydro – Usine  
Aramark Service de pause-café  
Echantillon Dominion  
Johnston Dandy Ltee  
Kefor Structure  
La Compagnie d'appareils electriques Peerless  
Metso Milerals - Bureau  
Metso Minerals – Securite  
Metso Minerals - Usine  
Metso Papier Canada Ltd  
Plastic Decorators  
Robco Inc.  
Weigh Tronix Canada ULC - Atelier  
Weigh Tronix Canada – Service  
Weigh Tronix Canada ULC - Quebec

Section 3. The role and responsibilities of this Local Lodge, its officers and members shall be as set forth in the I.A.M.A.W. Constitution.

Section 4. The members of this Local Lodge have a duty to work harmoniously together and not try to gain an advantage by discrediting another member; it is also their duty to assist their Shop Committee and the Officers of Local Lodge 1660 in applying the by-laws of this Association.

**Approved: 1-15-14**  
**Effective: 1-1-14**



Section 5 The list of units enumerated at the section 2 will be modified following the addition or disappearance of one unit.

## **ARTICLE 2**

### **GOVERNMENT OF THE LOCAL LODGE**

Section 1. The general meeting of this Local Lodge in sovereign, concerning all business of the Local Lodge, and this in conformity with the IAMAW Constitution.

#### **LOCAL LODGE MEETINGS**

Section 2. The regular meeting shall be held every third Tuesday of the month at 4:15 p.m.,, excepting Tuesdays that follow a generally recognized holiday and/or if the Executive Board feels the nature of the business could be better dealt with on another day of the week, in which event a substitute day for the meeting shall be set at the preceding meeting.

Between meetings, the Local Lodge Executive Board makes the decisions necessary for the good administration of the Local Lodge. These decisions will be reported at the next Lodge meeting for approval.

Section 3. The quorum for a regular Local Lodge meeting shall be as set forth in the I.A.M.A.W. Constitution.

Section 4. Special Local Lodge meetings shall be called and presided by the Local Lodge President as set forth in the I.A.M.A.W. Constitution.

Section 5. All communications addressed to the Local Lodge shall be read in French and, if so requested, in English at the Local Lodge meetings.

## **ARTICLE 3**

### **LOCAL LODGE OFFICERS**

Section 1. The Officers of this Local Lodge are the President, the Vice-President, the Recording Secretary, the Secretary-Treasurer, the Conductor-Sentinel and the three Trustees.

Section 2. To be eligible as a Local Lodge Officer, a member must meet all the requirements of the I.A.M.A.W. Constitution and must also have attended three (3) regular meetings of the Lodge during the twelve (12) month period ending at the date of close of nominations.

Section 3. The term of office of the Executive Board is three (3) years. Nominations shall be held at the regular Local Lodge meeting in September. No member shall be nominated for any position if he is not present at the time the nominations are made, unless he has signified in writing his willingness to accept the nomination.

Section 4. The election of Local Lodge Officers shall take place at the regular meeting in October. The polls shall be open continuously during such reasonable period as will allow all members to cast their vote. All other members shall vote at the regular meeting. The candidates who receive the highest vote for their respective offices shall be declared elected.

Section 5. Not less than sixty (60) days prior to the holding of the election, the Recording Secretary shall notify all members by a notice on all shop bulletin boards, and by any other regularly used means of communication, of the date, time and place of the election.

Section 6. The installation of Officers shall take place at the regular meeting in January.

Section 7. All Officers, employees or other individuals in this Local Lodge who are responsible for, or who are called upon to handle Local Lodge funds, shall be bonded in accordance with the I.A.M.A.W. Constitution and the I.A.M.A.W. Policy relating thereto.

Section 8. All Local Lodge Officers who are absent from a total of 3 regular meetings or of three Executive Board meetings without valid reason, should resign, if not, he shall be accused of refusal or failure to accomplish his duly assigned duties, and will be subject to charges in accordance with Article L, of the I.A.M.A.W. Constitution.

Section 9 When a position within the Executive Committee become vacant, the President of the Local lodge, with the agreement of Executive Committee, can appoint a substitute if there is eighteen (18) months or less to finish the term of the person to be replaced.

## **ARTICLE 4**

### **THE EXECUTIVE BOARD**

Section 1. The Local Lodge Executive Board is composed of the following members:

The President  
 The Vice President  
 The Recording Secretary  
 The Secretary-Treasurer  
 The Conductor-Sentinel  
 The three Trustees  
 The General Safety and Health Director  
 Employee Assistance Program Representative

The Shop Chairmen, Educator and Communicator and the Representative Employee Assistance Program are invited to the Executive Board meetings as observers.

Section 2. The President of the Local Lodge shall be Chairman of the Executive Board and the Recording Secretary shall be Secretary of the Executive Board.

Section 3. The presence of a majority of the Local Lodge Officers (as defined by the I.A.M.A.W. Constitution) constitutes a quorum for holding an Executive Board meeting.

Section 4. The Executive Board shall meet at least once a month to transact any business entrusted to it by the Local Lodge. It must keep a record of its deliberations and decisions. The President and the Secretary may call a special Executive Board meeting, by advising all the members of the Executive Board at least twenty-four (24) hours in advance.

Section 5. It is the duty of the Executive Board to study all matters submitted to it by the Local Lodge, as well as all other matters coming to its attention for the well-being of the Local Lodge. It should present its recommendations to the Local Lodge general meeting as soon as possible.

Section 6. a) Eff. January 1<sup>st</sup>, 2000, the monthly expense allowance of the members of the Executive Board are as follows:

President	\$150.00
Vice President	\$ 75.00
Recording Secretary	\$150.00
Secretary-Treasurer	\$200.00
Conductor-Sentinel	\$ 45.00
Three (3) Trustees	\$ 45.00 each
General Director in Health and Safety	\$100.00

b) The expense allowance of the members of the Executive Board and the Shop Committee members (Article 7 Section 7a) will be paid twice (2) a year every 6 months, July and December of each year.

Section 7. The General Director in Health and Safety of Local Lodge 1660, is elected according to the same procedure as the Local Lodge Officers, as described in Article 3 of these by-laws; his mandate is for three (3) years.

Section 8. A member who holds more than one post within the Local Lodge, may only receive the highest allowance paid for one of the posts which he occupies.

## **ARTICLE 5**

### **AUDITING COMMITTEE**

Section 1. An Auditing Committee composed of three (3) members is elected at the regular assembly of the month of October, at the same time as the Officers. The auditors mandate is for three (3) years, and their function is as set forth in the I.A.M.A.W. Constitution. This committee shall audit the books each six months, after the close of business in June and December.

## **ARTICLE 6**

### **EDUCATOR AND COMMUNICATOR**

Section 1. The President of the Local Lodge with the consent of the Executive Committee will name an Educator and Communicator in accordance with the IAMAW Constitution.

Section 2. The Educator and Communicator will each receive a monthly indemnity of sixty (\$60.00) dollars.

Section 3. The President of the Local Lodge, with the consent of the Executive Committee will name the Representative for the Employee Assistance Program.

## **ARTICLE 7**

### **THE SHOPS - BARGAINING UNITS**

Section 1. Each shop is governed by a shop committee. The members of the shop committee are:

The Shop Chairman  
The Shop Stewards (according to the collective agreement of the concerned shop).  
Shop Health and Safety Director  
Health and Safety Delegates

Section 2. a) The Shop Chairmen are elected by and among the members of the shop where they work, and they are governed by the Local Lodge by-laws and regulations. Their election shall be held six (6) months before the anniversary of the collective agreement of their unit. The mandate is for two (2) years, as of their next election.

b) The Shop Directors in Health and Safety are elected by and among the members of the shop where they work. Their mandate is for three (3) years. They are governed by the Local Lodge by-laws and regulations.

Section 3. The Delegates

a) The Shop Committees shall take the necessary measures to ensure representation by delegates on all the work shifts where it is necessary.

b) The Shop Stewards and the Union Health and Safety Representatives are elected by and among the members that they represent in their respective areas and on their respective shift and they are governed by the Local Lodge by-laws and regulations. Their mandate is for two (2) years. In the case of divergence within the unit, as to the application of this section, the question will be submitted to the Local Lodge Executive Board, who will decide the matter.

c) Eligibility conditions for delegates:

Be a member in good standing since at least one (1) year at the close of nominations or as soon as reinstated as a member of the Local Lodge, provided he was a member in good standing of the I.A.M.A.W. since one year when he was laid off;

Work in the area concerned;

Section 4. Negotiating Committees

a) The members of each of the shops will elect a Negotiating Committee which includes a specified number of representatives, which will be agreed upon after consultation between the Local Lodge Executive Board and the Shop Committee. This Committee has the responsibility of negotiating the renewal of the Collective Agreement with the assistance of a Business Representative from District Lodge 11, in the name of the members of the bargaining unit.

b) A Negotiating Committee may convoke the members of the bargaining unit in cause, to a special assembly concerning the negotiations in course, after having obtained the permission of the President of Local Lodge 1660.

c) Meals. An expense allowance for meal of \$30.00 for an 8-hour day or \$40.00 for a day of more than 8 hours is paid to members of the Negotiating Committee, including the Shop Chairmen or the Local Lodge President, for each day when the Committee is negotiating or in study session, unless these costs are assumed by District Lodge 11.

Section 5. The Shop Chairman may convoke a meeting of the Shop Committee and/or shop members, after having obtained authorization from the Local Lodge President.

Section 6. The Shop Chairman may designate a replacement in order to fill any vacant Delegate's position; he may also decree an election if this proves preferable.

Section 7. a) The allowance for the Shop Chairmen is \$60.00 per month. This allowance shall be reduced by \$25.00 per month if the incumbents of the above mentioned posts do not attend the regular meeting during a month. Exceptions\_ to the above rule will be made for Shop Chairmen who can furnish proof that they worked in the shop or who was attending to union affairs in the name of the Local Lodge or the I.A.M.A.W. on the day of the general meeting.

b) The allowance for Shop Stewards and the Health and Safety Delegates is \$35.00 per month. Those allowances shall be reduced by \$15.00 per month if the incumbents of the above mentioned positions do not attend the general assembly during a month. Exceptions to the above rule will be made for delegates who can furnish proof that he worked in the shop or who was attending to union affairs in the name of the Local Lodge or the I.A.M.A.W. on the day of the general meeting.

c) Notwithstanding paragraphs a) and b), the allowances to the Shop Chairmen, Shop Stewards and Health and Safety Representatives, where the bargaining units are located beyond a radius of more than 50 kilometres from the place where the regular meeting is being held, will not be reduced.

## **ARTICLE 8**

### **AFFILIATIONS-DELEGATES**

Section 1. Affiliations;

Local Lodge 1660 is affiliated to the following organizations:

International Association of Machinists and Aerospace Workers I.A.M.A.W.  
District Lodge 11 of the I.A.M.A.W.  
The Quebec Machinists' Council  
The Quebec Federation of Labor (QFL).  
The different regional councils of the QFL  
The Canadian Labor Congress (CLC).

Section 2. Delegates to Conventions

a) Local Lodge 1660 designates Delegates to the conventions of the organizations to which it is affiliated, according to the by-laws of these organizations.

b) In order to be elected as a Delegate to a convention mentioned in Section 1, of Article 8, a member must have attended at least three (3) regular Local Lodge meetings during the last twelve (12) month period, ending the date of close of nominations.

Section 3. Affiliation - Designated Representatives to District Lodge 11.

a) Local Lodge 1660 designates designated Representatives and substitutes to District Lodge 11, according to the by-laws and regulations of the District.

b) In order to be elected as a Delegate to District Lodge 11, a member must satisfy the requirements of Section 2 b) of Article 8.

c) The Local Lodge 1660 designated Representatives and substitutes to District Lodge 11 are elected during the regular Local Lodge meeting of January or February, and the names of the elected Delegates and substitutes are sent to the Secretary of District Lodge 11 before the following March 15<sup>th</sup>.

d) The Delegates are elected for a mandate of four (4) years.

e) The President of the Local Lodge is automatically a Delegate to District Lodge 11, and is the first delegate.

f) The Local Lodge may modify the number of allowable Delegates to District 11, if there is an important fluctuation of the membership according to the by-laws of District 11 during a mandate.

g) For the application of this section, the nominations will be made in order of priority; i.e. second delegate, third delegate, fourth delegate, first substitute etc.

Section 4. The Delegates to the Regional Councils are designated by Local Lodge 1660 according to the by-laws of the Regional Councils. They must satisfy the same requirements mentioned in Section 2 b) Article 8.

Section 5. Conferences, symposiums, seminars and education.

a) Local Lodge 1660 designates members who participate in conferences, seminars, symposiums or Union education programs.

b) To be eligible to participate in a Grand Lodge Union education program at the William W. Winpisinger Education and Technology Center, a member must satisfy the requirements of the I.A.M.A.W.'s policies.

Section 6. Expenses to Delegates attending conventions, conferences, Education program at the William W. Winpisinger Education and Technology etc.

a) Economy class air transportation - return.

b) If traveling by car, \$.50 per km shall be paid for the exceeding km normally render to go to work if not reimbursed by other organization, for a maximum of 900 km.

c) Lodging accommodation, (single room, if necessary) shall be paid by the Local Lodge, with an allowance of \$60.00 per day for expenses, in the currency of the destination country.

d) For members attending an education program in Montreal: \$30.00 for an 8-hour day or \$40.00 for a day of more than 8 hours, plus \$.50 per km traveling expenses.

e) For the Delegates to District 11 and Regional Councils, an expense allowance of \$15.00, plus \$.50 per kilometer traveling expenses.

f) If the registration fee covers some of the expenses normally incurred by the Delegate, these expenses shall be deducted from the daily expense allowance. However, members participating in a union education program at the William W. Winpisinger Education and Technology Center may receive \$30.00 per day in the currency of the country concerned for the actual days of participation in the session. The travelling days will be paid according to Article 8, Section 6-c.

Section 7. A Delegate of Local Lodge 1660 elected to the Union Council of an organization to which the Local Lodge is affiliated, and who is not reelected as an official delegate of the Local Lodge for the next convention of this organization, will complete the mandate in accordance with the officer's position that he holds in this organization.

## **ARTICLE 9**

### **REIMBURSEMENT OF COMMITTEEMEN'S EXPENSES**

Section 1. Members serving on committees, who suffer a loss of salary while exercising such functions in the service of his Local Lodge, shall submit an itemized statement of their expenses and lost salary at the regular rate incurred in order to receive a reimbursement.

Section 2. Members serving the 2<sup>nd</sup> shift of the Shop Committee or as Local Lodge Officer will receive reimbursement for loss of salary while attending regular monthly meetings and a maximum of one hour for loss of salary for traveling expenses.

## ARTICLE 10

### FEES AND DUES

Section 1. The conditions to be admitted as a member of this Local Lodge are as stipulated in the I.A.M.A.W. Constitution.

Section 2. The initiation and reinstatement fees of this Local Lodge shall be the equivalent of two (2) months' dues.

Section 3. The minimum monthly dues of this Local Lodge shall be a uniform rate equal to two point five (2.5) times the weighted average hourly earnings of members covered by the collective bargaining agreements of their unit within the competence of this Local Lodge, in conformity with I.A.M.A.W. Constitution, and in all cases cannot be less than the total of the per capita taxes which are forwarded to the Grand Lodge and to District Lodge 11 and the affiliations plus one dollar fifty (\$1.50) cents to cover the funds under article 11 section 3 and 4.

Effective December 31<sup>st</sup>, 2008, any increase in Per Capita Tax to Grand Lodge and District 11 and any assessment made by Grand Lodge shall cause the Local Lodge monthly dues to increase by an equivalent amount.

The maximum of monthly dues to the Local Lodge are of a uniform rate equal to two point five (2.5) times the average hourly wage weighted of members covered by the collective agreement of their bargaining unit within the competence of the Local Lodge in accordance to the IAM Constitution, plus one dollar and fifty cents (\$1.50) to cover the funds under article 11 section 3 and 4 and in any cases can be more than the total of Per Capita Tax paid to the grand Lodge and District 11, as the affiliations and twenty-four and fifteen cents (\$24.15).

The Local District will increase the monthly union dues any amounts that will be used for the recruitment in accordance by the local District 11.

Any dues presently paid that are more than the minimum dues expected in accordance with the unit will be maintained at the present rate until an increase change applies.

## ARTICLE 11

### FUNDS

Section 1. The general and emergency funds of this Local Lodge can be disbursed only by an order drawn by the Recording Secretary and countersigned by the President, the check, in all cases, to be drawn by the Secretary-Treasurer and countersigned by the President. In the absence or sickness of the President, the Vice President shall countersign the checks.

Section 2. No motion will be accepted to disburse more than \$500.00 for whatever reason, including strike assistance to another union Local, without a notice of motion and a recommendation from the Executive Board. This condition does not apply to the per capita taxes to the Grand Lodge or to District Lodge 11, nor to administrative expenses approved by the Local Lodge.

Section 3. a) Emergency Fund. In accordance with I.A.M.A.W. statutes, an amount of \$0.50 per member per month shall be deposited or invested in an interest accumulating fund, which can only be withdrawn in case of emergency. A three-fourth vote of the members present and voting at a special or called meeting is required to authorize a withdrawal from the Emergency Fund.

b) When the Emergency Fund accumulates over \$150,000.00, that part of the monthly dues which are deposited into the Emergency Fund is reduced to \$0.25 per member, and the interest which the Fund accumulates are deposited into the current account. The dues are reestablished at \$0.50 if the amount falls below \$150,000.00.

Section 4. Social and Recreation Fund - An amount of \$1.00 per month per member shall be deposited and invested in an interest accumulating fund from which a withdrawal cannot be made except for expenses incurred for the promotion of the I.A.M.A.W. through social and recreational means.

## ARTICLE 12

### STRIKE

Section 1. The approval of a strike, the method of declaring a strike and the settlement of a strike will be made in conformity with the I.A.M.A.W. Constitution.

## ARTICLE 13

### INFORMATION AND PUBLICITY

Section 1. a) The Executive Board of the Local Lodge publishes an information bulletin called "The Tool" - "L=OUTIL", for which it designates an editorial committee who assumes the publication of this bulletin.

b) One of the responsibilities of the Executive Board is to distribute to the members all information which could be of interest to them, and to assure publicity of the Local Lodge.

## ARTICLE 14

### AMENDMENTS

Section 1. Any increase in the amount of initiation and reinstatement fees, emergency funds, and Local Lodge dues, is subject to the procedure specified in the I.A.M.A.W. Constitution.

Any other amendments to these bylaws is subject to the following procedures:

a) All proposed amendments must be in writing, signed by not less than ten (10) members or submitted by the Executive Committee, and be referred to a Bylaws Committee appointed by the President.

b) The proposed amendments are read at two (2) consecutive meetings. Immediately following the second reading, the Bylaws Committee will submit its recommendations.

c) Reasonable advance notice must be given to the membership of the time, date, and place of the second reading, and vote to be taken on the Bylaws Committee's recommendations.

d) Each proposal must be considered and voted on separately. A majority affirmative vote of those present and voting is needed for its adoption.

e) Triplicate copies of the approved proposals, accompanied by the master copy of the bylaws, are referred to the International President for approval and designation of an effective date.

