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Bylaw Change Outline

7. President's Duties

1. Adjusted to cross reference applicable restrictions to business agents

7.A. The President shall be the principal executive officer of this organization. He shall, in general, supervise, conduct, and control all of the business and affairs of the Local Union, its officers, and employees. He shall determine the number of employees of the Local Union, subject to the approval of the Executive Board. He shall also select the attorneys, accountants, or other special or expert services to be retained by the Local, subject to the approval of the Executive Board. In the event the Executive Board refuses to approve the principal officer's choice of expert services, the President may present his choice to a duly noticed meeting of the membership for approval. He shall have charge and supervision of all the officers and employees of the Local Union, including Business Agents. He shall have the power to appoint, suspend, or discharge all appointive employees, provided, however, that personnel actions (including discipline and discharge) regarding Business Agents and Assistant Business Agents shall be subject to the approval of the Executive Board **and in accordance with 12.A.3**. The President shall also have charge of all labor controversies involving the Local Union.

9. Duties of Secretary Treasurer

1. Added requirement to make reports accessible on union website

9.B. The Secretary-Treasurer, upon request of any member, shall make available to the member a copy of the last annual report. He shall also make available for inspection by any member or members, at the Local Union's principal office during regular business hours, any prior annual report, and any other document which is subject by statute to such inspection. **Copies of the annual reports shall be made available to members on the union's website for a minimum of 5 years.** Copying of any financial record to which a member is entitled by law shall be permitted, provided that the member pays the actual cost of duplication. Membership lists may not be copied.

11. Duties of Trustees

1. Replaced language regarding trustees responsibilities

12.C. **Trustees shall serve on the Local Union Executive Board and be entrusted to represent the members and objectives of the union in accordance with Section 13.**

12.D. Trustees shall perform all duties incident to the office and such other duties as from time to time may be assigned to him by the President, the Local Union Executive Board.

12 - Stewards Business Officers

1. Insert provision requiring membership approval if an elected officers salary exceeds 10k
2. Insert provision to remove stewards by E-Board vote
 - This language is currently in previous bylaws, we plan on essentially copying it back over.

~~12.A.3. Elected Officers may be appointed as Business Agents.~~ **Elected Officers may not be appointed as Business Agents while serving their term, however this is not to prevent a previously Elected Officer who is no longer serving his position from being appointed as a business agent.**

12.B(1) A Steward may be removed from office by special vote of the Local Union Executive Board or as a result of penalties imposed in accordance with Article XIX of the International Constitution.

13. Powers of Executive Board

1. Removed reference to elected officers salaries as business agents
2. Added in a requirement to notify members electronically if using emergency authority to authorize expenditures in excess of 10,000
3. Added clarification to determination of membership eligible to vote
4. Added eboard duty to have a policy and procedure in effect that gives access to minutes to members, while still ensuring security in the method they are disseminated

13.A.2. Establish the salaries for the officers, Business Agents, and employees of the Local Union and establish the allowances, direct and indirect disbursements, expenses and reimbursement of expenses for those individuals. Changes in the salaries, allowances or expenses of the officers, employees and Business Agents shall be specifically set forth in the minutes of the Executive Board meeting at which such changes are approved. ~~The minutes shall also reflect whether any officer who also serves as a Business Agent receives a salary, allowance, or expense in his officer capacity or in his Business Agent capacity.~~ Policies establishing benefits, including, but not limited to, sick leave, vacation, travel, and car allowances for officers and employees, as well as Flight Pay Loss and lost time wages, shall be written and compiled in a Policies and Procedures Manual maintained and updated by the Executive Board. The Local Union Executive Board may establish a dues checkoff procedure for Local Union officers and employees belonging to this Local Union;

13.A.8. Lease, purchase or otherwise acquire in any lawful manner for and on behalf of the organization any and all real estate or other property, rights and privileges, including land and land improvements, buildings and building improvements, vehicles, furniture and equipment, and software, whatsoever deemed necessary for the prosecution of its affairs, and which the organization is authorized to acquire, at such price or consideration and generally on such terms and conditions as it thinks fit, and at its discretion pay therefore either wholly or partly in money or otherwise; provided however, that all such expenditures in excess of \$10,000 other than recurring operational expenditures made in the normal course of business such as salaries and benefits, vendor payments, Flight Pay Loss and lost time wages, and building and utility payments, shall be subject to membership approval before they are made. Notwithstanding the foregoing, the Executive Board is authorized to expend Local Union assets without first obtaining membership approval when the Executive Board determines that such expenditure is necessary to protect the interests of the Local Union and the membership from immediate or continuing injury or harm, provided that such expenditure is reported to the membership no later than the next general membership meeting, **and reported electronically no later than five business days.**

13.A.13 Determine **which** membership **is in good standing and therefore eligible to** vote on agreements and strikes, and the composition of other membership meetings, and adopt rules and regulations concerning the conduct thereof not inconsistent with the International Constitution or these Bylaws;

19. Will establish policy and procedure for ensuring meeting minutes are accessible in a secure manner to members upon request, consistent with the International Constitution and applicable labor law.

15 - Expenses

1. Remove the provision for a union provided vehicles

15.C. Automobile Allowance

~~1. The Local Union may provide its officers or representatives with automobiles upon authorization of the membership, or in lieu thereof, they may be paid an allowance for use of their automobiles in such amount or at such rate as shall be approved by the Local Union Executive Board.~~ **Union Officers or representatives may be paid an allowance for use of their automobiles while conducting union business at the mileage rate equal to the current standard IRS mileage rates for business use, excluding their regular commute from their residence, provided that the officer or representative does not receive an**

allowance for these expenses or reimbursement from any other source or section herein. This allowance shall be subject to proper recording and documentation of mileage.

~~Authorizing motions providing automobile allowances must specify the expenses covered by the allowance (for example, whether the allowance covers fuel, maintenance, insurance, etc.).~~

~~2. In such instances where the Local Union provides an automobile, title to the automobile shall remain in the name of the Local Union, until the Local Union decides to dispose of the vehicle.~~

16-Nominations and elections

1. Added requirement to send nomination dates and places electronically
2. Struck references to elected business agents

A.2. The term of office of Local Union officers ~~and elected Business Agents~~ shall not be for a lesser period than three (3) years, except as required by and set forth in Article XXII, Section 3(b) of the International Constitution, and further, except where necessary to provide for a schedule of nominations and elections in accordance with Article XXII, Section 4 (a) of the International Constitution.

16.B.1 At least twenty (20) days prior to the date of the nomination meeting, specific notice of the date, time and place of the nominations meeting and the offices to be filled shall be mailed or shall be published in any Local Union publication mailed to the membership (except that notice of nominations and election may be combined), **and sent electronically**; each member shall be advised in such notice that the election rules are set forth in the Bylaws and International Constitution which are available upon request.

D.7. A member otherwise eligible to run for office shall become a bona fide candidate only upon his nomination for office and acceptance of the nomination. To be eligible to nominate and otherwise participate in the nomination meeting, a member must have his dues paid through the month prior to the month in which the nomination meeting is held. Candidates must accept nominations at the time made either in person or, if absent, in writing, and may accept nomination for only one (1) office. ~~A member may also run for and be elected as a Business Agent or Assistant Business Agent, as provided in Article XXII, Section 8 of the International Constitution, and may hold both the office and the position if elected to both.~~ After a candidate has accepted nomination, he may not, under any circumstances, revoke his acceptance after the ballots are printed, except whereas a result of the revocation the remaining candidate is unopposed;

17 - Dues and Fees

1. Clarify how lowest dues is calculated (at lowest pay rate * min guarantee)
 - o Currently no reference to at what rate these dues are calculated at, leaves room for confusion
2. Added requirement for a special assessment to be re-voted on annually

17.A Dues: The monthly dues of this organization shall be 1.56% of all earned income. The minimum monthly dues of this organization shall be calculated on the basis of the formula set forth in Article X, Section 3(d) of the International Constitution. In no event shall monthly dues be less than the minimum established in the International Constitution. The monthly dues for members who are not on withdrawal as provided in Article XVIII, Section 6 of the International Constitution and have no monthly earnings while on a personal leave of absence from employment shall be 1.56% of the lowest minimum guarantee **multiplied by the lowest pay rate** then in effect under the collective bargaining agreement.

17.H. The Local Union may increase/decrease the dues rate by majority secret ballot vote of the membership.

In no event shall monthly dues be less than the minimum established in the International Constitution. Any increase/decrease in the rate of dues, initiation fees, re-initiation fees, or the levying of any general or special assessment by the Local Union shall be made in accordance with the following procedures:

1. Reasonable notice shall be given that a mail referendum vote will be taken concerning the question of whether or not monthly dues, initiation fees, reinstatement fees, general or special assessments shall be increased or levied. The notice should indicate that a proposed increase or assessment is to be voted on;
2. The mail referendum vote of the membership on the question of whether or not monthly dues, initiation fees, reinstatement fees, general or special assessments shall be increased or levied shall be conducted in accordance with the same procedure for conducting the election of Union officers, as such procedures would apply;
3. A majority vote by secret ballot of the members in good standing voting by mail referendum shall decide the issue; and
- 4. Once a special assessment has been approved by the members, it must be re-confirmed annually by majority secret ballot vote of the membership prior to the last day of the twelfth month after the month in which it was levied. If not approved by majority, or if no vote is held, the special assessment shall expire.**
5. This provision supersedes Section 28 (Amendments) with respect to changing the dues and fees set forth in these Bylaws.
6. Nothing contained in these Bylaws shall preclude the Local Union Executive Board, in the exercise of its discretion, from directing that a membership vote on issues involving dues, fees,

or assessments be conducted by mail ballot referendum after appropriate notice and with safeguards for preserving the secrecy of the balloting.

18: Meetings

1. Added in clarification that members participating remotely are not prevented from being able to vote.

A. Membership meetings shall be general or special. In recognition of the fact that the membership works and resides across the country, the Local Union may conduct hybrid meetings in conjunction with in- person meetings in order to facilitate participation of the membership. Specifically, in conjunction with holding its in-person meetings, the Local Union may allow members who are unable to attend the meeting in person to participate in the meeting via remote access using web-based technology or other electronic platform as approved by the Local Executive Board and not prohibited by the International Union. Members who participate remotely shall be allowed to vote on all items put to a vote before the membership except votes regarding increases or decreases to dues, assessments or other levies, Bylaw amendments, officer elections and any other item that the International Union or applicable law may require be conducted in a secret ballot vote other than by electronic means. **Items requiring a secret ballot vote by other than electronic means shall be conducted among all members in good standing.**

20. Charges and Trials

1. Inserted list of offenses for which a member or officer may face charges

20.A.(1) The basis for charges against members, officers, elected Business Agents, Local Unions, Joint Councils, or other subordinate bodies for which they shall stand trial shall consist of, but not be limited to those in Art XIX Sec 7, 8, & 9 of the Constitution.

22. Meetings

1. Remove provision regarding firearms. Firearm rules may be controlled by each individual property owner/tenant in accordance with federal/state law.

Rule 4. Attending meetings "under the influence" is basis for removal. ~~No member may bring a firearm to the meeting or shall have a firearm on the Union's property.~~

26 - Negotiations

1. Strike out references to area wide agreements in paragraph's A,B, and C
 - o These provisions are not applicable to us, not required in the model bylaws and are covered under the constitution anyway, and are causing some concern regarding interference by international into our CBA ratification.

26. A. Whenever a collective bargaining agreement is about to be negotiated, modified, or extended at the request of this Local Union, the President shall request the membership to

submit written bargaining unit demands. Whenever a collective bargaining agreement is about to be negotiated, modified or extended at the request of this Local Union, the principal executive officer shall call a meeting at which the membership shall determine and authorize the bargaining demands to be made. The Local Union Executive Board shall determine the time, date(s) and manner of such meeting, and, to the extent applicable, whether such meeting shall be limited to the members in a particular division, craft or place of employment. ~~If, in the future, Where this Local Union is a participant in an area wide agreement, it is understood that the bargaining demands of the Local Union may be accepted, modified, or rejected by the overall negotiation committee in accordance with such rules and procedures as may be adopted by the area-wide, conference-wide or national bargaining group.~~ All negotiating committees established and tasked with negotiating the Allegiant Air collective bargaining agreement and any other collective bargaining agreement between the Local Union and other employers shall include rank-and-file members who work under such agreement(s) or, with respect to a first contract, who are members of the bargaining unit that will be covered by such agreement and who have signed applications for membership.

B. The Secretary-Treasurer shall submit to the Director of the Airline Division two (2) copies of all proposed collective bargaining agreements for approval before ratification by the members or submission to the carrier for signature. ~~In those cases where the proposed agreement is for operations which are already subject to an area wide agreement, or a prospective area wide agreement is already planned, the proposed agreement shall be submitted to the Director of the appropriate Trade Conference or Division for approval before submission to the employer.~~

C. Members of this Local Union shall have the right to ratify their collective bargaining agreement covering them. Ratification of agreements or amendments shall be subject to vote in the same manner as provided for in connection with bargaining demands as set forth in Section 26(A), ~~or in the case of areawide, conference-wide or national agreements in accordance with the Constitution and rules adopted by such bargaining group, except that where the General Executive Board has directed the Local Union to refrain from executing such agreement, no proposed agreement shall be considered ratified by any vote until and unless it is specifically approved by the General Executive Board.~~ Where a final contract proposal has been reduced to writing at the time it is to be submitted for vote, copies of the written proposal shall be made available to the affected membership. True copies of final agreements arrived at by the Local Union shall be filed by the Secretary-Treasurer with the Economic and Contracts Departments of the International Union within sixty (60) days after execution, together with a list of the names and locations of employers and number of employees covered by such agreements.