

Form **990-EZ**

Short Form Return of Organization Exempt From Income Tax

OMB No. 1545-1150

2009

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)
▶ Sponsoring organizations of donor advised funds and controlling organizations as defined in section 512(b)(13) must file Form 990. All other organizations with gross receipts less than \$500,000 and total assets less than \$1,250,000 at the end of the year may use this form.
▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

A For the **2009** calendar year, or tax year beginning **2009**, and ending **20**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	Please use IRS label or print or type. See Specific Instructions.	C Name of organization International Association of Machinist Lodge 610		D Employer identification number 59-0839962
		Number and street (or P.O. box, if mail is not delivered to street address) Room/suite		E Telephone number 321-917-4765
		271 Taylor Ave		F Group Exemption Number ▶ 0264
		City or town, state or country, and ZIP + 4 Cape Canaveral, FL. 32920-3025		

• Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).

G Accounting Method: Cash Accrual
Other (specify) ▶

I Website: ▶ www.iam610.org

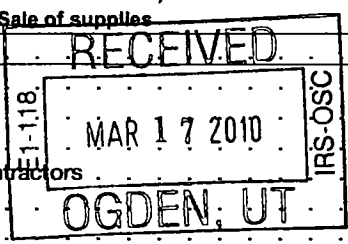
H Check if the organization is not required to attach Schedule B (Form 990, 990-EZ, or 990-PF).

J Tax-exempt status (check only one) – 501(c) () ◀ (insert no.) 4947(a)(1) or 527

K Check if the organization is not a section 509(a)(3) supporting organization and its gross receipts are normally not more than \$25,000. A Form 990-EZ or Form 990 return is not required, but if the organization chooses to file a return, be sure to file a complete return.

L Add lines 5b, 6b, and 7b, to line 9 to determine gross receipts; if \$500,000 or more, file Form 990 instead of Form 990-EZ ▶ \$

Part I		Revenue, Expenses, and Changes in Net Assets or Fund Balances (See the instructions for Part I.)	
Revenue	1 Contributions, gifts, grants, and similar amounts received	1	
	2 Program service revenue including government fees and contracts	2	
	3 Membership dues and assessments	3	34164
	4 Investment income	4	18
	5a Gross amount from sale of assets other than inventory	5a	
	b Less: cost or other basis and sales expenses	5b	
	c Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)	5c	
	6 Special events and activities (complete applicable parts of Schedule G). If any amount is from gaming, check here <input type="checkbox"/>		
	a Gross revenue (not including \$ _____ of contributions reported on line 1)	6a	
	b Less: direct expenses other than fundraising expenses	6b	
c Net income or (loss) from special events and activities (Subtract line 6b from line 6a)	6c		
7a Gross sales of inventory, less returns and allowances	7a		
b Less: cost of goods sold	7b		
c Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)	7c		
8 Other revenue (describe ▶ Reimbursement of expenses, Sale of supplies)	8	142	
9 Total revenue. Add lines 1, 2, 3, 4, 5c, 6c, 7c, and 8	9	34324	
Expenses	10 Grants and similar amounts paid (attach schedule)	10	
	11 Benefits paid to or for members	11	946
	12 Salaries, other compensation, and employee benefits	12	13809
	13 Professional fees and other payments to independent contractors	13	325
	14 Occupancy, rent, utilities, and maintenance	14	
	15 Printing, publications, postage, and shipping	15	
	16 Other expenses (describe ▶ Office and Administrative Expenses)	16	4645
	17 Total expenses. Add lines 10 through 16	17	19725
Net Assets	18 Excess or (deficit) for the year (Subtract line 17 from line 9)	18	14599
	19 Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)	19	
	20 Other changes in net assets or fund balances (attach explanation)	20	
	21 Net assets or fund balances at end of year. Combine lines 18 through 20	21	



Part II		Balance Sheets. If Total assets on line 25, column (B) are \$1,250,000 or more, file Form 990 instead of Form 990-EZ. (See the instructions for Part II.)	
		(A) Beginning of year	(B) End of year
22	Cash, savings, and investments	33508	22 48100
23	Land and buildings		23
24	Other assets (describe ▶)		24
25	Total assets		25
26	Total liabilities (describe ▶)		26
27	Net assets or fund balances (line 27 of column (B) must agree with line 21)	33508	27 48100

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Part III Statement of Program Service Accomplishments (See the instructions for Part III.)

What is the organization's primary exempt purpose?
 Describe what was achieved in carrying out the organization's exempt purposes. In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title.

Expenses
 (Required for section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts; optional for others.)

28 (Grants \$) If this amount includes foreign grants, check here <input type="checkbox"/>	28a	na
29 (Grants \$) If this amount includes foreign grants, check here <input type="checkbox"/>	29a	na
30 (Grants \$) If this amount includes foreign grants, check here <input type="checkbox"/>	30a	na
31	Other program services (attach schedule) (Grants \$) If this amount includes foreign grants, check here <input type="checkbox"/>	31a	na
32	Total program service expenses (add lines 28a through 31a) <input type="checkbox"/>	32	na

Part IV List of Officers, Directors, Trustees, and Key Employees. List each one even if not compensated. (See the instructions for Part IV.)

(a) Name and address	(b) Title and average hours per week devoted to position	(c) Compensation (if not paid, enter -0-.)	(d) Contributors to employee benefit plans & deferred compensation	(e) Expense account and other allowances
See Attached LM-3 All positions are part time				
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Part V Other Information (Note the statement requirements in the instructions for Part V.)

		Yes	No
33	Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity		✓
34	Were any changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the changes	✓	
35	If the organization had income from business activities, such as those reported on lines 2, 6a, and 7a (among others), but not reported on Form 990-T, attach a statement explaining why the organization did not report the income on Form 990-T.		
a	Did the organization have unrelated business gross income of \$1,000 or more or was it subject to section 6033(e) notice, reporting, and proxy tax requirements?		✓
b	If "Yes," has it filed a tax return on Form 990-T for this year?		✓
36	Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N		
37a	Enter amount of political expenditures, direct or indirect, as described in the instructions. ▶ 37a _____ na		
b	Did the organization file Form 1120-POL for this year?		✓
38a	Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still outstanding at the end of the period covered by this return?		✓
b	If "Yes," complete Schedule L, Part II and enter the total amount involved 38b _____		
39	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on line 9 39a _____		
b	Gross receipts, included on line 9, for public use of club facilities 39b _____		
40a	Section 501(c)(3) organizations. Enter amount of tax imposed on the organization during the year under: section 4911 ▶ _____ ; section 4912 ▶ _____ ; section 4955 ▶ _____		
b	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in any section 4958 excess benefit transaction during the year or is it aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I		✓
c	Section 501(c)(3) and 501(c)(4) organizations. Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 ▶ _____		
d	Section 501(c)(3) and 501(c)(4) organizations. Enter amount of tax on line 40c reimbursed by the organization ▶ _____		
e	All organizations. At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T.		✓
40e			
41	List the states with which a copy of this return is filed. ▶ _____		
42a	The organization's books are in care of ▶ <u>Steven N Mosley</u> Telephone no. ▶ <u>321-917-4765</u> Located at ▶ <u>271 Taylor Ave Cape Canaveral, FL</u> ZIP + 4 ▶ <u>32920-3025</u>		
b	At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		✓
42b	If "Yes," enter the name of the foreign country: ▶ _____ See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
c	At any time during the calendar year, did the organization maintain an office outside of the U.S.?		✓
42c	If "Yes," enter the name of the foreign country: ▶ _____		
43	Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of Form 1041—Check here ▶ <input type="checkbox"/> and enter the amount of tax-exempt interest received or accrued during the tax year ▶ 43 _____		
44	Did the organization maintain any donor advised funds? If "Yes," Form 990 must be completed instead of Form 990-EZ		✓
45	Is any related organization a controlled entity of the organization within the meaning of section 512(b)(13)? If "Yes," Form 990 must be completed instead of Form 990-EZ		✓

Part VI Section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts only. All section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts must answer questions 46-49b and complete the tables for lines 50 and 51.

- | | | Yes | No |
|---|------------|-----|----|
| 46 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I | 46 | | |
| 47 Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II | 47 | | |
| 48 Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E | 48 | | |
| 49a Did the organization make any transfers to an exempt non-charitable related organization? | 49a | | |
| b If "Yes," was the related organization a section 527 organization? | 49b | | |
- 50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter "None."

(a) Name and address of each employee paid more than \$100,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances

f Total number of other employees paid over \$100,000 ▶ _____

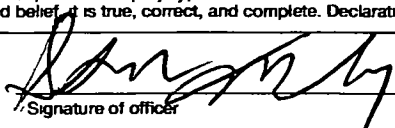
51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter "None."

(a) Name and address of each independent contractor paid more than \$100,000	(b) Type of service	(c) Compensation

d Total number of other independent contractors each receiving over \$100,000 ▶ _____

Under penalties of perjury, I declare that I have examined this return, and believe it is true, correct, and complete. Declaration of preparer (other than officer) if one has been prepared.

Sign Here

▶ 
Signature of officer

▶ **Steven N Mosley Secretary Treasurer**
Type or print name and title

Paid Preparer's Use Only

Preparer's signature ▶

Firm's name (or yours if self-employed), address, and ZIP + 4 ▶

May the IRS discuss this return with the preparer shown above? S

Florida Missiles System Lodge No. 610

**International Association of Machinists
& Aerospace Workers, AFL-CIO**

Article I

Purpose

Section 1: It shall be maintained for the purpose of securing and maintaining a high level of wages and working conditions comparable to the high skill and degree of responsibility required of airplane and guided missile maintenance personnel and related crafts. It shall also be dedicated to the furthering and advancement of the Union movement and extending its advantages to those who do not as yet enjoy them.

Article II

Section 1: It shall be composed of members whose duties are to test, fabricate, assemble, maintain and modify aircrafts, guided missiles, spacecraft, satellites and their ground components at bases and test centers under LL 610 representation. It shall also include those members who handle supplies and who are in various other phases of the operation.

Article III

Section 1: The government of this Lodge shall be by its members in regular meetings, called meetings and by the Executive Board.

Section 2: The regular meeting of this Local Lodge shall be held on the third Wednesday of each calendar month, and the time of the meeting is to be determined by the Executive Board, and the meeting shall be limited to 90 minutes. Each member wishing to speak will be allowed three (3) minutes, then may not have the floor again until all others wishing to speak have been heard. At the end of 90 minutes, the members may determine by majority vote to continue the meeting if all business at hand has not been completed.

Section 3: Special meetings shall be called by the President in accordance with the IAM Constitution. The members to be notified by bulletin at least seventy-two (72) hours prior to such meetings.

Section 4: In the absence of the President the next officer in line will preside.

Approved: 9-17-09
Effective: 10-1-09

Section 5: Ten (10) members shall constitute a quorum for all regular or called meetings, to be changed along with the IAM Constitution.

Section 6: The initiation fee of this Lodge shall be in accordance with the IAM Constitution. The reinstatement fee of this Lodge shall be ten dollars (\$10.00), plus one (1) month's dues. Other cases such as Honorary Withdrawal Cards shall be ten dollars (\$10.00), plus one (1) month's dues.

1. The monthly dues of this Lodge shall be a uniform rate for each membership classification equal to two (2) times the weighted average hourly earnings of members in the membership classification of Journeyman (skilled labor) and Production Worker (office and clerical) covered by the collective bargaining agreements under the Local Lodge 610 jurisdiction and in accordance with the IAM Constitution.

2. Beginning January 1, 2009 four dollar (4.00) assessment will be added to the weighted average dues rate for each classification per Article VII Section 4 of the IAM&AW Constitution.

3. Beginning January 1, 2011 two dollar (2.00) assessment will be added to the weighted average dues rate for each classification per Article VII Section 4 of the IAM&AW Constitution.

4. Beginning January 1, 2011 the six dollar (6.00) assessment per Article VII Section 4 of the IAM&AW Constitution will become a permanent addition to the weighted average dues rate for each classification each year as established in Article III (1) and will be adjusted annually by the Consumer Price Index Urban Wage Earners and Clerical Workers (CPI-W, United States City Average – all items, 1982-84 = 100).

Section 7: The Secretary-Treasurer shall be paid two hundred fifty dollars (\$250.00) per month, and the Recording Secretary shall be paid one hundred twenty five dollars (\$125.00) per month. The Secretary Treasurer or Recording Secretary may decline any or all of their monthly pay.

Article IV

Section 1: Nominations of officers, delegates and auditors for this Local Lodge shall be held at the regular meeting in September 2009 every three (3) years afterwards. No member shall be nominated for any office unless he or she is present to accept or decline the nomination or has a letter of acceptance in at the time of nominations. Any member nominated for office must be a member in good standing for a period of one (1) year at the time of nomination. Nominations for officers must be closed at the first regular meeting in September 2009, after which all ballots will be prepared. All candidates must have attended 50% of the regular Lodge meetings held during the 12-month period ending the date of close of nominations, and be current in their dues to date, at the time of

nomination in order to qualify for any elective or appointive office of this Local Lodge. In the event that all qualified members decline to accept the position of Steward, the attendance requirements shall be waived, and an election conducted among all nominees waiving the attendance requirement.

Section 2: Notification and election of officers shall be in accordance with the IAM Constitution. In all elections, candidates receiving the greater number of votes (simple majority) shall be considered duly elected. Should candidates receive equal numbers of votes, a run-off election will be held at the same meeting where possible, or at the next regular meeting.

Section 3: No officer or Steward, Base Steward or Committee Chairperson shall be permitted to hold more than one (1) elective or appointive office of Local Lodge 610 at any one (1) time, other than serving on the Grievance/Labor Relations Committee, Contract Study Committee, Negotiations Committee or other committees of temporary status or a duly elected delegate to the district, Space Coast AFL-CIO Labor Council or conventions.

Section 4: Nominations shall be opened for the Delegates and three (3) Alternate Delegates to District Lodge 166 at the regular meeting in September 2009, elections shall be held at the regular meeting in October 2009 and every three (3) years afterwards.

Section 5: Nominations shall be opened for Delegates and Alternate Delegates to the Space Coast AFL-CIO Labor Council at the regular meeting in September 2009 with the number to be determined by the CLC Bylaws. Elections shall be held at the regular meeting in October 2009 and every three (3) years afterwards.

Section 6: Nominations shall be opened for three (3) Auditors at the regular meeting in September 2009, elections shall be held at the regular meeting in October 2009 and every three (3) years afterwards.

Article V

Section 1: The duties of all officers shall be as set forth in the IAM Constitution.

Section 2: In the event any officer of this Lodge absents himself from two (2) consecutive regular meetings of this Lodge without being excused therefor, and if there is no controversy as to the refusal to excuse being proper, such officer shall be deemed to have resigned his office. The vacancy shall be filled by appointment by the presiding officer on a pro tem basis for that period reasonably required to bring about the nomination and election of a successor.

(a) Should such officer contend the refusal to excuse him for such absence is improper, the presiding officer shall prefer charges against him, charging conduct unbecoming an officer on the basis of his absence without excuse found

acceptable to the Lodge, and he shall be tried in accordance with applicable provisions of the IAM Constitution.

(b) All vacancies of offices between elections covering Officers, Executive Board members, Delegates and Stewards shall be filled by temporary appointment by the President of the Local Lodge with the approval of the Executive Board. Such temporary appointments shall be for such period as is reasonably required to bring about the election of a successor in accordance with the provisions of these bylaws and the IAM Constitution.

Article VI

Section 1: The Executive Board shall consist of the President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor-Sentinel, and the three (3) Trustees.

Section 2: Meetings shall be called by the chairman from time to time as the affairs of the Lodge require consideration by the committee and meetings must be called by him upon request from a majority of the officers composing the committee. The Executive Board will meet before each regular meeting.

Section 3: The minutes of each Executive Board meeting shall be read at the next regular Lodge meeting.

Section 4: The Lodge must approve all recommendations before they shall become effective.

Section 5: A Grievance/Labor Relations Committee consisting of five members will be recommended by the Committee Chairperson/Base Steward and forwarded to the Executive Board for concurrence. The Committee Chairperson/Base Steward will be Chairman of the Committee. The committee will make monthly reports to the Executive Board on the status of grievances, and their recommendations pertaining to all grievances.

Article VII

Section 1: The number of Stewards representing the membership of this Lodge shall be in accordance with the IAM-Company Agreement. Stewards shall be elected each year by a simple majority of members voting in the groups they shall represent. Vacancies shall be filled by presidential appointment until such time as an election can be held. Candidates for Steward shall be members in good standing in the Lodge for a period of one (1) year and has attended at least fifty percent (50%) of the Local Lodge meetings during the twelve (12) month period prior to the time of election, or in the event no candidate possesses these qualifications, they may be waived. Candidates seeking election shall give written notice of their candidacy to the Recording Secretary prior to the 3rd Wednesday in the month of December. Notices of election and candidates shall be posted at least five (5) working days prior to elections.

Section 2: Meetings of the stewards shall not be less than once each month at a time and place to be chosen by the Committee Chairperson/Base Steward.

Section 3: Any Steward who does not actively discharge his duties, can be removed as a steward by a majority vote of those employees he represents. The membership will elect a steward in his place for the unexpired term of office after trial per the IAM Constitution.

Section 4: The duties of stewards shall be:

(a) Check and report infractions of the agreement with the employer to the immediate supervisor, Committee Chairperson/Base Steward or Business Representative.

(b) Report sickness, death, disabilities and births so that proper action may be taken by and in the Lodge.

(c) Report to the Lodge any suggestion for the welfare of the membership and the improvement of the agreement or agreements with the employer.

(d) Contact new employees immediately upon entering the employ of the Company so they may be converted to membership in the Union with a minimum delay.

(e) Any steward absenting himself from two (2) consecutive meetings and who does not present valid reasons, should resign. Should he fail to resign, he will then be charged with negligence of his duties and tried in accordance with the IAM Constitution.

Section 5. The position of Committee Chairperson/Base Steward shall be appointed per their respective agreements by a credentialed Union Representative of International Association of Machinist and Aerospace Workers.

(a) Committee Chairperson/Base Steward shall have the same attendance requirements as a Steward per Article VII Section 4, e.

Section 6. Duties of the Committee Chairperson/Base Steward:

(a) To consult with Stewards regarding complaints, grievance, etc.

(b) Assume authority in second step grievances.

(c) Meet with a Company representative regarding request, complaints and grievances per the respective labor agreements.

(d) To consult with Local Lodge 610 Business Representatives or Designee regarding requires, complaints and grievances.

(e) Any other duties as further listed in Local Lodge 610 bylaws.

Article VIII

Section 1: The funds of the Lodge shall be held intact as hereinafter provided.

Section 2: Under no circumstances shall any funds, of this Local Lodge, be advanced to any person or persons, except duly authorized delegates or representatives on approved business.

Section 3: Payment for lost time from work will be made to officers, delegates, and representatives when required to be on lodge business, and with the membership's approval, at the regular rate of pay, provided payment for time lost is not received from any other source. The daily GSA rate of per diem for food and incidentals, plus actual lodging expense is considered adequate per diem while on union business. Transportation shall include first-class, tourist class, or the GSA rate for use of car. However, the Local must approve all expenses in advance of the trip.

Section 4: All appeals for aid or donations shall first be referred to the Executive Board for recommendation to the membership. The membership, by a majority vote in attendance, may override the recommendations of the Executive Board on the particular subject, not to exceed the maximum amount voted on by the members.

Section 5: In case of death of the following: mother, father, wife, husband, sister, brother, grandparents, child or step child of a member of the Lodge 610, the Secretary shall order a floral offering not to exceed seventy-five dollars (\$75.00) excluding wire service charges, when notified in time. If requested by the family, a donation of fifty dollars (\$50.00) will be sent to a specified organization in the members name on behalf of IAM Local Lodge 610. In case of a birth to a member or in case of confining sickness of a member, the Recording Secretary shall forward an appropriate card to fit the occasion, when notified in time.

Section 6: All bills of this Lodge, after being read, must be approved by the Lodge before payment can be affected, except in case of routine expense, which may be paid upon presentation, but must be presented to the Lodge for final approval.

Section 7: This Lodge shall set aside fifty cents (\$.50) per person each month represented by Local Lodge 610, funds permitting, to be incorporated into an Emergency Fund, which is to be invested into savings bonds or deposited into an interest bearing account at the discretion of the Trustees.

Section 8: These bylaws will be in effect upon approval of the Grand Lodge.

Section 9: Nothing in these bylaws shall be applied or construed in a manner that will conflict with the provisions of the IAM Constitution. All matters arising and not specifically covered by these bylaws will be governed by the IAM Constitution.

Section 10: This Lodge shall set aside two dollars and fifty cents (\$2.50) per person each month represented by Local Lodge 610 into a negotiation/education fund, which is to be invested into savings bonds or deposited into an interest bearing account at the discretion of the Trustees.

Section 11: Retirement and Withdrawal cards will be paid for by Local Lodge 610.

Article IX

Section 1. There shall be a Contract Study Committee whose duties shall be to study the contract and make recommendations to the Negotiating Committee at the time of contract negotiations. The Chairman of this Committee shall be picked by the Committee, in Contract Enforcement Group (C.E.G.) "E" the Base Steward shall serve as Chairman. The Committee shall consist of five (5) members including the Committee Chairperson/Base Steward. Four (4) members shall be elected by the membership one year prior to the expiration of the then current contract.

Section 2. Nominees to the Contract Study Committee must comply with Article IV, Section 1 of these bylaws.

Article X

Section 1. There will be three (3) members and one (1) alternate representing Local Lodge 610 on the Negotiating Committee. The representatives to be duly elected members who are serving on the Contract Study Committee and the selection of these three (3) members and one (1) alternate by the Contract Study Committee will be held six (6) months prior to the expiration of the then current contract. The selected Negotiations Committee will then be brought before the membership for concurrence. (Section 1 not applicable to C.E.G. "E")

Section 2: In accordance with the Collective Bargaining Agreement there can be one representative from C.E.G. "E" to the main negotiation committee. The representative shall be the Chairman of the Contract Study and Negotiating Committee. If the Chairman is unable to fulfill this obligation then the Contract Study and Negotiating Committee will select a member of the committee with Executive Board concurrence to fulfill the obligation.

Article XI

Section 1: Any increase in the amount of initiation and reinstatement fees, Emergency Funds, and Local Lodge dues must be handled on the basis of the procedures specified in the IAM Constitution.

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

(a) All proposals must be in writing, signed by not less than five (5) members, and referred to a Bylaws Committee of five (5) members appointed by the President.

(b) Must be read as proposed at two (2) consecutive meetings. Immediately following the second reading, the Bylaws Committee shall submit their 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 upon separately. A majority affirmative vote by those present and voting is need for adoption.

(e) Triplicate copies of approved proposals, together with the master copy of bylaws shall be referred to the International President for approval and designation of an effective date.

Section 2: All changes of the IAM Constitution or applicable Federal or State laws, affecting these bylaws, will be automatically incorporated and amended copies of bylaws will be made available to the membership.

Section 3: All amendments to the bylaws will state the date of which the amendments were incorporated into the bylaws.

Section 4: All officers, employees, or other individuals in this Local Lodge who are responsible for, or handle funds of or for the Lodge, shall be bonded in accordance with the IAM Constitution and the IAM Policy relating thereto.

**Approved for and in behalf of
International President**