



ARTICLE XVIII - FUNDS:

Original By Law

Section 6. (a) The full-time President shall receive a monthly salary equal to the monthly salary of the Lead Licensed Aircraft Technician under the collective agreement with Air Canada. This amount shall be adjusted by the same salary adjustment received by the membership under the collective agreement with Air Canada. The Local Lodge shall assume Air Canada's portion of all benefits covered under the current collective agreement. In addition the President shall receive an expense allowance of \$275.00 per month.

Amend

Section 6. (a) The full-time President shall receive a monthly salary equal to the monthly salary of the Lead Licensed Aircraft Technician under the collective agreement with Air Canada. This amount shall be adjusted by the same salary adjustment received by the membership under the collective agreement with Air Canada. The Local Lodge shall assume Air Canada's portion of all benefits covered under the current collective agreement. In addition the President shall receive an expense allowance of \$475.00 per month.

Intend : Old by law update and on per with all other locals.

Original By Law

(b) The full-time Secretary-Treasurer shall be paid a monthly salary equal to the monthly salary of the Lead Licenses Aircraft Technician under the collective agreement with Air Canada. This amount shall be adjusted by the same salary increase formula and on the same date as any salary adjustment received by the membership under the collective agreement with Air Canada. The Local Lodge shall assume Air Canada's portion of all benefits covered under the current collective agreement. In addition, the Secretary-Treasurer shall receive an expense allowance of \$275.00 per month.

Note: The Recording Secretary of Local Lodge No. 2323 shall notify the International President of the adjusted salaries each time it occurs.

Amend

(b) The full-time Secretary-Treasurer shall be paid a monthly salary equal to the monthly salary of the Lead Licenses Aircraft Technician under the collective agreement with Air Canada. This amount shall be adjusted by the same salary increase formula and on the same date as any salary adjustment received by the membership under the collective agreement with Air Canada. The Local Lodge shall assume Air Canada's portion of all benefits covered under the current collective agreement. In addition, the Secretary-Treasurer shall receive an expense allowance of 475.00 per month.

Note: The Recording Secretary of Local Lodge No. 2323 shall notify the International President of the adjusted salaries each time it occurs.



Original By Law

- (C) The Vice President and Recording Secretary shall receive a monthly expense allowance of \$275.00. In addition, he shall be paid for actual wages lost when it is necessary to perform the duties of his office, subject to authorization by the President.

Amend

- (D) The Vice President and Recording Secretary shall receive a monthly expense allowance of \$475.00. In addition, he shall be paid for actual wages lost when it is necessary to perform the duties of his office.

Intend : Old by law update and on per with all other locals.

Original By Law

(D) The Three Trustees, Conductor-Sentinel, Ottawa Executive Board Member, Educator, Local Lodge Auditor, Negotiations Representatives, Shop Stewards, Board Members, London Line Station Representative, Safety and Health Committee Members, Employee Assistance Committee Members, Women's Committee Members, Pension Committee Members, Employee Relations, Rights & Equity Committee Members, and Young Machinists Committee Members shall receive a yearly expense allowance of \$550.00. This allowance will be paid each December.

In order to receive this allowance the member must attend at least 50% of the regular monthly union meetings held by the Local Lodge during the months he/she has had in office, that their scheduled shifts, assignments, vacations, verified illness, Local, District, Grand Lodge business shall allow. Ottawa, Trenton and London Representatives shall be accredited as having attended said meeting(s).

Members not serving a full twelve (12) months in office during the year shall receive a pro-rated allowance.

The Shop Committee Chairman (Toronto) shall receive an expense allowance of \$275.00 per month.

Amend

(D) The Three Trustees, Conductor-Sentinel, Ottawa Executive Board Member, Educator, Local Lodge Auditor, Negotiations Representatives, Shop Stewards, Board Members, London Line Station Representative, Safety and Health Committee Members, Employee Assistance Committee Members, Women's Committee Members, Pension Committee Members, Employee Relations, Rights & Equity Committee Members, and Young Machinists Committee Members shall receive a yearly expense allowance of \$650.00. This allowance will be paid each December.

In order to receive this allowance the member must attend at least 50% of the regular monthly union meetings held by the Local Lodge during the months he/she has had in office, that their scheduled shifts, assignments, vacations, verified illness, Local, District, Grand Lodge business shall allow. Ottawa, Trenton and London Representatives shall be accredited as having attended said meeting(s).

Members not serving a full twelve (12) months in office during the year shall receive a pro-rated allowance.

The Shop Committee Chairman (Toronto) shall receive an expense allowance of \$475.00 per month.



Original By Law

- (f) The Shop Committee member (Toronto) shall receive an expense allowance of \$275.00 per month.

Amend

- (f) The Shop Committee member (Toronto) shall receive an expense allowance of \$475.00 per month.

Intend : Old by law update and on per with all other locals.

Original By Law

- (g) Each member of the Ottawa Shop Committee shall receive \$275.00 per month expense allowance.

Amend

- (g) Each member of the Ottawa Shop Committee shall receive \$475.00 per month expense allowance.

Intend : Old by law update and on per with all other locals.

Original By Law

- (i) The Chief Shop Steward Clerical representing more than 50 members will receive an expense allowance of \$275.00 per month.

The Chief Shop Steward Clerical representing less than 50 members will receive an expense allowance of \$200.00 per month.

Amend

- (i) The Chief Shop Steward Clerical representing more than 50 members will receive an expense allowance of \$475.00 per month.

The Chief Shop Steward Clerical representing less than 50 members will receive an expense allowance of \$200.00 per month.

Intend : Old by law update and on per with all other locals.

(j) The Chief Shop Steward for TBH shall receive an expense allowance of \$275.00 per month.

Amend

(j) The Chief Shop Steward for TBH shall receive an expense allowance of \$475.00 per month.

Intend : Old by law update and on par with all other locals.

Original By Law

(k) The full time Health and Safety Representatives shall receive an expense allowance of \$275.00 per month, subject to a 50% monthly membership meeting attendance requirement.

Amend

The full time Health and Safety Representatives shall receive an expense allowance of \$475.00 per month, subject to a 50% monthly membership meeting attendance requirement.

~~Intend : Old by law update and on par with all other locals.~~

Original By Law

Section 14. When not in receipt of a District Lodge monthly expense allowance, the Employee Assistance Committee Coordinator shall receive an expense allowance of

\$275.00 per month. The maximum number of members to be limited to twelve (12) not including the Coordinator and all shall be appointed by the Local Lodge Executive Board.

This is to be made up as follows: Two (2) Ottawa Station
Four (4) Technical Operations & Purchasing & Supply Branch
Seven (7) Airport and Cargo Operations

Amend

Section 14. When not in receipt of a District Lodge monthly expense allowance, the Employee Assistance Committee Coordinator shall receive an expense allowance of

\$475.00 per month. The maximum number of members to be limited to twelve (12) not including the Coordinator and all shall be appointed by the Local Lodge Executive Board.

This is to be made up as follows: Two (2) Ottawa Station
Four (4) Technical Operations & Purchasing & Supply Branch
Seven (7) Airport and Cargo Operations

Intend : Old by law update and on per with all other locals.

Concurrence

Article VI

Section 1

(b) The Union Regional Shop Committee (Toronto), Airport and Cargo Operations, shall consist of on (1) Shop Chairperson and three (3) Shop Committee Members elected by and from the Airport and Cargo Operations Branch. One of the Union Regional Shop Committee members (Toronto) shall be assigned to represent the members in the Toronto Cargo Branch.

Amendment

(b) The Union Regional Shop Committee (Toronto), Airport and Cargo Operations, shall consist of on (1) Shop Chairperson elected by and from the Airport and Cargo Operation s Branch, and three (3) Shop Committee Members appointed by the Shop Committee Chairperson and from the Airport and Cargo Operations Branch. One of the Union Regional Shop Committee members (Toronto) shall be assigned to represent the members in the Toronto Cargo Branch.

Reason for amendment

To allow the Chairperson to appoint the committee members, so they can implement the structure and procedures they would see fit as an elected chairperson.

Article VI

CONCURRENCE

Section 3.

Nominations for Union Regional Shop Committee Members (Toronto) shall take place at the first regular meeting in September and elections shall be held at the first regular meeting in December.

Amendment

Strike this section from the bylaws

Reason for amendment

The Shop Committee Chairperson shall appoint the members of the Committee

Concurrence

Article VI

Section 5

The Union Regional Shop Committee Members (Toronto) election(s) will be held at the Union Hall, from 0630 hrs until 2100 hrs.

Amendment

Strike section 5 from the bylaws

Reason for amendment

The Shop Committee Chairperson shall appoint the members of the committee

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Article VI

Concurrent

Section 6

- (a) Shop Committee – Ottawa – This Shop Committee is comprised of a maximum of two (2) members – one (1) member to be elected as Chairperson, and one (1) to be elected as Shop Committee member. The term of office shall be three (3) years, commencing January 1, 2013 for the Chairperson and three (3) years for the member commencing January 1, 2015. This Shop Committee will be voted on by the Ottawa members only. The Ottawa Executive Board member shall be responsible for conducting the nominations and election of this Shop Committee.

Amendment

- (a) Shop Committee – Ottawa – This Shop Committee is comprised of a maximum of two (2) members – one (1) member to be elected as Chairperson, and one (1) to be appointed by the Shop Committee Chairperson as Shop Committee member. The term of office shall be three (3) years, commencing January 1, 2022. This Shop Committee will be voted on by the Ottawa members only. The Ottawa Executive Board member shall be responsible for conducting the nominations and election of this Shop Committee.

Concurrence

Article VII

Section 2

B) The Union regional Shop Committee Chairpersons (Toronto – Airports & Cargo, Technical Operations/Purchasing & Supply)(Ottawa) shall appoint the members of the Shop Committee in the respective areas.

Reason for amendment

The Shop Committees are fractured and there is no cohesiveness. By the members electing the Chairperson, they have chosen the representative they feel will do the best job. By the chairperson then appointing the committee, they are able to implement the structure and procedures they need to be successful in the role. Another reason is it will save the Local Lodge and the members of the Local Lodge from having an election each year.

CONCURRENCE

Article XVIII

Sections 6 (D)

The three trustees, conductor-sentinel, Ottawa executive board member, Educator, Local Lodge Auditor, Negotiations representatives, Shop stewards, Board members, Safety & Health committee members, Employee assistance committee members, Women's committee members, Pension committee members, Employee relations, Rights & equity committee members, Young machinists committee members and Community service members shall receive a yearly expense allowance of \$550.00. This allowance will be paid each December.

In order to receive this allowance the Toronto (YYZ) based members must attend at least 50% of the regular monthly Union meetings held by the Local Lodge during the months he/she has had in office, that their scheduled shifts, assignments, verified illness, Local, District, and Grand Lodge business shall allow.

In order to receive this allowance the Ottawa (YOW) member must attend one (1) meeting on each individual occasion when membership meetings are held at the Ottawa Station, that their scheduled shifts, assignments, vacation, verified illness, Local/District/ Grand Lodge business shall allow.

Members not serving a full twelve (12) months in office during the year shall receive a pro-rated allowance.

Amendment

In order to receive this allowance the Toronto (YYZ) based members must attend at least 50% plus 1 of the regular monthly Union meetings held by the Local Lodge during the months he/she has had in office, that their scheduled shifts, assignments, verified illness, Local, District and Grand Lodge business will allow. All reasons for being unable to attend a meeting must be provided in writing to the Recording Secretary in advance of the monthly meeting.

Reason for amendment

Concurrence

Article XIX

Section 3

- A) The monthly dues of this lodge shall be a uniform rate equal to one (1) times the weighted average hourly earnings of members covered by the collective bargaining agreements under the Local Lodge jurisdiction in accordance with the IAM Constitution, plus Grand Lodge per capita charges and all IAM mandatory affiliation per capita charges (OFL, OPCM, CMC).

The dues shall be adjusted on January 1 of each year and shall be based on the hourly earnings in effect on the preceding 31st day of October.

Amendment

The dues shall be adjusted on January 1st, of each year. The dues shall be adjusted based on the dues of the preceding year. The monthly dues will consist of Grand Lodge per capita, District 140 per capita, all affiliation fees (OFL, OPCM, CLC), plus \$0.25.

Reason for amendment

The weighted hourly wage is a difficult figure to attain. The company is unwilling to accommodate with any request to obtain the information required to do the equation to form this figure.

CONCURRENCE

Article XIX

Section 3

B) The dues of members working at TBH shall be 1.5% of basic months salary but not less than the DL 140 set monthly dues.

Amendment
for TBH (OLF)

B) The dues shall be adjusted on January 1st of each year. The dues will be adjusted based on the dues from the preceding year. The dues will consist of Grand Lodge per capita, District 140 per capita, all affiliation fees (OFL, OPCM, CLC) plus \$0.25.

Reason for amendment

TBH only pays the per capita, so the Local Lodge pays for any and all expenses towards TBH.

CONCURRENCE

Article XIX

New Section

Unemployment Stamps

The Local Lodge will pay on behalf of the sick or disabled member, the unemployment stamps for a period of 6 months. Any member who suffer a proportionate loss of earnings, due to separation from employment because of sickness or disability, voluntary or involuntary, regardless of disability benefit being received, to maintain their good standing by paying a minimum charge of \$2.00 per month, \$1.00 of which is remitted to the Grand Lodge. This is not to include layoff or furlough. It is the member's sole responsibility to inform the Lodge that they are in need of Unemployment Stamps, and to continue the payment once the 6 months has been reached.

Reason for Amendment

To allow a grace period to the members who go off sick or disabled, so the member will not lapse in dues payment and will have the ability to remain in good standing with the Union.

Non CONCURRANCE

PROPOSED BYLAW AMENDMENT

ARTICLE NUMBER:	<u>ARTICLE XVIII - FUNDS:</u> Section 6, (e)(f)(g)	
ARTICLE AS CURRENTLY WRITTEN:		
(e) The Shop Committee Chairman (Toronto) shall receive an expense allowance of \$275.00 per month. (f) The Shop Committee member (Toronto) shall receive an expense allowance of \$275.00 per month. (g) Each member of the Ottawa Shop Committee shall receive \$275.00 per month expense allowance.		
PROPOSED CHANGE:		
(e) The Shop Committee Chairman (Toronto) shall receive an expense allowance of \$425.00 per month. (f) The Shop Committee member (Toronto) shall receive an expense allowance of \$425.00 per month. (g) Each member of the Ottawa Shop Committee shall receive \$425.00 per month expense allowance.		
INTENT OF CHANGE:		
By providing the committee with an increased monthly allowance, the organization can ensure that the committee members have the necessary resources to effectively carry out their roles. This can lead to better decision-making, increased member engagement, and improved outcomes for the organization as a whole. Furthermore, an increased allowance can also attract more qualified individuals to serve on the committee. It can be challenging to find volunteers who are willing to commit their time and effort to represent others, especially if the compensation does not reflect the level of responsibility and commitment required. Offering a more competitive allowance can make the position more attractive and allow the organization to recruit individuals who are highly skilled and committed to the organization's mission.		
LL2323	MEMBER	Signature