

BY-LAWS  
OF  
LOCAL 576  
TRANSPORT WORKERS UNION  
OF  
AMERICA  
AFL-CIO  
AIR TRANSPORT DIVISION  
DALLAS-FORT WORTH, TEXAS

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## Article I.

### GENERAL

1. This organization shall be known as Air Transport Local 576, Transport Workers Union of America, AFL-CIO, and may also be referred to as TWU Local 576, Local 576 or the Local Union.
2. The jurisdiction of Local 576 shall include Dallas Fort Worth and such areas and stations as may be assigned to Local 576, by the International Administrative Committee of the Transport Workers Union of America.
3. This Local Union shall be affiliated with associations, councils, or other established entities, which are deemed to be in the best interests of the total membership, or any segment thereof, in accordance with the International Constitution of the Transport Works Union of America, AFL-CIO.
4. Headquarters locations of this Local shall be in the greater metropolitan area of the Cities of Dallas-Fort Worth, State of Texas, United States of America.
5. Nothing in these by-laws shall conflict, or be construed to conflict, with the International Constitution of the Transport Works Union of America, AFL-CIO.
6. This Local shall participate, to the fullest extent possible, in all proposed legislative or regulatory activities affecting the membership in coordination with the International and the Legislative Directors.
7. All applicable provisions of these by-laws will apply equally to all Stations under the jurisdiction of Local 576.

## Article II.

### MEMBERSHIP

1. Any person eligible for membership in Local 576 shall file an application for membership in accordance with the International Constitution and by-laws of Local 576.
2. All new members will pay an initiation fee of fifty (\$50.00) dollars, unless otherwise stated in the International Constitution.
3. Dues payments will be in accordance with the International Constitution. Monthly dues will not exceed two (2) times the hourly rate of pay.
4. It shall be the responsibility of each member to promptly advise the Local Union of any change of address, electronically or in writing; otherwise, the Union cannot be held responsible if the member does not receive correspondence or ballots mailed out by the Local or International Union.
5. No member shall willfully wrong any member of the Local Union nor shall any member intentionally act in any manner that would discredit the Local Union, its officers, or the Local Union membership.

## Article III.

### MEMBERSHIP MEETINGS

1. There shall be at least one (1) regular meeting of the general membership of Local 576, at least four (4) times a year (March, June, September and December), at a time and location designated by the president, except as provided for herein.
2. The President may (subject to the approval of the Executive Board) set another month for the regular membership meeting if such change is for a valid reason.
3. The President may call special meetings of the Stations, Shops, or Shifts when deemed necessary. At special meetings no business will be transacted for other than what the meeting was called.
4. Membership meeting notices shall be posted on all Union bulletin boards by the Station Chairperson or Shop Steward of their respective station at least seven (7) days prior to the date of the meeting except in the case of special meetings.
5. Only members in good standing shall be permitted to attend meetings of Local 576.
6. All members attending the regular membership meetings shall sign the official station attendance record, which will be kept by the Recording Secretary or his designee. The official station attendance record for each Station shall constitute the sole proof of attendance at regular membership meetings.
7. The Local Treasurer or his designee will provide a financial report at every membership meeting.
8. No member under the influence of intoxicants shall be admitted to any meeting of the Local Union; inappropriate/disrespectful behavior will not be tolerated.
9. All meetings shall be conducted in accordance with Roberts Rules of Order.

## Article IV.

### LOCAL OFFICERS

1. The elected Officers of Local 576 shall consist of the President, Vice-President, Financial Secretary/Treasurer and Recording Secretary, and shall be elected for a term of three (3) years.
2. The duties of Local Officers shall be outlined in the International Constitution and the by-laws of Local 576. Local Officers shall perform such duties as may be assigned to them by the President, Executive Board, or Membership.
3. It shall be the President's or his designee's responsibility to assemble all facts pertaining to Local 576 grievances pending before the Board of Adjustment or Arbitration, to assure the proper presentation of said grievances. The President or his designee shall draft all Board of Adjustment submissions and be responsible for the Proper processing of said submissions.
4. The President shall attend all meetings that may be called by the Air Transport Division Director or his designee.
5. The President and Executive Board shall be ex officio delegates to the International Convention of the Transport Workers Union of America, AFL-CIO, and any other such conventions that Local 576 participates in.

## Article V.

### EXECUTIVE BOARD

1. The Executive Board shall consist of elected Local Officers and Executive Board Members in accordance with the International Constitution.
2. Executive Board Members shall be elected at the same time and manner as the Local Officers and serve for a term of three (3) years.
3. The Executive Board shall transact all business of the Local when the Membership is not in session; faithfully execute the orders of the President and Executive Board adopt measures in the interest of the Local; and recommend such action to the Local as it may deem necessary. The Executive Board shall receive and make recommendations in regard to reports by standing and special committees and officers. The Executive Board shall exercise these powers, and assume these obligations, as specifically expressed in the International Constitution.
4. A majority of the Executive Board shall constitute a quorum for the purpose of conducting business.
5. The Executive Board, by a majority vote, can suspend any Local Officer, Executive Board Member or Chairman of Local 576, subject to and in accordance with the provisions of the International Constitution.
6. All vacancies of the Executive Board, except the office of the President, shall be filled by secret ballot if less than half of the normal term has been served. If more than half of the normal term has expired prior to the vacancy, the vacancy shall be filled by appointment of the Executive Board. If the office of the President is vacated for any reason, the Vice-President shall succeed for the remaining portion of the term of office. In the absence of the President, the Vice-President shall assume his duties.
7. The Executive Board is required to attend Membership meetings at their local station, unless they are for good reason, exonerated by the Local President.

## Article VI.

### STATION CHAIRPERSON

1. Stations with more than twenty-five (25) members shall have one (1) Station Chairperson.
2. Any Executive Board members residing at their local station will first fill this position; the remaining positions will be filled by a local station election during a membership meeting called for that reason.
3. Station Chairpersons shall serve as Union representatives at their respective stations for a period of three (3) years. In the event the Station Chairperson is, for any reason, unable to complete his/her term of office, the Executive Board may fill the vacant Station Chairperson position by local election or appointment.
4. The Station Chairperson shall carry out the instructions of the President and Executive Board membership and perform such other duties as may be assigned to them by the Executive Board.

## Article VII.

## SHOP STEWARDS

1. Shop Stewards shall be nominated during the December Membership Meetings commencing December 1998, and every December thereafter. The Executive Board shall appoint Shop Stewards.
2. To be eligible to hold a Shop Steward position a member must be in good standing and have attended at least one (1) regular membership meeting during the preceding twelve (12) months.
3. Shop Stewards shall represent such shops as may be designated by the Executive Board.
4. Shop Stewards shall: collect initiation and dues check-off cards; keep their respective members advised of actions of the Union; assist the Executive Board in enforcement of the contract, International Constitution, and by-laws of Local 576; and other duties as may be assigned them by the Executive Board.
5. It shall be the responsibility of the Shop Stewards to supply all new employees assigned to his/her shop or shift with an application for membership and dues check-off card. The Shop Steward will then forward the check-off card to the Local Financial Secretary/Treasurer after the card has been filled out and signed by the employee.
6. Shop Stewards shall be responsible for handling grievances and complaints of members they have been designated to represent.
7. The Executive Board may remove Shop Stewards from office for dereliction of duty. Shop Stewards may also be removed when the majority of the members the Steward represents request, in writing, to the Executive Board their desire for such removal. Any Steward removed from a Steward position may appeal such removal to the Executive Board, provided that such appeal is made in writing (to the Executive Board) within ten (10) days of the date of removal, and the Steward will be notified of the time and place of such hearing. The decision of the Executive Board will be binding.
8. If, for any reason, a Shop Steward Transfers or resigns his/her position the Executive Board may appoint a Steward for the remainder of the term.

## Article VIII.

### ELECTIONS

1. The Board of Elections shall be elected at the first quarterly meeting of the year of Executive Board elections, the term to run three (3) years. A member must be in good standing and have attended at least one (1) regular membership meeting during the preceding twelve (12) months in order to be eligible for nomination and election to the Board of Elections. In the event that a position on the election board is vacated, the Executive Board may appoint another member to the position.
2. Of the persons constituting the Board of Elections, the Executive Board will designate a Chairperson. It will be the Chairperson's responsibility to coordinate with the International Constitution and these by-laws.
3. The Board of Elections shall adopt appropriate rules, and provide forms and ballots, for the conducting of nominations and elections of Officers and Executive Board Members in accordance with the International Constitution and these by-laws.
4. Nominations of Local Officers and Executive Board Members shall be held at the regular meetings in June 2016 and every three (3) years thereafter. Elections of Local Officers and Executive Board members will be held as soon as possible after nominations, not to exceed ninety (90) days.

5. The failure of a member to attend a meeting because of the requirement of his/her job or any other adequate reason shall not affect his/her eligibility to run for or hold any elective or appointive position, provided that within thirty (30) days after such non-attendance, he/she files a written statement with the Local Recording Secretary of the reasons for his/her non-attendance. If such member fails to submit said letter, they will be deemed disqualified.
6. If the Local Executive Board does not, within thirty (30) days of the receipt of such statement, challenge the truth or adequacy of the stated reasons, the member shall, for the purposes of this section, be deemed to have attended such meeting. Should the Local Executive Board challenge the stated reasons, it shall afford the member a hearing at which the burden shall be on the member to establish, to the satisfaction of the Board, the truth and adequacy of his/her stated reasons.
7. Newly elected Local Officers or Executive Board Members shall be installed no later than thirty (30) days after the election.

## Article IX.

### COMMITTEES

1. The Executive Board may select from among the Locals membership the following permanent standing committees to assist the Local Officers and report at regular intervals to the Executive Board.
  - A. COPE
  - B. SAFETY
  - C. VETERANS
2. Standing committees shall carry on such activities as may be required by their respective functions under the supervisions of the Executive Board or the Local Union membership.
3. A Committee may not incur any liability or indebtedness on behalf of Local 576 without authority from the Executive Board.
4. Subject to the approval of the Executive Board, the President may appoint special committees as may be necessary for the efficient conduct of the Local.

## Article X.

### FINANCES, EXPENSES & DONATIONS

1. Local Officers, Executive Board Members and Station Chairpersons shall receive the equivalent of a monthly salary, the amount to be established by the Executive Board and approved by the Local Membership.

President	\$600
Vice-President	\$450
Treasurer	\$600
Recording Secretary	\$450
Board Members at Large	\$300
Station Chairperson	\$150

2. Local Officers, Executive Board Members and Station chairpersons shall receive a monthly \$75 for Local Union Cell Phones/Internet usage.
3. All Local Union members on authorized Union Business shall be reimbursed for reasonable incurred expenses with the approval of the Local President and Treasurer. The Treasurer shall account for such reimbursements and shall present such records for review to any member in good standing of his local when such member has requested an appointment for such purpose
4. Subject to the approval of the Treasurer, the President may arrange for Local Union members to be absent from their regular assigned work for purposes of assisting the President in conducting the affairs of the Local Union. Such members shall be paid their regular hourly rate, not to exceed the hours in their regularly scheduled work day, at straight time, for time lost while on authorized Union Business.
5. Contributions from the Treasury of Local 576 with the approval by the Executive Board shall be limited to Five Hundred (\$500) dollars, except in the case of a strike donation to a sister Local of Transport Workers Union of America as established by the Executive Board.
6. Local 576 shall not solicit money or conduct raffles for charitable organizations, for any other purpose, without the written permission of the Executive Board or the members in attendance at a regular membership meeting. Such actions must be for a valid reason. This shall not prohibit any member as an individual from participating in such activity.

## Article XI. AMENDMENTS TO THE BY-LAWS

1. These by-laws may be altered, amended, or repealed by a majority vote of the members present at a regular membership meeting, or special membership meeting called for that purpose, provided that the proposed change, amendment, or appeal has been posted for a period of ten (10) calendar days on all
2. Submitted to and approved by the members of Local 576 on Dec 17, 1998-to be effective on Jan 1, 1999 and further endorsed August 2014.



