

TWU LOCAL 577 BY-LAWS

PREAMBLE

These By-laws, subject to the Constitution of the Transport Workers Union of American, AFL-CIO ("TWU"), and together with that Constitution, shall govern the conduct of the affairs of TWU Local 577.

ARTICLE ONE

GENERAL

SECTION ONE: NAME AND SCOPE OF MEMBERSHIP

This name of the organization shall be the Transport Workers Union of America Local 577. Whenever the term "Local" or "Union" is used, it shall refer to and mean TWU Local 577. Whenever the term "TWU" or "International" is used, it shall refer to and mean the Transport Workers Union of America International.

The Local shall offer membership to the Flight Attendants of Allegiant Air wherever Allegiant Air operates.

SECTION TWO: LOCATION

The general office and headquarters of the Local shall be in the Las Vegas area. The headquarters may be changed by the Local Executive Board.

SECTION THREE: DURATION

The duration of the Local shall be until it is dissolved as provided for in the TWU Constitution.

SECTION FOUR: PURPOSE

To unite in this Union, regardless of race, creed, color, gender, sexual orientation, nationality or marital status all workers eligible for membership.

To protect the individual and collective rights of the Members of the Local and to promote their

professional interests.

To disseminate information which enhances the professional status of the Membership.

ARTICLE TWO

STRUCTURE

SECTION ONE: GOVERNANCE

The TWU Constitution and these By-Laws shall govern the conduct of all Local business.

SECTION TWO: OFFICERS

The Officers of the Local shall be: President, Vice President, Financial Secretary-Treasurer and Recording Secretary.

SECTION THREE: AMENDMENTS TO BY-LAWS

Subject to approval by the International Administrative Committee of TWU, the By-laws may be amended by vote of a majority of the Local members voting in a referendum. To be presented to the membership in a referendum, a proposed amendment must first be recommended by a vote of a majority of the members of the Executive Board. Such By-law amendment referendums may be held no more frequently than once a year.

SECTION FOUR: LOCAL EXECUTIVE BOARD (the "BOARD")

(A) The Board shall consist of the elected Local Officers and Executive Board Members.

(B) The Board shall meet monthly, except where such a meeting is not reasonably possible. The date and exact location of Board meetings shall be determined by the President, with a view to the schedule and convenience of Board members. Special meetings of the Board may be called by the President when he deems it urgent to do so.

(C) The powers and duties of the Board shall be as set forth in the TWU Constitution.

(D) Local Executive Board Meetings shall be conducted to the extent possible, in accord with Robert's Rules of Order (Revised) as modified by the TWU Constitution and by these By-laws.

(E) Officers and Members at large of the Board shall attend all Executive Board Meetings and answer the roll call.

(F) Issues before the Board, except as specifically provided for in the By-laws, shall be decided by a majority vote.

(G) At a meeting of the Board, a majority of the elected Board Members shall constitute a quorum.

(H) Side agreements to existing labor contracts may be executed by the President with the approval by a majority of the Board, provided that side agreements which have a direct impact on wages or benefits, or a significant impact on work rules or working conditions, must first be passed by a majority vote of all Board members and then by a majority of the affected members voting in a referendum. Such side agreements shall be subject to approval by the International President to the extent required by the TWU Constitution.

(I) The Executive Board may adopt such policy as it chooses to regarding the recording of its meetings.

SECTION FIVE: FINANCES

(A) The financial affairs of the Local shall be conducted by the elected Officers and Board prudently, and in accord with the TWU Constitution.

(B) The Local's fiscal year shall begin on January 1, and end on December 31.

(C) An audit of the Local's books shall be performed by a Certified Public Accounting Firm following the end of each fiscal year of the Local. The results of the audit shall be made available to the membership.

(D) The financial records of the Local shall be made available for inspection by a member as required by Federal law.

(E) Lost Time

Local Officers and other Members who are assigned by the President to perform duties for the Local that require a release from their normally assigned duties as a Flight Attendant, and who perform such duties, with a subsequent loss of income, shall be directly compensated for that loss of income by the Local on the date which such Member would normally be paid by the Company. This reimbursement may be accomplished through the Company payroll system or by direct payment to the individual.

ARTICLE THREE

MEMBERSHIP

SECTION ONE: MEMBERS

(A) All Flight Attendants employed by Allegiant Air shall be eligible for membership.

(B) It is the responsibility of each Member of the Local to provide his current mailing address, telephone number and email address to the Local, and to provide the Local with any change that occurs regarding this information within thirty (30) days of any change.

(C) No Member shall make a collection in the name of the Union, regardless of its purpose, without prior approval of the Local 577 Executive Board.

(D) No member or members shall negotiate or confer with any management or agents thereof, without due authority, on matters pertaining to wages, hours or working conditions.

SECTION TWO: DUES AND DUES DETERMINATION

(A) All matters related to dues shall be determined as set forth in the TWU Constitution.

(B) As of April 1, 2018, with approval of the TWU International Administrative Committee, dues have been set at \$31.00 per month.

(C) Dues shall automatically be increased with each wage increase by the same percentage as the increase.

SECTION THREE: MEMBERSHIP MEETINGS

(A) Membership meetings shall be scheduled in accord with the TWU Constitution, Article XIV Section 6

(B) The Executive Board, prior to the first membership meeting(s), shall adopt such rules as it believes appropriate for the conduct of these meetings

ARTICLE FOUR

DUTIES OF OFFICERS

(A) President

The duties of the President are as set forth in detail in Article XVI, Section 1 of the TWU Constitution.

(B) Vice-President

The duties of the Vice President are as set forth in detail in Article XVI Section 2 of the TWU Constitution.

(C) Financial Secretary-Treasurer

The duties of the Financial Secretary-Treasurer are as set forth in detail in Article XVI Section 4 of the TWU Constitution.

(D) Recording Secretary

The duties of the Recording Secretary are as set forth in detail in Article XVI Section 3 of the TWU Constitution.

(E) Vacancies in Office

In the event of a vacancy in the office of President, the Vice President shall succeed to the office of President for the remainder of the unexpired term. In the event of a vacancy in the office of Vice President, Recording Secretary or Financial Secretary-Treasurer, the position shall be filled by a special election if the un-expired term is eighteen (18) months or more. If the un-expired term is less than eighteen (18) months, the office shall be filled by the Board from among the elected Executive Board members.

SECTION TWO: APPOINTED REPRESENTATIVES

The President may appoint Base Representatives to conduct disciplinary meetings and other representational duties in Bases. Base Representatives are subject to the approval of the Local Executive Board. Base Representatives shall receive training and perform duties assigned to them by the President or the Board and shall provide written monthly reports to the Board.

ARTICLE FIVE

BONDING

The Officers of the Local shall be bonded in amounts not less than those provided for and required by appropriate Federal statute, and as provided for by TWU.

ARTICLE SIX

ELIGIBILITY & TERM OF OFFICE

SECTION ONE: ELIGIBILITY

Any member in good standing of this Local shall be eligible for nomination or election to any office provided that he/she has been in continuous good standing in the Local for a period of twelve (12) months immediately preceding nomination; provided further that, until this Local has been in existence

for twelve (12) months, a member in good standing who has been in continuous good standing from the date of his/her admission to membership shall be eligible to be nominated and elected to any office, and to hold that office for the remainder of its term.

SECTION TWO: TERM OF OFFICE

- A) Terms of office will start on August 1 of the respective year of each election.
- B) The term of office for the President, Vice President, Recording Secretary, Financial Secretary-Treasurer and Executive Board Members shall be three (3) years.

SECTION THREE: DELEGATE SELECTION

Each officer described in these By-Laws, and elected pursuant to the procedures herein, is deemed to be elected as an ex officio delegate to the International Convention held by the TWU International, provided the Local has at least four delegate positions allotted to it. If it has fewer, then the delegates shall be the President and other officers in order set by the number of votes cast for them at the election. If more delegates than four are allotted to the Local, they shall be elected in accordance with the TWU Constitution.

ARTICLE SEVEN

COMMITTEES

The President may appoint good standing members to committees to help administer or plan the business of the Local. Any member so appointed to any committee shall be subject to removal by the Board by a two-thirds vote.

ARTICLE EIGHT

AGREEMENT RATIFICATION

Any collective bargaining agreement with management proposed and adopted by the President and the Board shall be subject to ratification by the members covered by such proposed agreement. The Local may not bind itself or any member to a collective bargaining agreement without first securing the written approval of the International President or his/her authorized designee.

ARTICLE NINE

NOMINATIONS AND ELECTIONS

SECTION ONE:

(A) Election of Officers and other membership votes shall be conducted by secret ballot.

SECTION TWO: CONDUCT OF NOMINATIONS AND ELECTIONS

(A) An Election Committee shall be appointed by the Executive Board to draw up detailed rules and procedures for the Nominations and Elections process, and to conduct the Nominations and Elections. The rules and procedures adopted must comply strictly with the requirements of Federal law and must be in accord with the TWU Constitution and these By-laws.

(B) No less than fifteen (15) days prior to the election of Local officers, notice of such election shall be mailed to each member of the Local at his/her last known home address. The members of the Local Union shall also be given a reasonable opportunity to nominate candidates for Local office. Failure to meet either of the requirements of this Section shall invalidate the election.

(C) The candidate for an office who receives a plurality of the secret ballots votes cast shall be deemed elected to office. If only one person is nominated for office, that nominee shall be deemed elected and no further election proceedings are required. In the event of a tie, the Election Committee shall conduct a runoff election with only the two top vote getters as candidates.

(D) Any member in good standing who believes that he/she has been improperly denied the opportunity to be a candidate for an elective office or position may file a complaint with the Local Executive Board no later than fifteen (15) days after receiving notice of the denial. Any member in good standing who believes that an election in which he/she was a candidate was improperly conducted, may file a complaint with the Local Executive Board no later than fifteen (15) days after the results of the election have been made known. If he/she is dissatisfied with the action of the Local Executive Board on his/her complaint, he/she may, within 15 days thereafter, or within 30 days after filing his/her complaint with the Local Executive Board if the Board has not taken final action thereon within that time, file an appeal to the International Union pursuant to Article XXII of the TWU Constitution.

ARTICLE TEN

MEMBERSHIP MEETINGS

(A) Membership meetings shall be scheduled in accord with the TWU Constitution, Article XIV Section 6.

(B) The Executive Board, prior to the first Membership meeting(s), shall adopt such rules as it believes appropriate for the conduct of these meetings.