

TTALPA MEMBERSHIP RULES

INDEX

Rule 1	Name
Rule 2	Registered Office
Rule 3	Objects
Rule 4	Methods
Rule 5	Full Members
Rule 6	Associate Members
Rule 7	Election of Members
Rule 8	Contributions
Rule 9	Discipline and Obligations of Membership
Rule 10	Appeals Tribunal
Rule 11	Appeals Procedure
Rule 12	Fact Finding Enquiry
Rule 13	Governance - General
Rule 14	Airline Executive Council
Rule 15	National Executive Council
Rule 16	General Meetings
Rule 17	Extraordinary General Meetings
Rule 18	Special General Meetings
Rule 19	Procedure at General Meetings
Rule 20	the Determinations of Questions by Ballot
Rule 21	Industrial Action
Rule 22	Victimization Pay
Rule 23	Payment of Benefit
Rule 24	Legal Assistance
Rule 25	General Secretary
Rule 26	Treasurer
Rule 27	Trustees
Rule 28	Auditors
Rule 29	Funds of the Association
Rule 30	Accounts
Rule 31	Inspection of Books
Rule 32	Alteration of Rules
Rule 33	Provisions as to Notices, Resolutions and Minutes
Rule 34	Dissolution
Rule 35	Joining Fee and Rule Book

ASSOCIATION RULES

RULE 1.0

NAME:

The association formed under these rules hereinafter called "the Association" shall be known by the title of "Trinidad and Tobago Air Line Pilots Association". It shall be a registered Trade Union.

RULE 2.0

REGISTERED OFFICE:

The registered office and place of meeting for the business of the Association shall be at 35A Brunton road, St. James or at such other place as the executive council shall from time to time decide. Notice of any change in the situation of the Registered Office shall be sent forthwith to the Registrar in the form prescribed by the Trinidad and Tobago regulations.

RULE 3.0

OBJECTS:

The objects of the Association shall be: -

- 3.1 To regulate the relations between Pilots and their Employers, and between Pilots and Pilots and between members of the Association and other trade unions and associations catering for other grades of employees in the civil aviation industry; and for the purpose aforesaid to impose such restraints on members as may be deemed to be necessary; and for the purposes aforesaid to enter into agreements with the employers and their associations or with an employer and either on behalf of the association generally or any particular member or members.
- 3.2 To organize all members and other persons qualified for membership employed in the civil aviation industry and to obtain and maintain just and proper salaries and conditions of employment generally.
- 3.3 To establish proper terms and conditions of employment and
To set and negotiate differences and disputes between Pilots of the Association and employers and other Trade Unions, Associations and persons by collective bargaining or agreement, or by any other means.
- 3.4 To uphold the interests of employees in case of disputes between employers and their employees or others by all legal means, including industrial action, and in proper cases to provide pecuniary assistance to members and the dependents of members who may be idle in consequence of such industrial action, or be reason of lock-out.
- 3.5 To promote the consideration and discussion of all questions affecting air transport and trades or businesses connected therewith, and generally to watch

over the protect the interests of persons engaged therein, in any part of the world.

- 3.6 To constitute a body of experienced Pilots who will be available to act, or who may be appointed by the National Executive Council to act, as Members of, or to hold seats on, or give evidence before, Royal Commissions, Courts of Enquiry, Committees or Boards, of any description whatsoever, or governing, examining or other bodies, official or otherwise, and who will be available for advice or consultation on all questions relating to air transport or to commercial, scientific, educational or technical matters connected therewith.
- 3.7 To consider, originate, promote and support improvements in any laws, bye-laws, legislative measures or regulations affecting the interests of the Association or the members thereof, and to promote, support or oppose by all constitutional means the passage through Parliament of any bill or bills, and the making of any bye-laws or regulations by any competent authority which may seem to affect the said interests or the objects of the Association.
- 3.8 To provide in its discretion pecuniary or other assistance to members or associates or to the widows or dependents of members or associates in necessitous circumstances, or in the maintenance or defence of their legal rights.
- 3.9 To provide in its discretion pecuniary or other assistance to members who lose remuneration because of a stoppage of work or restrictions on work, which shall be approved by the Association whether or not, called or authorized or imposed by the association and to make ex gratia payments to such members.
- 3.10 To give or arrange for legal advice and assistance to the Association, its officers (whether paid or unpaid), officials, members or any dependents of such persons where, in the opinion of the National or relevant Airline Executive council, it is necessary or expedient.
- 3.11 To contribute to any charitable or benevolent institution or fund whose objects are to assist deserving persons who may be or may have been members, or the relations or immediate dependants of such persons, or having objects similar to those in paragraph 3.1.
- 3.12 To offer, whether in conjunction with other persons, associations or otherwise, prizes, diplomas, or other reward or recognition for any distinguished work, invention, or scheme which the Association deems to have advanced or will advance the rights and interests of the members.
- 3.13 To improve and elevate the technical and general knowledge of members and persons likely to become members, to provide facilities for training including the delivery of lectures and the holding of classes, to coach for the tests of competence, members or other persons employed in, or about to be engaged in, air transport, and to award certificates, distinctions or prizes and to institute and establish scholarships, grants rewards and other benefactions.
- 3.14 To obtain redress for all broken contracts and to provide pecuniary or other assistance to members who may be unreasonably or unjustly dismissed from their

employment, and to protect them from any unfair or illegitimate methods of business.

- 3.15 To encourage the adoption of standardized and other forms of contracts and other documents and to act as, or nominate, arbitrators and umpires on such terms and in such cases as may seem expedients, and to assist in the formation, development and maintenance of boards of conciliation and arbitration.
- 3.16 To carry out or promote any company or association for the purpose of carrying out any research and other scientific work in connection with air transport and for that purpose to establish, form, equip and maintain laboratories, schools, workshops or factories and to conduct and carry on experiments, and to provide funds for such work, and for payment to any person or persons engaged in research work or tuition whether in such laboratories or elsewhere, and to carry out any of the above-mentioned research or other scientific work, and to do all or any of the above-mentioned things, whether affecting the whole of the business or air transport or any particular sections thereof.
- 3.17 To establish, form and maintain a library and collection of literature, statistics and information, and to compile, collect, publish, lend, sell and endeavour to secure or contribute to the compilation, collection and publication by Parliament, Government departments and other bodies or persons of any literature, statistics and information relating to air transport; to promote, publish, print, issue, sell, distribute (gratuitously or otherwise), sponsor or support any publication, paper, periodical, magazine or book dealing with matters of interest to the Association or its members; to establish, equip, maintain and conduct clubs of a non political character for the accommodation and benefit of the members of the Association either gratuitously or upon such terms as Shall be determined by the Executive Council.
- 3.18 To promote honourable practice, to repress malpractices, to settle disputed points of practice and to decide all questions of usage or courtesy between or among members of the Association and those engaged or interested in air transport.
- 3.19 To establish, promote, or become a member of, act as or appoint trustees, agents or delegates for, control, manage, superintend, afford financial assistance to, or otherwise assist any associations and institutions and other bodies whose objects include scientific or industrial research.
- 3.20 To promote strict adherence to all laws, rules and regulations framed for the promotion of safety of life.
- 3.21 To aid and join with other societies or federations of societies having objects altogether, or in part, similar to the objects or one or some of them of this Association, and to contribute to, subscribe to or otherwise assist or take part in, the working management or control thereof.
- 3.22 To negotiate and enter into any arrangement for amalgamation in the manner prescribed by law, and upon such terms as may be agreed with other societies or federations of societies as are described in the preceding paragraph.

- 3.23 To establish, maintain, control and manage branches of the association and from time to time determine the constitution, rights, privileges and obligations of such branches and, when thought fit, to dissolve the same.
- 3.24 To establish and maintain funds by means of entrance fees, contributions, subscriptions, fines, levies, charges for services rendered to members or others, and by borrowing money from members or any other persons on such security and on such terms as may from time to time be arranged, and by interest on capital.
- 3.25 Subject to the provisions of the trade Union Acts or Ordinances to purchase, take, lease, exchange, hire or otherwise acquire any real or personal property and any rights or privileges necessary or convenient for the purpose of the Association, and to construct, alter and maintain any buildings required for the purposes of the Association, and to sell, improve, manage, develop, lease, mortgage, dispose of, turn to account or otherwise deal with all or any part of the property of the Association.
- 3.26 To invest the monies of the Association not immediately required upon such securities or otherwise in such manner as may from time to time be determined.
- 3.27 To draw, make, accept, endorse, discount, execute and issue bills and other negotiable or transferable instruments.
- 3.28 To remunerate any person or body corporate or incorporate for services rendered or to be rendered, in or about the formation or promotion of the Association or the conduct of its affairs.
- 3.29 To indemnify the members or officers of the Association against proceedings, losses, costs, damages, claims and demands in respect of the conduct of the affairs of the Association.
- 3.30 To act as an employment agency on behalf of members.
- 3.31 To act as an insurance agency to effect in insurances on behalf of members.
- 3.32 Generally to promote the welfare of the members of the association in such a manner as from time to time shall be deemed expedient.

PROVIDED always that in the furtherance of any of the objects of the Association the funds of the Association shall not be applied directly or indirectly in relation to political objects save as permitted by Section 33 (3) of the Trade Union Ordinance Chap. 22 No. 8 and subject to the restrictions imposed by the said Ordinance.

RULE 4.0

METHODS:

In pursuance of its objects, the association may:-

- 4.1 Require members to observe regulations made under these rules including instructions to strike or to take any form of industrial action.
- 4.2 Promote, or assist in securing, legislation in the interests of its members and where necessary to secure amendment to proposed legislation and to oppose legislation contrary to the interests of its members.
- 4.3 Cooperate with other societies or federations of societies having for one of their objects the promotion of the interest of employees in the civil aviation industry.
- 4.4 Collate and tabulate statistics and publish information useful to the members; also issue suitable literature and publications, including an official journal, to assist in attaining the objects of the Association.
- 4.5 Undertake organizing, propaganda and educational work in order to strengthen the Association.
- 4.6 Represent the members in any negotiations where they so desire and secure representations on any Councils or committees now in existence or that may be set up in the future which will affect them.
- 4.7 Take any other lawful action which may be deemed necessary.

RULE 5.0

FULL MEMBERS:

All persons who shall be actively engaged in the commercial flying of Trinidad and Tobago and shall hold a current Commercial Pilots Licence or Airline Transport Pilots Licence or any licence issued by the appropriate competent authority for the time being of Trinidad and Tobago and which shall from time to time represent or be equivalent or superior to any of the said licences, shall be eligible for membership of the Association if such persons are either: -

- 5.1 engaged in flying in a regular airline as operative members of a crew or
- 5.2 engaged in flying passengers, goods or mails collectively or separately on any air route, or
- 5.3 engaged as air pilots, or
- 5.4 engaged as Flying Instructors or Aircraft Test Pilots.

PROVIDED that no person shall be eligible for membership of the Association who performs managerial executive administrative or disciplinary duties or who is engaged or in any way connected with the management in an executive capacity of a Civil Air Transport Organisation of

Trinidad and Tobago unless he derives his livelihood primarily from active engagement as specified in 5.1, 5.2, 5.3, or 5.4 above. Every case shall be considered on its merits by the National Executive Council whose decision shall be final subject to the appeals procedure provided for by these rules

A member shall be in good financial standing provided that he is a full member and that his current subscription whether payable annually, half yearly, quarterly or monthly is fully paid.

RULE 6.0

ASSOCIATE MEMBERS: -

All persons who fall within any one of the following categories shall be eligible to be elected associate members of the Association. However, no Associate member shall be able to hold elected office within the Association.

6.2 ASSOCIATE MEMBERS CLASS 'A'

6.2.1 Pilots serving in the Police or Defence Forces who declare to the Association their intention after release from such Service of entering into the employment of any Civil Air Transport Organisation of Trinidad and Tobago as Pilots and of qualifying for membership of the Association within twelve months (or such other period as the National Executive Council shall at its discretion decide) by entering into such employment as aforesaid,

6.2.2 Those persons who though otherwise qualified for membership of the Association are not actively engaged in the Commercial flying of Trinidad and Tobago.

6.2.3 Those persons no longer qualified for membership of the Association,
(a) Who have been members of the Association or
(b) Who, not having been members of the Association, have previously held the qualifications required for membership of the Association,

6.2.4 All persons employed as Navigators by any Civil Air Transport Organisation of Trinidad and Tobago and those persons who shall hold a Flight Navigators Licence issued by the appropriate competent Authority for the time being of Trinidad and Tobago or any Navigators licence issued by such Authority which shall from time to time represent or be equivalent or superior to the flight Navigators licence.

6.3 ASSOCIATE MEMBERS CLASS 'B'

All persons employed by any Company or Organisation registered or incorporated in Trinidad and Tobago as Aircraft Test Pilots, Flying Instructors, Flight Simulator Pilot Instructors or Staff Pilots or any Pilot who is not required as a condition of his employment to hold a current Commercial Pilots licence or Senior Commercial Pilots Licence or Airline Transport Pilots Licence issued by the appropriate competent authority for the time being of Trinidad and Tobago and which shall from time to time represent or be equivalent or superior to any

one of the said Licences.

6.4 ASSOCIATE MEMBERS CLASS 'M'

Those persons who but for the proviso to Rule 5 would be eligible for full membership of the Association.

6.5 ASSOCIATE MEMBERS -TRAINEE:

6.5.1 Those persons employed as Trainee pilots by all Civil Air Transport Organisation of Trinidad and Tobago may at the absolute discretion of the National Executive Council be accepted under this class for a maximum of one year from the date of application for membership. Transfer to Full membership shall be effective as from a date to be approved by the National Executive Council.

6.5.2 All persons who are under training as Pilots or who propose to undergo such training and who declare to the Association their intention, after the successful completion of such training, of entering into the employment of any Civil Air Transport Organisation of Trinidad and Tobago as Pilots and on entering such employment of taking up Full membership of the Association, within a maximum of three years from date of application for Associate membership. At the discretion of the Executive Council, the period of membership in thus category may be less than three years. Associates of this class shall at all times be subject to the proviso to Rule 5 and those who fail to qualify for membership within the period herein before prescribed shall forfeit their Associateship.

6.6 HONORARY ASSOCIATE MEMBERS:

The National Executive Council may admit as an Honorary Associate of the Association any person it shall think fit so to admit irrespective of any qualifications such person may hold.

The Rules regarding suspension and expulsion, discipline and removal or disqualification shall apply mutatus mutandis to associate members as well as Full Members.

RULE 7.0

ELECTION OF MEMBERS:

7.1 All applications for admission as a full member of the Association or as an associate member shall be made on the form provided in shall be accompanied by the amount of the appropriate subscription for the time being in force. The signature of such form shall be deemed to be an undertaking by the applicant to be bound (if elected) by the Rules and Regulations of the Association for the time being in force. Applications for full membership of Class 'M' membership shall:-

- 7.1.1 be accompanied by a Bankers Order providing for subscription payments on an annual, half-yearly or quarterly basis as per Rule 8.0 or,
- 7.1.2 by cash, cheque, money order or postal order for a full year's subscription in advance. In the case of applications for the remaining categories of membership, payment shall be made of a full year's , subscription in advance irrespective of the method of payment.
- 7.2 All applications for membership shall be lodged with the Secretary who shall immediately submit the same to the National Executive Council at the next meeting thereof. The National Executive Council may in its discretion accept or reject an application for membership with or without assigning a reason therefore.
- 7.3 The applicant shall be notified of his election or otherwise, and, if elected shall be supplied with a Member's or Associate's Card (as the case may be) and a receipt for his subscription. If the applicant has not been elected the Secretary shall return his subscription.
- 7.4 A Pilot who has been a full member and who ceases to be eligible for full membership as a result of his undertaking duties which exclude him from such membership by virtue of the proviso to Rule 5.0 shall be deemed to have transferred automatically to Class 'M' membership unless he gives notice in writing that he does not wish to avail himself of such membership.
- 7.5 Associate membership shall cease when a pilot qualifies for full membership. Associate members who qualify for full membership shall immediately notify the Secretary in writing and shall, if necessary, enclose a cheque or bankers order to provide for any additional contributions due. Failure to comply promptly with this sub-rule shall be construed as notice that the pilot does not wish to avail himself of such transfer to full membership except in the case of Class 'M' associates whose reversion to full membership shall be automatic upon his re-qualifying for such membership.
- 7.6 It shall be the duty of each member to register with the Secretary the address to which he/she desires communications to be sent to him and to notify the Secretary of any change in such registered address from time to time.

RULE 8.0

CONTRIBUTIONS:

- 8.1 All Pilots, except BWIA pilots, shall pay by deduction from their salary a subscription of 1% of the guaranteed minimum annual salary of a 2nd year pilot of equivalent rank and flying the same aircraft type. The annual salary to be used for this purpose shall be equivalent to the annual pensionable emoluments, payable to such a pilot for the first full month in each year and no account shall be taken of any increase in salary rates arising during the course of the year

whether or not such increase is given with retrospective effect to the beginning of that year or any other date. However, where a pilot is promoted, demoted or transferred from one aircraft type to another during the course of the year his total annual subscription for that year will be calculated as the sum of the subscriptions *assessed* separately on a quarterly basis at the lowest rate applicable to that pilot in each quarter.

- 8.2 Every BWIA Member shall pay by deduction from their salary a subscription of 1.75% of their guaranteed minimum “TT\$ Salary”. This “TT\$ Salary” is to be calculated by multiplying the pilots “TT\$ Rate” in effect at the start of the control period and payable on the first day of each control period
- 8.3 Every Associate Class 'A' shall pay in advance a subscription of \$50.00 per annum. Every Associate Class 'B' shall pay in advance a subscription of \$100.00 per annum. Every Associate Class 'M' shall pay in advance an annual subscription at the highest rate prevailing during the first full control period/month of each year. A Trainee Associate shall not be required to assume any financial obligation until he is transferred to full membership under Rule 5.0.
- 8.4 Each member and associate as aforesaid shall, so long as his subscription be not in arrears, be entitled to a free copy of any publication regarded for the time being as the official publication of the Association.
- 8.5 Any member whose subscription is more than sixty days in arrears shall be disqualified from voting at any meeting of the Association, or any Board, Council or Committee thereof. Also after sixty (60) days of arrears an unfinancial member shall not be represented or protected by TTALPA in any case or incident that may occur during this unfinancial period. Further, it is required that the application of this Rule will not be implemented unless the individual who is in bad financial standing be given every opportunity to have paid his debt. In order that the individual be properly warned, he shall be sent at least three (3) reminder notices. These notices shall be sent at least two weeks apart, the last of which must have been sent by registered mail. Further the National Executive Council may in its discretion terminate the membership or associateship of any member or associate in default as aforesaid by written notice of such termination stating the reason for the notice and sent to his last known address, and from the date of such notice the member or associate (as the case may be) shall cease to be a member or associate of the Association.
- 8.6 Persons becoming members during a quarter shall be required to pay the appropriate subscription from the beginning of that quarter.
- 8.7 Nothing in these Rules shall preclude a member or associate from applying to rejoin the Association. Every such application shall be submitted to, and considered by, the National Executive Council who may in its absolute discretion reject it or approve it, subject to such condition or penalty as the National Executive Council may in its discretion impose provided that without prejudice to the discretion of the National Executive Council as aforesaid where an applicant has had his previous membership terminated with arrears of subscription outstanding, his rejoining will normally be subject to the payment of those arrears.

- 8.8 In the event of the death or resignation of a member or the transfer of a member to any Associate Class, the National Executive Council may at its discretion, refund, remit or credit to the member or his administrators or executors Such proportion of the annual subscription as is referable to the period of the current year unexpired at the first day of January, April, July or October, next following the date of such death, resignation or transfer.
- 8.9 Under all circumstances the member shall be held responsible for the payment of his contributions.
- 8.10 It shall be the duty of the member to inform the Secretary of any change in his flight status, employment or membership category in order that his subscription rate can be correctly assessed.

RULE 9.0

DISCIPLINE AND OBLIGATIONS OF MEMBERSHIP:

- 9.1 Every person upon being admitted a member of the Association shall thereby be deemed to agree to and abide by the Rules of the Association in every respect. In the event of any breach of Rule by a Member, he may be subjected to the exercise of disciplinary powers as provided in 9.2 of this rule. Alternatively and without derogating from the foregoing the member may be reprimanded or admonished by the National Executive Council, In no case will ignorance of a Rule be an excuse for breach thereof or failure to comply therewith.
- 9.2 The National Executive Council may, at its discretion, impose such fine as it may deem fit or in its unfettered discretion may suspend or expel from membership of the Association or bar from holding any office in the Association any member who, in the opinion of the National Executive Council
- 9.2.1 is not a fit and proper person to remain a member of the Association; or
- 9.2.2 has failed to observe any agreement with the Association or any member or members thereof or has broken, ignored or failed to abide by any rule, regulation, instruction or directive of the Association; or
- 9.2.3 has acted to the prejudice of the Association's objects or policy; or
- 9.2.4 has accepted employment at less than the appropriate rates or less favourable conditions than those provided for in the Association's Agreements with his employers; or
- 9.2.5 has been guilty of conduct prejudicial to the interests of the Association or its other members or any of them or to the policy of the Association.
- 9.3 Before any decision is reached by the National Executive Council to fine, suspend or expel any member pursuant to the aforesaid powers, such member shall be entitled to be heard in person by the National Executive Council or a subcommittee thereof as the National Executive Council may determine and shall prior to such bearing be given

notice in writing of the grounds of complaint.

- 9.4 The National Executive Council may bar from office a member. A member so barred shall be entitled to be heard in person by the National Executive Council or a sub-committee thereof as hereinbefore provided but pending such hearing and decision such barring shall be-effective;
- 9.5 The imposition of a fine by the National Executive Council pursuant to the aforesaid powers shall be effective immediately upon the decision of the National Executive Council to that effect being notified to the member concerned, provided that such member shall be entitled to appeal to the Appeals Tribunal against such fine. In the case of an appeal the fine shall be held in suspense by the National Executive Council pending the determination of the appeal.
- 9.6 Suspension, expulsion or barring from Office by the National Executive Council shall be effective immediately upon the decision of the National Executive Council to that effect being notified to the member concerned, provided that such member shall be entitled to appeal to the Appeals Tribunal against such suspension, expulsion or barring from office which shall notwithstanding such appeal be effective pending the hearing and determination of any such appeal.
- 9.7 After any hearing, a written statement of the findings resulting from the hearing shall be given to the member and such statement shall contain the reasons given by the National Executive Council for its findings.
- 9.8 Should the National Executive Council receive a complaint signed by ten or more members in good financial standing with regard to the conduct of any member it shall make such enquiry into the matter as it shall deem adequate, and if as a result of such enquiry it does not find reason to proceed in the matter, it shall direct the Secretary to notify the complainants accordingly. If the National Executive Council does find reason to proceed, it shall direct the Secretary to write to the member so complained of, calling upon him to explain or rebut the complaints made concerning him within a specified time. If such member fails to explain his conduct to the satisfaction of the National Executive Council or fails to reply to the National Executive Council's communication within the specified time, the National Executive Council shall have the right to expel or suspend him from the Association subject to the members right of appeal.
- 9.9 A member of the National or a Airline Executive Council who has been suspended from membership of the Association shall during the period of such suspension cease to be a member of the respective Airline Executive Council and shall not during the period of such suspension be entitled to receive notices of any business to be transacted at any General Meetings or meetings of the respective Airline Executive Council or to attend or vote thereat.
- 9.10 Upon expulsion of a member, his subscription shall be forfeited. On suspension of a member he shall cease to be entitled to any of the rights and privileges of membership during the period of his suspension, he shall not be entitled to any refund of his subscription or any part thereof and shall continue to pay his subscription payments as they fall due.
- 9.11 The National or relevant Airline Executive Council shall have power at its

absolute discretion and notwithstanding any decision of the Appeals Tribunal to remove any disqualification or remit or refund any fine imposed on a member provided that no such removal of disqualification or remission or refund of fine shall take place until at least one year has elapsed since the final decision imposing the disqualification of fine. The following provisions as to procedure shall apply to any application by a member for relief under this sub-rule.

- 9.11.1 Written application must be made by the member concerned asking for the removal of the disqualification,
- 9.11.2 The member may then be summoned to appear before the National or relevant Airline Executive Council which shall in his presence hear any Statement made by him in support of his application. This hearing shall not be in the nature of an Appeal, no cross-examination shall be permitted and statements at the discretion of either Executive Council be put in writing instead of made orally.
- 9.11.3 Any question of procedure with regard to application mentioned in this sub-rule 9.11 shall be decided by the National Executive Council whose decision shall be final and binding on the members.
- 9.12 No member of TTALPA or associate organisation, e.g. BALPA, US-ALPA etc., shall take part in negotiations against TTALPA.

RULE 10.0

APPEALS TRIBUNAL:

- 10.1 To provide for the hearing of appeals the National Executive Council at the beginning of each year, shall appoint a panel of twelve persons who shall have signified their willingness to serve on Appeals Tribunals of the Association should they be called upon to do so and from whom such Tribunals can be constituted.
- 10.2 The Appeals Panel shall comprise senior members of the Association who are not at that time serving on either the National or Airline Executive Councils or on any of the Association's standing Committees, members of other Airline Pilots Associations, and established members of the legal and medical professions. Recognised consultants in industrial relations, officials of scientific or professional bodies and senior Government or Trade Union Officers may also be included.
- 10.3 The Appeals Tribunal shall comprise three members drawn from the Panel constituted under 10.1 above. At least one member of any Appeals Tribunal shall be a Pilot and one member shall have had legal training.
- 10.4 Members of the Tribunal who are members of the Association shall receive no payment but shall receive reimbursement of out of pocket expenses incurred in connection with the business of the Tribunal.

RULE 11.0

APPEALS PROCEDURE:

- 11.1 Where these rules provide for the right of appeal a person desiring to so appeal to the Appeals Tribunal (hereinafter called the Appellant) shall give notice in writing to the Secretary of the Association within 30 days of the date upon which the decision against which he desires to appeal is communicated to him. Such notice shall state the grounds and arguments on which the proposed appeal is based, Upon receipt of such notice the Secretary of the Association shall, convene the Appeals Tribunal for a date not later than 45 days after the date of the notice of appeal and shall give the appellant not less than 30 days notice in writing thereof. The Appeals Tribunal shall sit being thus convened for the hearing and disposal of the appeal and shall on each occasion appoint a Chairman from amongst its number.
- 11.2 The National Executive Council shall appoint a Clerk to the Appeals Tribunal and it shall be the function of the said clerk to keep Minutes of the hearings.
- 11.3 The Appeals Tribunal shall consider written cases that may be submitted by the Association and by the Appellant. Before any appeal is disposed of the appellant shall be entitled to be heard in person by the Appeals Tribunal who shall hear any witness called by the Appellant and shall have the authority to require -the attendance before it of any officer or member of the Association and may hear any other person they may deem it desirable to hear in relation to such appeal, provided that in such case the appellant shall be given the opportunity of being present, and be given the opportunity after the other person has been heard to be heard by the Appeals Tribunal.
- 11.4 The Appeals Tribunal shall pay full regard to and shall be guided by the rules, agreements in force and prevailing policies of the Association at the relevant times.
- 11.5 The determination of the Appeals Tribunal shall be announced within twenty-eight days of the hearing being concluded and shall be final and conclusive. In making such determination, the Appeals Tribunal shall be entitled to amend, vary, quash or uphold the decision against which the appeal is made and such determination shall be binding upon and acted upon by the Association.
- 11.6 The Appeals Tribunal may prescribe such further rules of procedure as they shall think fit and calculated to ensure a fair, honest and unbiased determination of the appeal.

RULE 12.0

FACT FINDING ENQUIRY:

- 12.1 The National or relevant Airline Executive Council shall be entitled to require, any member by letter to supply information to such Executive Council on any matter relevant to the affairs of the Association. Upon such requirement being stated, the member shall be obliged to supply to the Association within a

reasonable time such information as he properly can regarding the subject matter of the enquiry, provided always that a member shall not be obliged at any time to give any information tending to incriminate himself in any manner,

- 12.2 In addition to and without limiting the powers of the National or relevant Airline Executive Council under 12.1 above, such Executive Council shall be entitled to convene an Enquiry for the purpose of obtaining information on any matter relevant to the affairs of the Association and to require the attendance of any member at such an Enquiry. At such an Enquiry any member whose attendance is required thereat shall be obliged to attend and to supply to the applicable Executive Council such information as he properly can regarding the subject matter of the Enquiry - subject always to the proviso aforesaid.
- 12.3 If a full member in good financial standing complains to the National or relevant Airline Executive Council that action contrary to the rules of the Association has been taken by the Association or by an official of the Association, then the applicable Executive Council may appoint an Enquiry to consider such complaint and the provisions of the last preceding sub-clause shall apply.

RULE 13.0

GOVERNANCE - GENERAL

There will be Airline Executive Councils (AEC's) to set policy and administer the Association's business as it relates to each airline pilot group that is part of the Association (see Rule 14.0 below). For the general administration of the Association's business and for the government of the Association in periods between General Meetings, or in the absence of policy set by the General Meeting, there shall be a National Executive Council (NEC) (see Rule 15.0 below). The general policy of the Association shall be as determined by the decisions of General Meetings (see Rule 16.0 below).

The further description, powers and duties, method of election of representatives, retirement of representatives, schedule of meetings and conduct of meetings are specified in the applicable paragraphs below.

RULE 14.0

AIRLINE EXECUTIVE COUNCIL

- 14.0.1 For each Airline Pilot Group qualifying for TTALPA recognition, there will be an Airline Executive Council to set policy and administer the Association's business as it relates to that pilot group.
- 14.0.2 Such policy will not be inconsistent with and will be subject to approval by the National Executive Council or the General Meeting. Whilst it is understood that the day to day governing of Airline Pilot Groups will be

conducted by the Airline Executive Councils, such Councils are subordinate to the National Executive Council and must inform the National Executive Council on such matters that relate to the government of the Association or any other matter that the National Executive Council sees fit to require.

14.1 ELECTION OF THE AIRLINE EXECUTIVE COUNCIL

14.1.1 The Airline Executive Councils shall be elected from the membership of individual Airline Pilot Groups, by a ballot vote of members of the Association in such Airline Pilot Groups in accordance with the following sub-rules: -

14.1.1.1 At least one month before the election the Secretary of the Association shall issue to all members of individual Airline Pilot Groups a ballot paper stating: -

14.1.1.1.1 The date of the election and the latest date for the return of the ballot paper being two days prior to the date of the election;

14.1.1.1.2 the name of all the members of the respective Airline Pilot Group with an adjoining space in which the recipient may place a cross;

14.1.1.1.3 the number of persons to be elected and the names of those who are to continue in office which together shall total seven (7), five (5), or three (3), depending on the quantum of the Airline Pilot Group

14.1.1.1.4 a space for the signature of the recipient;

14.1.1.1.5 the place, date and time at which the opening of the ballot papers will take place.

14.1.1.2 With the ballot paper there shall also be issued an envelope addressed to the Secretary of the Association with the words "(name of Airline) Council Elections" printed in bold letters in the left-hand bottom corner.

14.1.1.3 No ballot paper shall be admissible if it contains more votes than the number of persons to be elected, if it is not signed by the member and delivered by hand or post in the closed envelope provided for the purpose, or if the member is not in good financial standing at the date of the election.

14.1.1.4 At the place, date and time for the opening of the ballot papers, two scrutineers appointed by the relevant Airline Executive Council, who shall not be members of the Association, shall

open the ballot papers and count the votes.

- 14.1.2 Sufficient members to fill the vacancies on the Airline Executive Council shall be deemed to be elected to the Airline Executive Council in order from those receiving the highest number of votes. In cases where two or more members receive an equal number of votes for the last vacancy, the member who is the senior as a member of the Association shall be deemed to be elected. In the case of any member, so elected being unable or unwilling to accept election the member who receives the next highest number of votes shall be deemed elected in his place. The Scrutineers shall inform the Secretary of the Association of the result of election in writing and shall send all the ballot papers in a separate sealed package with such notification. The Secretary of the Association shall notify the members so elected.
- 14.1.3 There shall be an annual election of members of the Airline Executive Council between the 1st and the 14th of November in every year, and the number of members to be elected thereat shall be equal to the number of vacancies occurring by reason of retirement on the 14th November or having occurred otherwise, The Chairman, or failing him the Vice Chairman, or such Council, or failing both of them, the Secretary of the Association shall conduct the election subject to sub-rule 14.1 of this rule. A retiring member shall be eligible for re-election. Subsequent appointments to the National Executive Council must be made by the 31st November. In order to achieve both timely and orderly elections, the Chairman of an Airline Executive Council must apply, in writing, to the General Secretary, at a time not later than the 31st August, requesting an election date within the time frame outlined above.
- 14.1.4 Immediately after such election an Airline Executive Council shall:
- 14.1.4.1 appoint from amongst their number a Chairman, Vice Chairman and Secretary. The member, thus appointed shall hold office until the following 1st December or until the declaration by the scrutineers to the Secretary of the Association of the result of the annual election of new members next thereafter, if such declaration is made later than the relevant 1st December. The senior member of the Association present at the meeting for the election of the Chairman shall be Chairman thereof until such Chairman is elected. Casual vacancies occurring in the office of Chairman, Vice Chairman and Secretary, shall be filled by the Executive Council electing one of their number to serve in such capacity for the remainder of the term of office.
- 14.1.4.2 appoint from amongst their number, members to the National Executive Council in a manner provided for in Rule 15.1.
- 14.1.5 If any vacancy or vacancies occur on a Airline Executive Council otherwise than by retirement on the 14th November then, provided the number of elected members of such Council is not reduced below one half their original number, such vacancy or vacancies shall be filled by

the Council appointing: -

14.1.5.1 The person or persons willing to act who, at the last annual election of the members of the Airline Executive Council, received the next highest number of votes after those members who were elected and as between such persons of them as secured equal numbers of votes, then by the person who is the senior member of the Association; or

14.1.5.2 In default of such person, some one or more of the members. Any member so appointed by an Airline Executive Council shall hold office only until the next following election when he shall be deemed to have retired but he shall then be eligible for election. If a vacancy occurs whereby the number of the elected members of a Airline Executive Council falls below one half of their original number, any persons previously appointed by the such Council as aforesaid to fill the vacancies occurring earlier in the year shall be deemed to have retired at the date of the occurrence of such vacancy, and all such vacancies shall be filled by an appointment being made pursuant to an election held immediately in like manner so near as possible as an annual election to fill such vacancies. The members elected pursuant to such additional election as aforesaid shall be entitled to hold office until the annual election held between the 1st and the 31st November of the next following year and they shall not be subject to the provisions of sub-rule 14.2.1.2 on 14th November next following their election.

14.2 RETIREMENT OF MEMBERS OF AIRLINE EXECUTIVE COUNCILS:

14.2.1 Members of Airline Executive Councils shall retire from office as follows: -

14.2.1.1 The members who have held office for longer than eighteen months shall retire on the day of the first meeting of the respective, newly elected Councils.

14.2.1.2 If none of the members have held office for eighteen months, then where there are one or two members who have held office for more than six months one shall retire; where three, four or five members have held office for more than six months then two shall retire and where six or seven members have held office for more than six months then three shall retire and the member or members to retire shall be those who received the lowest number of votes on their election and, in the case of equality of votes the junior member of the Association or, in the case of equality of votes the length of membership, as determined by lot.

In each case, such retirement shall not be effective until the next declaration by the scrutineers to the Secretary of the Association of the results of the annual election of new

members, if such declaration is made later than the relevant 14th December.

14.3 SCHEDULE AND CONDUCT OF AIRLINE EXECUTIVE COUNCILS MEETINGS

14.3.1 The Airline Executive Councils shall convene individual meetings on such day or time as such Councils shall decide and not less than four times a year - one in every three months.

14.3.2 A majority of Airline Executive Council members present in person at such a Council meeting shall constitute a quorum.

Where one or more members of a Council will be unable to attend meetings for periods of fourteen days or more owing to absence on leave or to sickness or for other reasons the Council may increase its number to a maximum of ten by co-opting any other members willing to assist so as to enable a quorum to be obtained for transaction of business. In the absence of the Chairman and Vice-Chairman at any meeting the members of the Council present at the meeting shall from amongst themselves appoint a Chairman for the meeting.

14.3.3 It shall be the duty of the Chairman of the Airline Executive Council to have an Agenda prepared and circulated to the respective Council members with the notice of each meeting and to cause proper minutes of the meetings to be kept and to be made available to any member of the Association who may desire to see them.

14.3.4 The Chairman or Vice-Chairman of an Airline Executive Council may be removed at any time either with or without cause by a majority vote of such Council.

14.3.5 All questions shall be decided by a majority of the votes of the members of the Airline Executive Council present and voting. The Chairman of the meeting shall have both a deliberative vote and, in the case of an equality of votes, a casting vote.

14.3.6 SUBJECT as aforesaid, the Airline Executive Council may regulate and adjourn their meetings as they think fit.

14.4 POWERS OF THE AIRLINE EXECUTIVE COUNCIL

14.4.1 The power of the Airline Executive Council is limited as aforesaid and hereafter stated by the power and authority of the National Executive Council and General Meeting.

14.4.2 The Airline Executive Councils shall have power to summon any member or members to attend any meeting at which any matter affecting such member will be discussed.

14.4.3 The Airline Executive Councils may delegate powers (other than the

power to fine, suspend, bar from office, or expel) to a Committee or Committees or any Sub-Committees as the respective Airline Executive Council shall deem expedient. Any such Committee, or Sub-Committee, shall hold office and shall be dissolved at the will of the Airline Executive Council. Without limiting in any way the authority of the respective Airline Executive Council under this sub-rule, there shall be appointed Standing Committees of qualified members under the Chairmanship of members of the Airline Executive Council to advise and assist the Council on (a) Industrial Affairs and (b) Safety and Technical Matters.

- 14.4.4 The Airline Executive Council shall have the power to suspend any Committee or other administrative section of their Council for such reasons and on such terms as it deems expedient, and its decision shall be final and conclusive for all purposes unless and until reversed by the decision of that pilot group's General Meeting. The suspension by the Airline Executive Council shall forthwith be referred to a General Meeting called for that purpose.

RULE 15.0

NATIONAL EXECUTIVE COUNCIL

- 15.0.1 For the general administration of the Association's business and for the government of the Association in periods between General meetings there shall be an Executive Council which shall be composed in such manner and of such members as is provided for in the Rules.
- 15.0.2 The general policy of the Association shall be as determined by the decisions of General Meetings. In the absence of any such policy the National Executive Council shall determine the same subject to approval by the next General Meeting.
- 15.0.3 In all matters concerning the government of the Association, the National Executive Council shall be the supreme authority. Whilst it is to be recognised that the day to day governing of the Airline Pilot Groups will be conducted by the Master Executive Councils, such Councils are subordinate to the National Executive Council and must inform the National Executive Council on such matters that relate to the government of the Association or any other matter that the National Executive Council sees fit.

15.1 ELECTION OF THE NATIONAL EXECUTIVE COUNCIL

- 15.1.1 The National Executive Council shall be comprised of members appointed by individual Airline Executive Councils, to a number not less than 7 and not more than 10 members.

- 15.1.2 Each Airline Pilot Group will be entitled to at least one (1) member of the National Executive Council. In addition, an Airline Pilot Group will be entitled to one (1) member of the National Executive Council for every fifty (50) pilots, or fraction thereof, in that Airline Pilot Group.
- 15.1.3 Members of an Airline Executive Council who are not appointed to the National Executive Council may attend and participate in National Executive Council meetings in an *Ex-Officio* [non-voting] capacity.
- 15.1.4 The method of appointing members to the National Executive shall be by balloting the Airline Executive Council members.
- 15.1.5 Should a minimum of 7 positions not be filled on the National Executive Council for whatever reason, then such position(s) shall be filled by members from individual Airline Executive Councils, in descending order of numerical membership, willing to act, who have received the next highest votes, after those members who were elected. E.G. Should there be only 5 positions filled, then a member with the next highest number of votes, from the AEC with the most members, will fill one such vacant position. The next position will be filled by a member with the next highest number of votes from the AEC with the next highest membership, and so on. Should there be two (2) members of an AEC who have secured equal numbers of votes, then by the person who is the senior member of the Association.

15.2 RETIREMENT OF MEMBERS OF THE NATIONAL EXECUTIVE COUNCIL

- 15.2.1 Members of the National Executive Council who have held office for longer than eighteen months shall retire from office on the day of the first meeting of the newly elected Council.
- 15.2.2 If none of the members have held office for eighteen months then where there are one or two members who have held office for more than six months one shall retire; where three, four or five members have held office for more than six months then two shall retire and where six or seven members have held office for more than six months then three shall retire and the member or members to retire shall be those who received the lowest number of votes on their election and, in the case of equality of votes, the junior member of the Association or, in the case of equality of votes the length of membership, as determined by lot.
- 15.2.3 In each case, such retirement shall not be effective until the next declaration by the scrutineers to the Secretary of the Association of the results of the annual election of new members, if such declaration is made later than the relevant 14th November.

15.3 SCHEDULE AND CONDUCT OF MEETINGS OF THE NATIONAL EXECUTIVE COUNCIL:

15.3.1 The National Executive Council shall convene individual meetings on such day or time as such Council shall decide and not less than four times a year - one in every three months.

15.3.2 A majority of Executive Council members present in person at such a Council meeting shall constitute a quorum.

Where one or more members of a Council will be unable to attend meetings for periods of fourteen days or more owing to absence on leave or to sickness or for other reasons the Council may increase its number to a maximum of ten by co-opting any other members willing to assist so as to enable a quorum to be obtained for transaction of business. In the absence of the Chairman and Vice-Chairman at any meeting the members of the Council present at the meeting shall from amongst themselves appoint a Chairman for the meeting.

15.3.3 It shall be the duty of the Chairman of the Executive Council to have an Agenda prepared and circulated to the Council members with the notice of each meeting and to cause proper minutes of the meetings to be kept and to be made available to any member of the Association who may desire to see them.

15.3.4 The Chairman or Vice-Chairman of an Executive Council maybe removed at any time either with or without cause by a majority vote of such Council.

15.3.5 All questions shall be decided by a majority of the votes of the members of the National Executive Council present and voting. The Chairman of the meeting shall have both a deliberative vote and, in the case of an equality of votes, a casting vote.

15.3.6 SUBJECT as aforesaid the National Executive Council may regulate and adjourn their meetings as they think fit.

15.4 POWERS OF THE NATIONAL EXECUTIVE COUNCIL

15.4.1 Subject to the rules relating to General Meetings the absolute control and administration of the affairs and property of the Association shall be vested in the National Executive Council.

15.4.2 The National Executive Council shall have the power to issue instructions to members of the Association with regard to any of the objects of the Association or the application of methods in pursuance of those objects and all such instructions shall be binding upon every member and associate to whom they are directed and they shall be promptly obeyed PROVIDED that the instructions for the taking of any kind of Industrial action shall only be issued after having been approved

by a ballot vote of the members.

- 15.4.3 The National Executive Council shall have the power to expend moneys for any purpose which in its opinion is expedient in the interests of the Association or its members including the rights of spending moneys on the provision of legal advice and assistance for the Association, its Officers, Official members and the families and dependents of any such persons, the taking or defending of such legal action and proceedings as it may deem expedient to protect or further the interests of the Association, its officers, officials, members and the families and dependents of any such person and at its discretion to pay or contribute towards the costs, expenses, damages, fines and penalties incurred directly or indirectly in relation to any such action or proceedings and to contribute at its discretion towards the cost of damages or penalties incurred by any other trade union or any other officers, officials or members of any other trade union in relation to any legal action or proceedings in furtherance or protection of the legitimate trade interests of the Association.
- 15.4.4 The National Executive Council shall have power to summon any member or members to attend any meeting at which any matter affecting such member will be discussed.
- 15.4.5 The National Executive Council shall issue instructions to members or a member for regulating the relations between members or between a member or members and an employer or employers or between a member or members and any competent authority,
- 15.4.6 The National Executive Council shall designate those persons who shall have authority on behalf of the Association to sign and execute all agreements or other legal documents,
- 15.4.7 The National Executive Council shall have power to permit the attendance at its meetings of members and non-members of the Association for the purpose of financial, legal or other advice or assistance invited by said Executive Council for the discussion with it of such particular matters.
- 15.4.8 The National Executive Council:
- 15.4.8.1 shall decide how the surplus funds of the Association are to be invested and how such investments shall be varied. Such funds shall be invested in the name of the Association's Trustees in any of the investments authorised by Rule 29.4 for the investment of the funds of the Association. All dividends and interest arising there-from shall be allocated to the funds of the Association in such a manner as the National Executive Council shall determine.
- 15.4.8.2 Shall have power to raise or borrow money on any of the properties or securities of the Association by way of mortgage or otherwise as it shall think fit.

- 15.4.9 The National Executive Council may delegate any of their powers (other than the power to fine, suspend, bar from office, or expel) to a Committee or Committees or any Sub-Committees as the Executive Council shall deem expedient. Any such Committee, or Sub-Committee, shall hold office and shall be dissolved at the will of the National Executive Council. Without limiting in any way the authority of the Executive Council under this sub-rule there shall be appointed Standing Committees of qualified members under the Chairmanship of members of the respective Executive Council to advise and assist the Council on:-
(a) Industrial Affairs and
(b) Safety and Technical Matters.
- 15.4.10 The National Executive Council shall have power to suspend any Committee or other administrative section of the Association for such reasons and on such terms as it deems expedient, and its decision shall be final and conclusive for all purposes unless and until reversed by the decision of a General Meeting. The suspension by the Executive Council shall forthwith be referred to a General Meeting called for that purpose,
- 15.4.11 In addition to any express powers in these Rules provided and subject to the over-riding control of the Association and its affairs by General Meetings, the National Executive Council shall have power generally to further the objects and to carry on the business of the Association and to do such things and authorise such acts, including the expenditure of money, on behalf of the Association, as it, in pursuance of the objects and in the general interests of the Association, may deem expedient. Subject as aforesaid it shall have power at any time to negotiate on any matters concerning the interests of the members and associate members of the Association or the interests of those engaged in Air Transport generally, and to conclude agreements with persons and associations not members of the Association and to issue instructions accordingly. It shall have power to sanction the payment of moneys, either generally or for particular purposes or areas, and, generally within the rules, to apply the policy laid down by General Meetings. It may likewise institute or defend proceedings or authorise the trustees, Chairman and/or Secretary to institute or defend legal proceedings against persons who are, or who are not, members of the Association. It may send delegates or deputations to represent the Association for any purpose it thinks fit and may revoke the authority of any delegate or member of a deputation at any time.
- 15.4.12 The National Executive Council shall have power and authority to construe the Rules and to determine on all matters wherein the Rules are silent, and its construction or determination shall be binding upon all concerned and shall remain in operation until the decision of the next following General Meeting to which the construction or determination of the National Executive Council shall be referred. Any acts done by an officer or member under the ruling of the National Executive Council

under this provision before such reference is decided upon shall be valid.

RULE 16.0

GENERAL MEETINGS:

16.1 The supreme government of pilots belonging to TTALPA, either at the airline pilot group level or Association-wide, shall be by General Meetings of the members held from time to time as expedient. It shall be the duty of the Airline Executive Council or the National Executive Council, as applicable, to convene such meetings in accordance with the following section. The first General Meeting in each year following the election of Members to an Airline Executive Council under Rule 14.1 shall be convened on or before March 31st of that year and in addition to the foregoing powers shall have the following additional duties and powers.

16.1.1 **PURPOSE AND SCHEDULE FOR GENERAL MEETINGS**
General Meetings will be convened in order to:

16.1.1.1 determine Association or Airline Pilot Group policy, as applicable, whether general or concerning specific matters.

16.1.1.2 provide any necessary directive, approval, recommendation or authorisation to the National or Airline Executive Council, as applicable, to act, with or without limiting the scope or extent of such action.

16.1.1.3 endorse or reject any decision made or action taken by the National or Airline Executive Council, as applicable, outside or beyond the directives and recommendations given under 16.1.1.2 above, and

16.1.1.4 report to the membership on the affairs of the Association or Airline Pilot Group.

16.1.2 Notwithstanding the aforesaid, the respective Executive Councils shall convene General Meetings meetings on such day or time as such Council shall decide and not less than once a year.

16.1.3 At least 21 days prior to each General Meeting the Chairman or Secretary shall forward a notice to every member of the Association at his last registered address giving the time and place at which the meeting will be held together with a printed agenda of the business to be transacted. Additionally, the printed minutes of the last General Meeting will also be provided. Where any resolutions submitted to or by the National or Airline Executive Council, as applicable, for consideration at the General Meetings have been received prior to the publication of the notice they shall be included with the notice giving the names of their proposers and seconders. Any such resolutions tabled after the publication of the notice and up to three days prior to the date of the

General Meeting shall be circulated separately in the same manner as the notice of the meeting.

- 16.1.4 General Meetings shall have the power to pass resolutions for any of the following purposes: -
 - 16.1.4.1 for the National Executive Council to amend, rescind or make Rules.
 - 16.1.4.2 for the National Executive Council to expel any member from the Association subject to the members right of appeal under the Rules.
 - 16.1.4.3 for the National or Airline Executive Councils to appoint and dissolve Committees and to invest every such Committee with such powers as may be deemed necessary or advisable and to define their duties.
 - 16.1.4.4 for the National or Airline Executive Councils to make any levy on members of the Association or to alter the contributions of members or to raise benefit contributions from members.
 - 16.1.4.5 for the National or Airline Executive Councils to distribute for the members' benefit the funds of the Association in accordance with these Rules and to authorise benefit payments in accordance with Rule 23.0.
 - 16.1.4.6 for the National or Master Executive Councils to inaugurate any movement or decree any proceedings in the interest of the Association and its members.
 - 16.1.4.7 for the National Executive Council to exercise all or any of the powers and authorities vested in the National Executive Council under these Rules, or to direct such Executive Council to put such powers and authorities, or any of them, into operation.
 - 16.1.4.8 To remit for the further consideration of the National or Master Executive Councils, any decision of that body and to give such directions in relation thereto as may be deemed expedient.
 - 16.1.4.9 For the National or Airline Executive Council to do all such other things, whether of the kind before specified or otherwise as may be necessary or desirable in the interests of the Association or it's members subject only to the proviso that industrial action shall not be ordered, unless a ballot taken in accordance with rule 20.0 shall have resulted in approval for such action.

16.2 POWERS OF THE GENERAL MEETINGS

- 16.2.1 National and/or Airline General Meetings shall have the power to pass resolutions for any of the following purposes: -
- 16.2.1.1 To appoint and dissolve Committees and to invest every such Committee with such powers as may be deemed necessary or advisable and to define their duties.
- 16.2.1.2 To make any levy on members of the Association or that Airline Pilot Group, as applicable, or to alter the contributions of its members or to raise benefit contributions from its members.
- 16.2.1.3 To distribute for the members' benefit the funds of the Association in accordance with these Rules and to authorise benefit payments in accordance with Rule 23.0.
- 16.2.1.4 To inaugurate any movement or decree any proceedings in the interest of the Association , or that Airline Pilot Group, as applicable, and its members.
- 16.2.1.5 To direct the National Executive Council or Airline Executive Council, as applicable, to do all such other things whether of the kind before specified or otherwise as may be necessary or desirable in the interests of the Association or its members subject only to the proviso that Industrial Action shall not be ordered unless a ballot taken in accordance with Rule 22 shall have resulted in approval of such action.
- 16.2.2 Only The National General meeting shall have the power:
- 16.2.2.1 to amend, rescind or make Rules;
- 16.2.2.2 to expel any member from the Association subject to the members right of appeal under the Rules;
- 16.2.2.3 to exercise all or any of the powers and authorities vested in the National Executive Council under these Rules, or to direct the National Executive Council to put such powers and authorities, or any of them, into operation.;
- 16.2.2.4 to govern the National Executive Council and establish and amend Association policy.
- 16.2.3 In addition to the foregoing powers, the first National General Meeting in each year following the election of members to the National Executive Council under Rule 15.1 shall have the following additional duties and powers:-
- 16.2.3.1 To appoint the auditors of the Association.
- 16.2.3.2 To receive and approve with any necessary amendments the Report of the Chairman of the National Executive Council for

the preceeding year.

- 16.2.3.3 To adopt or otherwise deal with the Annual Accounts, Balance Sheet, Auditors Report and Treasurers Report relating to the Associations financial affairs during the preceeding year. Such accounts, Balance Sheet and Auditors Report shall have been made available for inspection by any member at the Associations Offices prior to the meeting.
- 16.2.3.4 To hear, modify as necessary and approve the aims and objectives which the National Executive Council proposes to pursue in furthering the interests of the membership and the Association during the ensuing year.

RULE 17.0

EXTRAORDINARY GENERAL MEETINGS:

- 17.1 When it appears to an Airline Executive Council that Industrial Action is or may become necessary in the interests of the members or where Industrial action is being taken under Rule 21.0, the Airline Executive Council may call an Extraordinary General Meeting to acquaint the membership with the events which shall have given rise to the consideration of or to developments arising from such action. Where Industrial Action has not yet been determined an Extraordinary General Meeting may be called to consider the holding of a ballot under Rule 21.0 or in conjunction with such a ballot. Under these conditions it shall be mandatory that the National Executive Council be notified in writing by that Airline Executive Council of such industrial action that may be considered and the results of any ballots called.
- 17.2 Extraordinary General Meetings shall be held at such time and place as the Airline Executive Council may decide but not less than three days after notice of such meeting has been given by the Chairman or Secretary by circular sent by special delivery to every member of [that] Airline Pilot Group at his last registered address and by an advertisement announcing the Meeting published in the local press.
- 17.3 The meeting shall deal only with the issue of Industrial Action and it shall be empowered only to pass resolutions:-
 - 17.3.1 Instructing the Airline Executive Council to hold a ballot under Rule 23.0.
 - 17.3.2 Recommending measures which the Airline Executive Council should take in endeavouring to resolve the matter before ordering Industrial Action,
 - 17.3.3 Recommending the scope and timing of such Industrial Action or its continuance or termination.

- 17.3.4 Imposing a levy on members to enable benefit to be paid during any strike and authorizing the payment of such benefits to those members rendered idle by any strike.
- 17.4 Such Extraordinary General Meetings shall observe the same procedures as a General Meeting.
- 17.5 Notwithstanding the preceding sub-sections of Rule 17.0, the National Executive Council shall have the final decision in the implementation of any industrial action.

RULE 18.0

SPECIAL GENERAL MEETINGS:

- 18.1 If not less than one-tenth of the members of the Association or Airline Pilot Group in good financial standing shall submit to the Secretary a resolution requiring the cancellation, revision or amendment of any decision or direction of the National or relevant Airline Executive Council, as applicable, or the resignation from office of any or all the members of the National or Airline Executive Council, as applicable, with a request that a Special General Meeting of the Association shall be called for the purpose of considering the same, then a Special General Meeting shall be called at such place and on such date as may be fixed by the appropriate Executive Council, but in no case later than 30 days from the date of the receipt of the resolution by the Secretary. A special General Meeting called by members pursuant to this sub-rule shall have in addition to all the powers of a General Meeting, the power to remove from office any member of the appropriate Executive Council or of any Council or of any Committee and/or any official appointed under these Rules PROVIDED always that a resolution of a Special General Meeting called by members pursuant to this Rule shall not be of any effect whatsoever unless:-
- 18.1.1 the number of votes in favour of the resolution exceed two thirds of the number of members voting, and,
- 18.1.2 the resolution is confirmed by a ballot taken under Rule 20.
- 18.2 All resolutions submitted for the consideration of the Special General Meeting shall reach the Secretary at least thirty days before the date fixed for the meeting and the Secretary shall forward a notice of the meeting together with a printed agenda of the business to be transacted to every member of the Association at his last registered address not less than twenty-one days before the date fixed for the meeting.
- 18.3 Such Special General Meetings shall observe the same procedures as a General Meeting.

RULE 19.0

PROCEDURE AT GENERAL MEETINGS:

- 19.1 The Chairman of the Association or Airline Pilot Group, as applicable, or failing him the Vice-Chairman of the Association or Airline Pilot Group, as applicable, or failing him a member of the Association or Airline Pilot Group, as applicable, in good financial standing present at the meeting and elected by the meeting, shall take the Chair at every General Meeting of the Association, or Airline Pilot Group, as applicable, and shall on any equality of votes on any question have a second or casting vote in addition to the vote to which he may otherwise be entitled. Every member in good financial standing personally present at any meeting shall have one vote and voting shall be by show of hands and a recount shall be taken if demanded. Voting by proxy shall be allowed subject to the following sub-rules: -
- 19.1.2 Every instrument of proxy shall be in the form hereinafter prescribed and shall be under the hand of the appointee.
- 19.1.3 It shall be deposited with the Chairman of the Meeting prior to the time fixed for the meeting to which the proxy relates except in the case of a member who having been present at the meeting is obliged to leave before the meeting is concluded who may deposit a proxy with the Chairman upon his being excused to leave nominating as his proxy a member or members who will be remaining at the meeting. A member who has no valid excuse for failing to attend any meeting shall not be entitled to vote by proxy at that meeting. Such an excuse, in writing, must be produced with the proxy. The Chairman will determine acceptability of excuse and his decision will be final.
- 19.1.4 No proxy form shall remain valid after the expiration of two months from the date of its execution except for the purpose of any adjournment of the meeting for which the proxy was given.
- 19.1.5 No person shall be appointed a proxy who is not a member of the Association and a proxy given by a member who is not in good financial standing shall not be valid.
- 19.1.6 No member shall be allowed to vote by proxy for more than two other members on any resolution.
- 19.1.7 Proxy voting shall not be allowed on resolutions other than those arising from the specific items published in the Agenda for the Meeting.

19.1.8 A vote given in accordance with the terms of an instrument of proxy shall be valid notwithstanding the previous death of the appointee or revocation of the proxy, provided no notice of such death or revocation shall have been received by the Chairman of the meeting before the vote is given.

Example Form of Proxy

FORM OF PROXY
(BWIA Airline Pilot Group)
Trinidad and Tobago Air Line Pilots Association

.....
(here state private address as reg'd with the Assn)

being a member of the Association and employed by

hereby appoint

of (here state address)

or failing him one of the following members

as my proxy to vote for me in my name or on my behalf at the General Meeting, Extraordinary General Meeting, Special General Meeting* of the Association to be held on the day of 19 and any adjournment thereof.

This form to be used:

1. * IN FAVOUR OF the following resolution/s.
2. *AGAINST the following resolution/s.

Except as otherwise instructed above the proxy will vote as he thinks fit.

As witness my hand this day of 19
· Please strike out whichever does not apply.

19.2 Every member attending the meeting shall produce his membership card, and failure to produce it may, at the discretion of the Chairman presiding, cause him to forfeit his right to vote.

- 19.3 A member who although not being in good financial standing has not been suspended from the Association may attend General Meetings of the Association or Airline Pilot Group but he shall not be allowed to address the Meeting nor vote on any matter. A member whose membership has been suspended shall be barred from attending any meeting of the Association.
- 19.4 The quorum for General Meetings of the Association, or Airline Pilot Group, shall be 10% of the full members in good financial standing at the date of the Requisition, present in person and entitled to vote. If within half an hour from the time appointed for the meeting a quorum is not present the meeting, if convened at the request of members under Rule 20 shall be dissolved, but in other cases it shall stand adjourned to the same day in the next week at the same time and place, or to such other time and place as the appropriate Executive Council may by notice to the members appoint. If at such adjourned meeting a quorum is not present the meeting shall be dissolved.
- 19.5 The National or Airline Executive Council may table a Resolution for the consideration of any General Meeting and where this is done it shall stand in the names of the Chairman and Vice-Chairman as proposer and seconder respectively. A member's resolution may be submitted by any two members acting as proposer and seconder of the motion. National or Airline Executive Council members may propose or second such resolutions in their capacity as private members. Resolutions for the consideration of any General Meeting, except a Resolution requiring a Special General Meeting submitted under Rule 18.1 may be submitted prior to or during the Meeting. Where two or more resolutions on the same subject are submitted prior to the meeting that which is submitted first shall be tabled and voted upon first. Where it is proposed to amend a Resolution which has already been tabled such amendment shall be proposed and seconded in the same manner as a resolution. Such resolution or amendment shall be tabled for discussion and voting unless rejected by the National or Airline Executive Council or the Chairman of the meeting for the consideration of which it was submitted on any of the following grounds: -
- 19.5.1 that it is not within the power of the particular meeting to pass such resolution or amendment.
- 19.5.2 that it is not relevant to the objects of the Association or Airline Pilot Group.
- 19.5.3 that the wording is ambiguous or offensive.

- 19.5.4 that it is frivolous and except where it is a proposal to make, amend or rescind any Rule.
- 19.5.5 that it is in conflict with the Rules of the Association. No resolution from the floor shall be accepted where a resolution on the same matter has already been tabled.

RULE 20.0

THE DETERMINATION OF QUESTIONS BY BALLOT:

Without derogating from the powers vested in the National or Airline Executive Council by virtue of these Rules, the National or Airline Executive Council shall have power to submit any matter or question to the ballot vote of the members of the Association or Airline Pilot Group. The vote shall be taken in the following manner: -

- 20.1 The Secretary shall issue to each full member in good financial standing a ballot paper containing: -
- (a) A question or questions to which the answer is YES or NO;
 - (b) A space for the answer headed "Answer YES or NO";
 - (c) A space for the member's signature;
 - (d) The latest date for the return of the ballot paper;
 - (e) The date, time and place at which the ballot papers will be opened.
- 20.2 With the ballot paper there shall be issued an envelope addressed to the Secretary of the Association with the words Ballot No. -- printed in bold letters in the bottom left hand comer,
- 20.3 No ballot paper shall be admissible unless it is signed by the member to whom it was issued, and delivered by hand or post in the closed envelope by the date specified in Clause 20.1 (d) above.
- 20.4 The ballot papers shall be opened and the votes counted by not less than two persons acting as Tellers and Scrutineers to be appointed by the National or Airline Executive Council, as applicable, and at the place, date and time stated in the ballot paper, at which place, date and time any member shall have the right to attend. The Tellers shall declare the results of the ballot by writing under their hand and deliver their declaration to the National or Airline Executive Council, as applicable, for purposes of record. The Tellers shall send the papers to the Secretary in a sealed package for filing. The vote of the majority shall be binding upon the National or Airline Executive Council, as applicable.

RULE 21.0

INDUSTRIAL ACTION:

- 21.1 When it appears to an Airline Executive Council that Industrial Action including strike action (so far as is lawful) is or maybe necessary in the interest of members, that Executive Council shall determine the nature of: such Industrial Action to be applied. When authorised by a Resolution of the members to do so that Executive Council shall give directions for the purpose of carrying such determination into effect.
- 21.2 Any Resolution under 21.1 above shall be passed at a General, Extraordinary or Special General Meeting of an Airline Pilot Group by a total majority of the members of the Airline Pilot Group concerned voting in person or by proxy, and at least three (3) days notice shall be given of any such resolution.

RULE 22.0

VICTIMISATION PAY:

Where any member of the Association acting under the advice or instruction of an Executive Council in order to further the interests of the Association or Airline Pilot Group, shall by reason thereof sustain financial loss, he may apply to that Executive Council for compensation, and that Executive Council may pay to him such-sums as it considers proper according to the circumstances of the case.

RULE 23.0

PAYMENT OF BENEFIT:

- 23.1 The Association may authorise by a resolution of a General Meeting the raising of benefit contributions from members and the payment of benefits to members, their widows or dependents by the National Executive Council upon such conditions and at such rates and in such of the following circumstances as the Association shall by such resolution decide: -
- (a) Old age
 - (b) Sickness
 - (c) Disablement
 - (d) Unemployment
 - (e) Loss of Licence
 - (f) Loss of personal effects by accident
 - (g) Funeral benefit
- 23.2 The National Executive Council shall also have power to make an exgratia grant or grants to Members, their widows or dependents out of the general funds of the Association in any of the above circumstances, but no grant or grants to, or in respect of, any one member in any year shall exceed the sum of.....?

RULE 24.0

LEGAL ASSISTANCE:

- 24.1 The National Executive Council may appoint and retain a Legal Adviser to act for the Association or any member or group of members of the Association in such matters as the National Executive Council may direct and upon any such terms as it may specify.
- 24.2 A full member or an associate "M" member in good financial standing or the widow or dependents of such members or associates desiring legal aid in the Courts shall make application in writing to the Secretary, and, if it be granted by the National Executive Council shall agree to leave the case exclusively in the hands of the Association and its Legal Adviser.
- 24.3 Legal aid in the Courts, may at the discretion of the National Executive Council (and subject to such conditions as the Executive Council may prescribe) be granted in matters arising from the member's employment, or from action authorised in a trade dispute, or in other special cases, including aid to widows and/or dependents of full members.
- 24.4 if a case be lost through misrepresentation on the part of the applicant, the Association may refuse to pay the cost of such case.
- 24.5 The terms upon which aid is given shall be determined by the Executive Council.

RULE 25.0

GENERAL SECRETARY:

- 25.1 The National Executive Council may appoint a General Secretary who may or may not be a member of the Association; and who shall hold office during good behaviour, or unless and until he is absent from his duties through illness, and generally on such terms and conditions as the National Executive Council shall determine. The office may be combined with that of Treasurer.
- 25.2 The duties of the General Secretary shall include the following powers and duties: -
- (a) to carry out the instructions of the National Executive Council
 - (b) to attend regularly at the office of the Association
 - (c) to have charge of all correspondence connected with the affairs of the Association
 - (d) to issue all notices as may be required to be given by statute or otherwise
 - (e) to keep minutes of the proceedings of the National Executive Council and the General Meetings

(f) to attend meetings of the National Executive Council and General Meetings and to prepare the Agenda for such meetings

(g) to bring up for consideration of the National Executive Council any matters that should be considered and dealt with by it, and as shall be prescribed by the National Executive Council

(h) to keep (in conjunction with the Treasurer) an accurate record and account of all moneys received and disbursements made

(i) to keep a separate account of contributions paid in respect of "Political Objects", if and when such fund is formed, and of any other fund authorised from time to time by the National Executive Council, and to be responsible for the books, documents, moneys, and such property of the Association as may be in his charge.

25.3 The General Secretary shall, if required by the National Executive Council so to do, give security for such sum (if any) as the National Executive Council may determine, the cost of the premium to be paid from the funds of the Association.

25.4 Upon the appointment of a General Secretary all references to the Secretary in these Rules shall be deemed to be references to the General Secretary, and where the General Secretary so appointed combines the office of Treasurer with that of General Secretary, then all references to Treasurer in these Rules shall be deemed to be references to General Secretary/Treasurer.

RULE 26.0

TREASURER:

26.1 The National Executive Council shall appoint a Treasurer to act from time to time (who may or may not be a member of the Association) and who shall hold office at the pleasure of the National Executive Council. The duties of the Treasurer shall be: -

(a) to receive subscriptions and give receipts for same

(b) to keep a proper account of all moneys received by him and to pay in such moneys to the Bank as and when received

(c) to join in signing cheques and other documents as directed by the National Executive Council

(d) to keep written up all books and documents as shall be directed by the National Executive Council or on the advice of the Auditors to the Association

(e) to prepare a revenue account and balance sheet showing fully the several matters and things prescribed by Section 29 of the Trade Union Ordinance and submit such balance sheet and account for audit as prescribed. The Treasurer

shall if required by the National Executive Council so to do, give security for such sum (if any) as the National Executive Council may determine, the cost of the premium to be paid from the funds of the Association.

RULE 27.0

TRUSTEES:

- 27.1 Whenever the funds of the Association shall be invested in accordance with the provisions of Rule 29.4 they shall be vested in a Bank or other Trust Corporation (hereinafter called the Corporate Trustee) appointed by the National Executive Council for that purpose. Such Corporate Trustee shall be the sole Trustee of all or any of the property and investments of the Association on such terms as to remuneration as may be agreed upon between the Corporate Trustees and the National Executive Council and all such property and investments shall be vested in the Corporate Trustee when appointed.
- 27.2 A copy of the Resolution appointing such Corporate Trustee purporting to be signed by the Chairman of the National Executive Council Meeting at which such Resolution was passed together with one other member of the National Executive Council, who was present at such Meeting, and countersigned by the Secretary of the Association shall be sufficient evidence for all purposes of the due appointment of the Corporate Trustee.
- 27.3 All property and investments so vested in the Corporate Trustee shall be dealt with both as to capital and income in such manner as from time to time may be directed by Resolution of the National Executive Council or such Committee to which the National Executive Council shall have delegated this power.
- 27.4 A copy of every such Resolution purporting to be signed by the Chairman of the meeting at which the same was passed together with one other member of the National Executive Council or Committee (as the case may be), who was present at such Meeting, and countersigned by the Secretary shall be sufficient authority for the Corporate Trustee to act thereon and the Corporate Trustee shall be free from all responsibility for all acts and things done in conformity with such Resolution.
- 27.5 The Corporate Trustee shall only be responsible for the property or investments belonging to the Association actually vested in the Corporate Trustee and the Corporate Trustee shall not with-out its consent in writing be required to accept or hold any leasehold or other property or investments which may render the holder thereof liable for the performance of any covenants or for the payments of any money.
- 27.6 All deeds, documents of title and securities for money and other property of the Association shall be held by and in the name of the Corporate Trustee and the Corporate Trustee shall take such measures for the safe custody and preservation thereof, at the expense of the Association as shall be thought fit and the Corporate Trustee shall be responsible, for the safe custody of all Such deeds, documents and securities as are placed in its custody and shall produce them for inspection when required by the Auditor or by Resolution of the National

Executive Council.

RULE 28.0

AUDITORS:

- 28.1 The Accounts of the Association shall be made up to December 31st, and audited each year by a qualified Auditor or Auditors to whom the Secretary and Treasurer shall produce all books and papers necessary for the complete examination of the Association's accounts. Such Auditors shall be appointed each year at the first General Meeting of the Association, following the annual election of National Executive Council members.
- 28.2 Unless the Auditor appointed as in 28.1 above is the same auditor appointed by the Registrar of Trade Unions, the Treasurer shall also submit the general accounts of the Association to the Auditor appointed by the Registrar of Trade Unions as soon after the close of each financial year as possible, and obtain his certificates to their correctness or otherwise.

RULE 29.0

FUNDS OF THE ASSOCIATION:

- 29.1 The National Executive Council shall cause to be opened an account or accounts at such Bank as the National Executive Council may determine, into which shall be paid all the funds of the Association.
- 29.2 The National Executive Council may keep the moneys of the Association on deposit account or on current account, or partly on deposit account and partly on current account.
- 29.3 All withdrawals from the Bank shall be made by cheques signed in the manner for the time being and from time to time directed by the Executive Council.
- 29.4 So much of the funds of the Association as may not be wanted for immediate use, or to meet accruing liabilities, shall, with the sanction of the National Executive Council be invested by the Trustees of the Association in any investments directed by the National Executive Council, being one of the investments authorised by the Trustee Act 1925.

29.5 The income and property of the Association whencesoever derived shall be applied solely towards the promotion of the objects of, and in the administration of, the Association, and no portion thereof shall be paid or transferred directly or indirectly by way of dividend, bonus or otherwise, howsoever by way of profits to the members, provided that nothing herein contained shall prevent the payment in good faith of remuneration or reimbursement of reasonable hotel and travelling expenses to any officers or servants of the Association or to any member thereof, or other person in return for other services actually rendered to, or expenses incurred on behalf of, the Association.

RULE 30.0

ACCOUNTS:

The National Executive Council shall cause true accounts to be kept of all sums of money received and expenditure incurred by the Association, and the matters in respect of which such receipts and expenditure takes place, and of the assets, credits and liabilities of the Association. The books of accounts shall be kept at the registered office of the Association or at such other place or places as the National Executive Council may deem fit,

RULE 31.0

INSPECTION OF BOOKS:

Every financial member having an interest in the funds of the Association may inspect the books and names of the members at all reasonable hours at the registered office of the Association.

RULE 32.0

ALTERATION OF RULE

These rules shall remain in full force and effect and shall not be altered, added to, amended or rescinded except by a Resolution of a General Meeting of the Association duly submitted and passed in accordance with Rule 16.0.

RULE 33.0

PROVISIONS AS TO NOTICES, RESOLUTIONS AND MINUTES:

Except as expressly provided in these Rules, any notice required to be given trader these Rules shall be deemed to have been duly given if such notice be set out

in the official journal of the Association (if any) or in such journal or journals as the National Executive Council may decide.

PROVIDED ALSO that- -

33.0.1 The Rules which require a ballot list, ballot paper, circular or notice to be sent to a member shall be deemed to have been duly complied with if

sent to him by prepaid letter in the ordinary course of post, addressed to him at Iris latest address registered in the records of the Association.

- 33.0.2 The accidental omission to send any ballot list, ballot paper, circular or notice to any members, or the failure to receive any ballot list, ballot paper, circular or notice, shall not invalidate any ballot list, ballot paper, circular or notice, shall not invalidate any ballot or meeting.
- 33.0.3 The declaration made by a Chairman at any General, Extraordinary General or Special General Meeting as to the result of any ballot or vote, or that a resolution proposed at any meeting has been carried by a particular majority or has been lost or not carried by a particular majority, shall be conclusive.
- 33.0.4 Minutes in such form as may from time to time be decided by the National or Airline Executive Council shall be entered in a file or files kept for that purpose of all proceedings of the General, Extraordinary General and Special General Meetings of the Association or Airline Pilot Group and meetings of the National or Airline Executive Council, and of the result of all ballots. Minutes entered in any such files of any, such proceedings if signed by the Chairman of the next succeeding meeting shall be evidence of the proceedings. A Minute entered in any such file as to the result of any such ballot shall when signed by a Chairman for the time being of the Association, or Airline Pilot Group be conclusive.

RULE 34.0

DISSOLUTION:

- 34.1 The Association may at any time be dissolved by the consent of three quarters of its full members in good financial standing; such consent shall be obtained by ballot taken in accordance with Rule 20.
- 34.0 Upon the dissolution of the Association, its assets shall be realised and the debts and liabilities thereof satisfied thereout, and subject thereto, the assets shall be divided among members existing at the date of the resolution for dissolution in proportion to the amount of the subscriptions, contributions and levies paid by them respectively during their respective periods of membership.

RULE 35.0

JOINING FEE AND RULE BOOK:

Upon election to membership of the Association each member shall pay a joining fee of \$100.00 and shall upon such payment receive a copy of the Rules.

THE END