
CONSTITUTION

ADOPTED AT LAS VEGAS, NEVADA

JUNE, 1998

Today's UAW

The UAW logo is a circular emblem with a gear-like border. Inside the circle, the letters "UAW" are prominently displayed in a bold, sans-serif font.

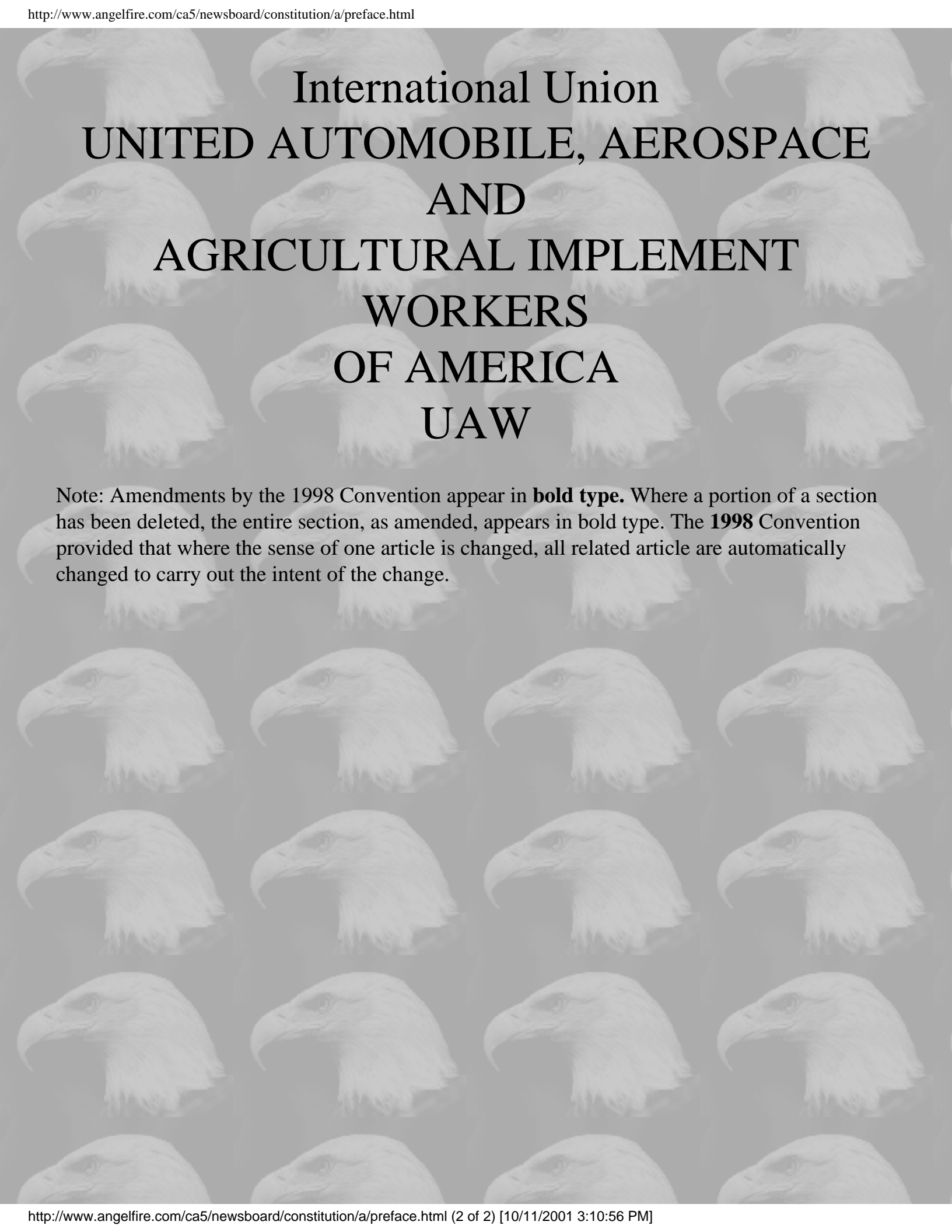
The Constitution of the UAW is the highest law of our Union. It provides the framework for the day-to-day operations of our Union and sets forth our rights, guarantees, and responsibilities as UAW members. But more than that, our Constitution is an eloquent expression of our commitment to democratic unionism and social responsibility.

Democracy requires, as the Preamble states, that we participate meaningfully in making decisions affecting our welfare and that of the communities in which we live. The same is true of our role as members of a democratic union. The UAW is only as strong as we, the members, make it by participating fully in the life of the Union.

In that spirit, I urge you to carefully study our Constitution and apply its principles in your daily life, both as a member of a great democratic union and as a citizen in a democratic society.

Stephen P. Yokick, President
International Union, UAW

Constitution
of the

The background of the entire page is a repeating pattern of bald eagle heads, rendered in a light, semi-transparent grey color. The heads are arranged in a grid-like fashion, facing slightly to the left.

International Union UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA UAW

Note: Amendments by the 1998 Convention appear in **bold type**. Where a portion of a section has been deleted, the entire section, as amended, appears in bold type. The **1998** Convention provided that where the sense of one article is changed, all related article are automatically changed to carry out the intent of the change.

PREAMBLE

1. We hold these truths to be self-evident; expres-
2. sive of the ideald and hopes of the workers who
3. come under the jurisdiction of this INTERNA-
4. TIONAL UNION, UNITED AUTOMOBILE,
5. AEROSPACE AND AGRICULTURAL IMPLE-
6. MENT WORKERS OF AMERICA(UAW): "that
7. all men and women are created equal, that they are
8. endowed by their Creator with certain inalienable
9. rights, that among these are life, liberty and the
10. pursuit oh happiness. That to secure these rights,
11. governments are instituted among men and women,
12. deriving their just powers from the consent of the
13. governed." Within the orderly precesses of such
14. government lies the hope of the worker in advanc-
15. ing society toward the ultimate goal of social and
16. economic justice.

17. The precepts of democracy require that work-
18. ers through their union participate meaningfully
19. in making decisions affecting their welfare and that
20. of the communities in which they live.

21. Managerial decisions have far reaching impact
22. upon the quality of life enjoyed by the workers,

1. the family, the community. Management must rec-
2. ognize that it has basic responsibilities to advance
3. the welfare of the workers and the whole society
4. and not alone to the stockholders. It is essential,
5. therefore, that the concerns of workers and of so-
6. ciety be taken into account when basic managerial
7. decisions are made.

8. The structure of work established by manage-
9. ment is designed to make of the workers an ad-
10. junct to the tool rather than its master. This, coupled
11. with the authoritarian climate of the workplace,
12. robs the worker of her/his dignity as an adult hu-
13. man being. This belies the democratic heritage we
14. cherish as citizens in a society rooted in democratic
15. values.

16. Essential to the UAW's purpose is to afford the
17. opportunity for workers to master their work envi-
18. ronment; to achieve not only improvement in their
19. economic status but, of equal importance, to gain
20. from their labors a greater measure of dignity, of
21. self-fulfillment and self-worth.

22. Workers must also participate meaningfully in
23. political and legislative action because government
24. impacts importantly on their lives and on their com-
25. munities. If government is to be the means by which
26. people achieve a humanitarian and equitable soci-
27. ety, it must be a responsible and accountable gov-
28. ernment.

29. Therefore, the UAW has the duty and respon-
30. sibility to promote real and meaningful participa-
31. tory democracy through its members and their
32. families, so that free people and their institutions
33. may be heard in the councils of government and
34. so that officeholders are guided by principle alone.

35.

To achieve these wholesome objectives:

36. ° Management must accept union organization
37. and collective bargaining as an essential and con-
38. structive force in our democratic society;

39. ° The workers must be provided a meaningful
40. voice in maintaining a safe and healthful workplace
41. with decent working conditions, and must enjoy
42. secured rights, together with a satisfactory stan-
43. dard of living and maximum job security;

44. ° The workers must have a voice in their own
45. destiny and the right to participate in making deci-
46. sions that affect their lives before such decisions
47. are made;

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1. ° The UAW must play an active role at all lev-
2. els of government to protect the lives and rights of
3. its members and their families. We must work con-
4. stantly on the political and legislative problems
5. facing the whole society;

6. ° Union members must take serious their re-
7. sponsibilities as citizens and work, through their
8. union and individually, to realize the goals of pa-
9. rticipatory democracy and responsible and account-
10. able government.

ARTICLE 1

Name

11 This organization shall be known as the "In-
12 ternational Union, UNITED AUTOMOBILE,
13 AEROSPACE AND AGRICULTURAL IMPL-
14 MENT WORKERS OF AMERICA (UAW),"
15 hereinafter referred to as the International Union,
16 This document shall be officially known as the
17 Constitution and Bylaws of said International
18 Union, and it shall also be the Constitution of ev-
19 ery affiliated subordinate body.

ARTICLE 2

Objects

20 **Section 1.** To Improve working conditions, cre-
21 ate a uniform system of shorter hours, higher
22 wages, **health care and pensions**; to maintain and
23 protect the interests of workers under the jurisdic-
24 tion of this International Union.

25 **Section 2.** To unite in one organization, regard-
26 less of religion, race, creed, color, sex, political
27 affiliation or nationality, age, **disability**, marital sta-
28 tus or sexual orientation, all employees under the
29 jurisdiction of this International Union.

30 **Section 3.** To improve the sanitary and work-
31 ing conditions of employment within the workplace
32 and in the accomplishment of these necessary re-
33 forms, we pledge ourselves to utilize the confer-
34 ence room and joint agreements; or if these fail to
35 establish justice for the workers, under the juris-
36 diction of this International Union, to advocate and
37 support strike action.

38 **Section 4.** To educate our membership in the
39 history of the Labor Movement and to develop and
40 maintain an intelligent and dignified membership;

1. to vote and work for the election of candidates and
2. the passage of improved legislation in the interest
3. of all labor. To enforce existing laws; to work for
4. the repeal of those laws are unjust to Labor; to
5. work for legislation on a national scale, having as

6. its object the establishment of real social and un-
7. employment insurance, the expense of which to
8. be borne by the employer and the Government.

9. **Section 5.** To engage in legislative, political,
10. educational, civic, welfare and other activities
11. which further, directly or indirectly, the joint inter-
12. ests of the membership of this organization in the
13. improvement of general economic and social con-
14. ditions in the United States of America, Canada,
15. **the Commonwealth of Puerto Rico** and gener-
16. ally in the nations of the world.

17. **Section 6.** (a) To work as an autonomous Inter-
18. national Union affiliated with the Canadian Labour
19. Congress (CLC), American Federation of Labor
20. and Congress of Industrial Organizations (AFL-
21. CIO) together with other International Unions, for
22. solidification of the entire Labor Movement; pro-
23. vided, however, that the International Executive
24. Board may at any time alter the Union's relation-
25. ship to such bodies in any way it deems appropri-
26. ate. To provide assistance, financial and otherwise,
27. to labor and other organizations in the United
28. States, Canada and other parts of the world having
29. purpose and objectives similar or related to those
30. sought by this organization.

31. (b) The International Executive Board is au-
32. thorized to take whatever action is required to en-
33. able the UAW to mobilize, assist and work with
34. other organizations, alone or in combination, to-
35. ward the objective of meeting the urgent problems
36. which confront society and the Labor Movement
37. in this 20th Century period of rapid and accelerat-
38. ing technology and social change.

39. (c) The International Union shall seek to affili-
40. ate groups of employees, whether by agreement or
41. merger. To do so, and better accomplish this ob-
42. jective, the International Executive Board is au-
43. thorized to allow necessary deviations from spe-

44. cific provisions of this Constitution, provided how-
45. ever, that any such affiliations must be ratified not
46. later than the next regular convention.



ARTICLE 3

Constitution

1. This constitution as amended at the **Las Ve-**
2. **gas, Nevada** Convention convened on **June 22,**
3. **1998** and as may hereafter be amended, shall be
4. the supreme law of the International Union,
5. UNITED AUTOMOBILE, AEROSPACE AND
6. AGRICULTURAL IMPLEMENT WORKERS OF
7. AMERICA (UAW), and can be amended only by
8. a majority vote of delegates at succeeding regu-
9. lar Constitutional or Special Conventions.

ARTICLE 4

International Union Headquarters

10 The Headquarters of the International Union
11 shall be Solidarity House, 8000 East Jefferson Av-
12 enue, in the City of Detroit, State of Michigan
13 48214.

ARTICLE 5

Jurisdiction

14 The International Union, United Automobile,
15 Aerospace and Agricultural Implement Workers of
16 America (UAW), shall take in and hold jurisdic-
17 tion over all employees in workplaces engaged in
18 the manufacture of parts (including tools, dies, etc.),
19 and the assembly of these parts into farm, automo-
20 bile, automotive propelled products, aerospace and
21 agricultural implements, including employees en-
22 gaged in office work, sales, distribution and main-
23 tenance thereof. Its jurisdiction shall also encom-
24 pass service, technical, office and/or professional
25 workplaces, whether public or private, and others
26 as the International Executive Board shall decide.
27 The jurisdiction of this International Union shall
28 be full and final.

ARTICLE 6

Membership

29. **Section 1.** The International Union shall be
30. composed of workers eligible for membership in
31. the International Union, UNITED AUTOMOBILE,
32. AEROSPACE AND AGRICULTURAL IMPL-
33. MENT WORKERS OF AMERICA (UAW).

1. **Section 2. I** (a) Any person eligible to become a
2. member of the International Union who is not af-
3. filiated with any organization whose principles and
4. philosophy are contrary to those of this Interna-
5. tional Union as outlined in the Preamble of this
6. Constitution, may apply for membership to the
7. Local Union having jurisdiction over the workplace
8. in which s/he is employed. The applicant must, at
9. the time of application, be an actual worker in and
10. around the workplace. All applicants for member-
11. ship in any Local Union of the International Union
12. shall fill out an official application provided by the
13. International Union, answering al questions con-
14. tained in such application, and sign a promise to
15. abide by all laws, rules and regulationsand the
16. Constitution of the International Union. All appli-
17. cations thus received shall be referred to the Local
18. Union for consideration and shall be acted upon as
19. soon as possible, but not later than sixty (60) days
20. from the date the application is received by the
21. Financial Secretary of the Local Union.

22. (b) Notwithstanding any other provisions in this
23. Constitution, applicants working for unorganized
24. employers, or in those units not tey under the ju-

25. jurisdiction of a UAW Local Union may become
26. members of the International Union directly by
27. signing an application for membership in a form
28. approved by the International Executive Board and
29. by the payment of the sum of one dollar(\$1.00)
30. (or such other amount determined by the Interna-
31. tional Executive Board), toward initiation fees and
32. dues. Once a Local Union is chartered in, or
33. awarded jurisdiction over the unit in which such
34. member is working, s/he shall automatically be-
35. come a member of that Local Union.

36. **Section 3.**[\[U\]](#) Notwithstanding any other provi-
37. sions of this Constitution, whenever an Interna-
38. tional Officer or International representative is a
39. member of a Local Union which is disbanded or
40. goes out of existence, or whose charter is revoked,
41. said Officer or International Representative may
42. apply for membership in another Local Union in
43. the same region. If accepted as a member by mem-
44. bership action of such Local Union, the Inter-
45. national Officer or International Representative shall
46. be considered to have remained in continuous good
47. standing in the International Union during the pe-
48. riod between the cessation of the existence of her/
49. his original Local Union and his/her acceptance
50. by the membership of the new Local Union.

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1. **Section 4.** Upon acceptance of the application,
2. membership shall date from the first day of the
3. month for which dues are paid or dues check-off is
4. authorized.

5. **Section 5.** Application for membership re-
6. jected by the Local Union shall not be reconsid-
7. ered until thirty (30) days have elapsed.

8. **Section 6.** Unless waived by the Local Union,
9. or unit of an Amalgamated Local, and candidate
10. failing to present her/himself for initiation within

11. four (4) weeks after notification of her/his being
12. accepted to membership without good and suffi-
13. cient reason being given, shall forfeit all money
14. paid by her/him.

15. **Section 7.**The original application signed by
16. each member shall be retained by the Local Union
17. for its record and official receipt shall be given to
18. each new member for all monies paid. All receipts
19. shall be made out in duplicate, the original to be
20. given to the member, the duplicate to be retained
21. by the Local Union and made available to the In-
22. ternational Union upon request. These duplicate
23. receipts may be destroyed after a Local Union au-
24. dit upon written approval of the International Sec-
25. retary-Treasurer.

26. **Section 8.** No new member will be recorded at
27. the International Office nor will initiation fee or
28. per capita tax be accepted for new members until a
29. monthly report is received from the Financial Sec-
30. retary on the Local Union.

31. **Section 9.** Any Local Union or International
32. Union Trial committee expelling any member for
33. cause shall notify the International Secretary-Trea-
34. surer and the latter shall notify all Local Unions of
35. this fact forthwith. A person who has been sus-
36. pended or expelled by any Local Union or Inter-
37. national Union Trial Committee shall not be eli-
38. gible for membership in any other Local Union
39. until all claims or charges against such a person have
40. been staisfactorily settled with the Local Union or
41. International Union Trial Committee suspending
42. or expelling and written notice to this effect fur-
43. nished the Local Union to which such person seeks
44. admission.

45. **Section 10.** No member shall be allowed to hold
46. membership in more than one (1) Local Union of
47. the International Union at the same time, except
48. by permission of the International Executive Board.

1. No member of the Union who is fully employed in
2. one (1) workplace under the jurisdiction of the
3. UAW shall accept work in any other workplace
4. under the jurisdiction of the UAW. Any member
5. violating this Section may be subjected to charges
6. of conduct unbecoming a union member.

7. The above shall not apply in the case on mem-
8. bers of a Local Union or unit of an Amalgamated
9. Local Union who are conducting an authorized
10. strike and have received written approval from the
11. Local Union officers to obtain employment else-
12. where.

13. **Section 11.** No application shall be accepted
14. from the one designated as the head of a depart-
15. ment , directing company policy or having the au-
16. thority to hire and discharge workers. Members of
17. the Union who are promoted to such positions shall
18. be issued a withdrawal card immediately by the
19. Local Union in conformity with Article 17 of this
20. Constitution. Members promoted to minor posi-
21. tions where they work with their co-workers and
22. do not have the power of discipline by hiring or
23. discharging employees, may retain their member-
24. ship in the Local Union at the discretion of the Lo-
25. cal Union>

26. **Section 12.** The names of all applicants for ad-
27. mission about whose applications there is the least
28. doubt may be published in the "official publica-
29. tion." No applicants whose names have been pub-
30. lished shall be received into membership until thirty
31. (30) days after the date of such publication. How-
32. ever, applications for membership from an unor-
33. ganized or newly organized workplace shall be held
34. in confidence.

35. **Section 13.** Any member in good standing who

36. shall have become totally incapacitated by acci-
37. dent or illness may, at the discretion of her/his Local
38. Union, be granted a gratuitous membership, con-
39. tinuing during incapacity. Appropriate cards denot-
40. ing such membership shall be provided by the In-
41. ternational Union and furnished to Local Unions
42. upon request and at cost.

43. **Section 14.** All members of the Local Union
44. are also members of this International Union and
45. subject to the orders, rulings and decisions of this
46. International Union and the properly constituted
47. authorities of the same.

48. **Section 15.** The International Union and the

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1. Local Union to which the member belongs shall
2. be her/his exclusive representative for the purpose
3. of collective bargaining in respect to rates of pay,
4. wages, hours of employment or other conditions
5. of employment; and for the negotiation and execu-
6. tion of contracts with employers covering all such
7. matters, including contracts requiring membership
8. or the continuance of membership in the Union as
9. a condition of employment or continued employ-
10. ment; and contracts requiring the employer to de-
11. duct, collect, or assist in collecting from her/his
12. wages any dues, initiation fees, reinstatement fees,
13. payable to the International Union or her/his Lo-
14. cal Union.

15. **Section 16.** The International Union and the
16. Local Union to which the member belongs, and
17. each of them, are by her/him irrevocably desig-
18. nated, authorized and empowered exclusively to
19. appear and act for the member and in her/his be-
20. half before any board, court, committee or other
21. tribunal in any matter affecting her/his status as an
22. employee or as a member of her/his Local Union or
23. the International Union; and exclusively to act as

24. the member's agent to represent and bind her/him
25. in the presentation, prosecution, adjustment and
26. settlement of all grievances, complaints or disputes
27. of any kind or character arising out of the employer-
28. employee relationship, as fully and to all intents and
29. purposes as s/he might or could do if personally
30. present.

31. **Section 17.** A member of a Local Union may
32. resign or terminate membership only by written
33. communication, signed by the member, to the Fi-
34. nancial Secretary of the Local Union, and such res-
35. ignation or termination of membership shall be
36. effective upon receipt by the Financial Secretary
37. of the Local Union; provided that if the employer
38. of such person has been authorized by such person
39. individually or by the Collective Bargaining Agree-
40. ment between the employer and the Local Union
41. to check off any amounts from the wagws of such
42. person, such resignation or termination of mem-
43. bership shall not relieve such person from the ob-
44. ligations arising from such check off obligation.
45. (See Special Note p.168.)

46. **Section 18.** A member who resigns or termi-
47. nates her/his membership shall have no right or
48. interest in any property of the Local Union or of
49. the International union, including any dues or other

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1. financial obligations paid by the member in ad-
2. vance of the effective date of such resignation or
3. termination.

4. **Section 19.** Any member in good standing who
5. is retired, shall be entitled to a "retired member-
6. ship status" which, without being required to pay
7. membership dues during the period of such retire-
8. ment, shall entitle her/him to all the privileges
9. of membership except the right to vote on elections
10. conducted pursuant to Article 19, Section 3; Ar-

11. ticle 45, Section 2; and Article 50, Sections 1 and
12. 5. Appropriate cards denoting such membership
13. status shall be prepared by the International Union
14. and furnished to Local Unions upon request and at
15. cost. The regular withdrawal-transfer provisions of
16. this Constitution shall be applicable if such retired
17. member returns to active employment.

18. **Section 20.** Non-members covered by an
19. agency shop clause in a UAW contract shall re-
20. ceive all the material benefits to which members
21. are entitled but shall not be allowed other mem-
22. bership participation in the affairs of the Union>

23. Membership in the Union shall be at all times
24. available to such non-members on the same terms
25. and conditions applicable to other members.

INTERPRETATIONS OF THE CONSTITUTION of the INTERNATIONAL UNION

United Automobile, Aerospace and Agricultural Implement Workers of America UAW®

ARTICLE 6

Membership

Section 2

(1) Honorary Membership

The Constitution makes no provision for honorary membership. However, Local Unions can vote such memberships to persons who have rendered exceptional service either to the trade union movement generally or to that particular Local Union, provided that the persons granted such honorary memberships are not already members on the UAW by holding membership in some other UAW Local Union.

Any cards or letters which are issued to commemorate the issuance of the honorary membership card shall be for a stated term and that term shall not exceed two years and such honorary membership can then be renewed by specific action; otherwise it expires.

Before such honorary membership becomes effective and it is presented to the individual so honored, it must be approved by the Local Union membership and the International Executive Board. (3/9/54, Page 14.)

Section 3

(1) Refund of Checked-Off Initiation Fee and Dues

An employee who has joined a Local Union by having paid or having had deducted her/his initiation fee and dues within thirty (30) days of her/his employment and is subsequently terminated, laid off or quits within that period, would be entitled upon request made within sixty (60) days to a refund of all monies paid for initiation fee and dues following termination of such employment. Where such member does not request a refund of her/his dues and initiation fee, s/he may upon proper request be issued an honorable withdrawal card. (Detroit 1/15/73.)

Section 19

(1) Voting Rights of Retired Members in Local Unions

A retired member has a constitutional right to participate in any and all elections conducted on a localwide basis except elections of the type specifically exempted under this Section. Under this Section a retired member would not, however, be eligible to vote for a Steward or Committeeperson even though that Steward or Committeeperson might, by virtue of her/his election, also hold office as a member of a Local Union policy making group such as the Executive Board. (Detroit, 1/21/60.)

(2) Voting Rights of Retired Members in Units of Amalgamated Local Unions

Retired members are eligible to vote for officers of units as such. If a unit has a substantial complement of officers set up by its bylaws, and these officers generally correspond to the Executive Officers of a Local Union as set forth in Article 38, Section 1, the retired member would be eligible to vote for such officers even though these officers also constitute the Local Union Bargaining/Negotiating Committee. In units where the bylaws do not provide for a substantial complement of officers (i.e., where the Chair and Recording Secretary of the unit) the retired member would not be entitled to vote for such unit Chair and Secretary since the primary function of these individuals is to serve as officials of the Bargaining/Negotiating Committee and they are only incidentally charged with the responsibilities of unit officers.

Even though a unit does not have a substantially complete compliment of officers, if the members of the Bargaining/Negotiating Committee are also designated by the unit bylaws to be the Executive Board of the unit with powers equivalent to the Executive Board of a Local Union pursuant to Article 38, Section 8, retired members would be entitled to vote for those members of the Bargaining?Negotiating Committee who are also members of the Executive Board.

Units shall be entitled to apply this Section in the first instance by membership action subject

to review by the International Executive Board if any member objects. However, once the unit determines how this Section shall be applied in its elections, the unit decision cannot be changed unless the bylaws are changed in order to sufficiently modify the structure as to make a different application of this Section proper. (Detroit, 1/21/60.)

(3) Eligibility of Retired Members to Run for Local Union Offices

Under this Section, retired members are eligible to run for any office in the Local Union except for Steward and Committeeperson offices which require the presence of the member elected in the workplace. A retired member would be ineligible to run for a Steward or Committeeperson office even though election to such office would automatically entitle the member elected to a second position in the Local Union such as membership on the Local Union Executive Board. A retired member would also be ineligible to run for a Local Union executive office where election to that executive office also automatically made her/him a member of a Bargaining Committee or any other such office which required seniority in any particular unit, division or department of the workplace. (Detroit, 1/21/60.)

Section 20

(1) Material Benefits to which Non-Members are Entitled under Agency Shop Provisions

The "material benefits" of non-members under an agency shop agreement are such benefits as being eligible to receive *Solidarity*, strike assistance, and any other such direct service benefits received by members of the Union.

Such non-members shall not be allowed attendance at Union meetings, the right to hold or run for any Union office (elected or appointed), or any voting rights within the union unless and until they have become members of the Union in accordance with the provisions of this Constitution. (Detroit 6/18/62.)

ARTICLE 8

Conventions

Section 5

(1) Delegates to Conventions Other Than UAW

Delegates to other conventions and similar bodies with which UAW Locals are affiliated may

be elected or appointed in any manner provided by the bylaws of the Local Union, provided they have been approved by the International Executive Board, or standing resolutions of the Local Union to the extent any such method is consistent with the Constitution or the official call of the delegate body to which the delegates are being sent. (Detroit, 1/21/60.) (Amended 9/12/68.)

(2) When Amalgamated is Not Compelled to Pay for Unit Delegates

Where an Amalgamated Local Union has voted not to send and delegates to the Convention and a unit of the Amalgamated makes a decision to send a delegate or delegates from that unit, the Local Union would not be compelled to pay the expenses of such delegates attending the Convention. (Detroit, 6/10/40, Page 48.)

(3) Procedure in Amalgamated Local Union When Electing Delegates on Local-Wide Basis.

In the event the Local Union membership or Joint Council of an Amalgamated Local Union desires to elect its Convention delegates on a local-wide basis, it may do so; provided however, that any unit of such an Amalgamated Local Union entitled to one or more delegates, by official action of their unit membership, can object to such a procedure. If such objection is raised, the Local Union must be notified within a period of two weeks following the Local Union's decision. Those units who may be grouped together for the purposes of Convention representation, as provided for in Article 8, Section 5, can only raise a legitimate protest after the majority of those units so grouped take similar action. Any unit or group of units referred to above who protest in the manner outlined may elect delegates representing their unit or group on the basis provided for in Article 8, Section 5. (Detroit, 5/11/51, Page 367.)

Section 8

(1) Alternates in Amalgamated Local Unions

In an Amalgamated Local Union, alternate delegates can only serve as alternates for the units from which they are elected. (Detroit, 4/28/49, Page 30.)

Section 11

(1) Eligibility for Convention Delegate

Local Unions may place no restrictions, other than those provided by this Constitution, upon the eligibility of candidates for Convention delegate. A bylaw which provides that a member must attend one out of every three Local Union meetings to be eligible to run for Convention

delegate is invalid. (Milwaukee, 7/31/44.)

(2) Eligibility of Convention Delegate-Trial of Member

The member in question may be denied the right to run for delegate to the Convention by Trial Committee provided it was the intent of the Local at the time it took such action. (Buffalo, N.Y. 9/8/47.)

Section 23

(1) Plurality Vote for Election of Delegates

The Constitution allows the election of delegates by a simple plurality and a Local Union cannot add to the provisions of the Constitution by requiring a majority vote for the election as a Convention delegate. (Detroit, 5/9/51, Page 260.)

ARTICLE 12

Duties of the International Executive Board

Section 3

(1) Trials During Administratorship

(See Interpretations under Article 31, Sections 1, 2, and 3 dealing with proper Trial Procedures where an Administrator has been appointed to supervise the affairs of the Local Union.)

Section 5

(1) Bylaws of Local Union Re-Chartered as an Amalgamated local

(See Interpretation no. 2 under Section 1 of Article 35.)

Section 15

(1) Bond Required for Officers Empowered to Cash Securities

Those officers of the Local who have authority to sign and cash U.S. Government Bonds are required to be bonded. (New York City, 3/15/45, Page 62.)

ARTICLE 14

International Representatives

Section 5

(1) Resignation Must Precede Acceptance of Nomination

An International Representative may be nominated for Local Union office while still on the payroll of the International Union; but prior to accepting such nomination s/he must resign her/his position with the International Union. (New York City, 3/5/45, Pages 45-46.)

(2) Delegates to Joint Councils

This Section is not applicable to full-time or part-time International Representatives running for election as delegates to Joint Councils or General Councils of a Local Union. But such persons, if elected to such Councils, will not be eligible to hold office in such Councils except in conformity with this Section. (Philadelphia, 10/22/43.)

(3) Delegates to Other Councils

This Section does not bar International Representatives from seeking and holding office in Intra-Corporation Councils or other similar councils. (Philadelphia, 10/22/43, Pages 67-68.) See also Articles 20, 21, 22, and 34.

(4) Members of Local Union Committees

International Representatives can serve on Local Union appointed or elected committees but with the understanding it does not conflict with their particular assignment for the International Union. (Chicago, 6/9/47.)

name="16">ARTICLE 16

Initiation Fees and Dues

Section 1

(1) Initiation Fees in Amalgamated Local Unions A unit of an Amalgamated Local Union cannot establish its own initiation fee for the unit unless that right is specifically granted it by the Local Union. (Detroit, 1/10/49, Page 53.)

(2) Former Members Failing to Take Military Withdrawal Certificates

Any applicant for union membership or reinstatement is entitled to exemption from payment of initiation or reinstatement fee upon presentation of her/his service discharge papers. (Los Angeles, 2/7/44, Pages 27-28.)

(3) Failure to Obtain Military Service Card

Any member in good standing who leaves for the Armed Forces but fails to obtain a Military Service Card, is, upon presentation of the proper discharge papers, entitled to all of the rights and privileges afforded under the Military Service Act. (Minneapolis, 5/1/44, Pages 88-89.) See also Article 16, Section 13.

(4) Initiation Fee Collected in Error

Where the Local has charged an initiation fee to members returning from the Armed Forces, said amount should be credited to dues, since the Constitution provides that a member discharged from the Armed Forces may become a member of this Union without paying an initiation fee. The International Union will give appropriate credit to the Local provided the Local indicates, the amount due in each instance. (Minneapolis, 5/1/44, Page 88.)

(5) Merchant Marine Service

The exemption provided in this Article for men and women returning from service in the Armed Forces is applicable also to persons returning from service in the Merchant Marine. (Detroit, 8/5/45, Page 86.)

(6) Applicable to First Employment Only

An employee who has joined a Local Union by having paid or having had deducted her/his initiation fee and dues within thirty (30) days of her/his employment and is subsequently terminated, laid off or quits within that period, would be entitled upon request made within that sixty (60) days to a refund of all monies paid for initiation fee and dues following termination of such employment. Where such member does not request a refund of her/his dues and initiation fee, s/he may upon proper request be issued an honorable withdrawal card (Detroit,

1/15/73.)

Section 2

(1) Refund of Dues Paid by Probationary Employees

An employe who has joined a Local Union by having paid or having had deducted her/his initiation fee and dues within thirty (30) days of her/his employment and is subsequently terminated, laid off or quits within that period, would be entitled upon request made within sixty (60) days to a refund of all monies paid for initiation fee and dues following termination of such employment. Where such member does not request a refund of her/his dues and initiation fee, s/he may upon proper request be issued an honorable withdrawal card. (Detroit, 1/15/73.)

(2) Retired Member Not Required to Pay Dues After Retirement

A member who is retired under Article 6, Section 19, of this Constitution is not required to pay regular dues following the month in which s/he is retired, if all of her/his dues obligations have been met prior to such retirement. Any compensation received following the month of her/his retirement, such as accumulated vacation pay, etc., will not obligate the member for the payment of dues as a result of receiving such compensation after retirement. (Black Lake, 6/2/72.)

Section 6

(1) Education Fund

It is permissible for a Local Union to use a portion of its Education Fund to defray the expense of publishing a monthly newspaper for the benefit of its members. (Washington, 11/7/45, Page 108.)

Section 8

(1) No Extension of Time for Payment of Dues

The fact that the last day for the payment of dues falls on Sunday does not operate to extend the time within which such dues are required to be paid under this Sectionn. (Milwaukee, 5/1/44.)

(2) Former Member Joining Another Local

Where a member becomes delinquent in her/his Local Union and, while delinquent, accepts employment under the jurisdiction of another UAW Local, s/he must reinstate her/himself in her/his first Local and then transfer to the second. (New York City, 3/5/45, Page 17.)

(3) Authorized Strike Will Not Make Member Delinquent

Out-of-work receipts are not required by members while engaged in an authorized strike. A member in good standing at the time her/his Local or unit goes on such strike continues in good standing for the duration of the strike and for a period of thirty (30) days after her/his return to work. (Detroit, 1/12/46, Pages 145, 147, 149.)

(4) Thirty-Day Grace Period for Members on Strike

Members who are in arrears in the payment of dues, etc., at the time of an authorized strike must make the proper payment to the Local Union within thirty (30) days after their recall to work upon termination of the strike. (Detroit, 8/5/46, Pages 103-104.)

Section 9

(1) Good Standing Not Subject to Vote in the Local Union

Any member suspended by reason of having become in arrears in her/his dues is automatically placed in good standing upon complying with the requirements of this Section of the Constitution and the applicable provisions of the Local Union's bylaws. Her/His readmission to good standing is not subject to vote in the Local Union. (Louisville, 3/17/47, Pages 141-143.)

(2) Reinstatement Fees in Amalgamated Local Unions

A unit of an Amalgamated Local Union cannot establish the reinstatement fee for the unit unless it is specifically granted that right by the Local Union. (Detroit, 10/9/51, Page 173.)

(3) Local Union or Unit Cannot Waive Reinstatement Fee

A Local Union or unit of an Amalgamated Local Union cannot waive the reinstatement fee established by the Local Union without the approval of the International Executive Board. (Detroit, 12/6/62)

(4) Maximum Reinstatement Fee

The maximum reinstatement fee that may be levied under the provisions of this Section is \$50.00. (1/20/54, Page 281.)

Section 13

(1) Veteran Who Failed to Deposit Transfer

Where a member takes a transfer and fails to deposit it in the Local to which s/he intended to transfer, and later enters military service and after her/his discharge applies to her/his first Local for reinstatement, s/he is entitled to such reinstatement without payment of initiation or readmission fees if s/he otherwise meets the conditions set forth in this Section. (Detroit, 8/5/46, Page 86.)

(2) Applicable to First Employment Only

(See interpretation No. 6 under Section 1 of this Article.)

(3) Delinquent Members Who Enter Armed Forces

A delinquent member who subsequently enters the Armed Forces and upon discharge applies to her/his Local Union for reinstatement is entitled to such reinstatement without payment of reinstatement fees if s/he otherwise fulfills the provisions of this Section. (Detroit, 8/5/46, Pages 88-89).

Section 18

(1) Vacation Pay or Bonus Previously Received Considered as a Benefit

Any member who receives vacation pay or bonus in one month and takes time off from work for a vacation leave in a subsequent month shall not be exempt from the payment of dues under this Section, since s/he had received compensation for such leave in a previous month. Vacation pay or bonuses received in any previous month within the vacation year shall be applied to the month in which such leave is taken and considered as a benefit in lieu of work for the purpose of dues liability under this Section. (Detroit, 12/6/62.)

(2) Members Required to Pay Regular Dues while on SUB if Forty (40) Hours are worked in Month.

Where a member receives Supplemental Unemployment Benefits during the first part of a month pays one (1) hour SUB dues for the month and is subsequently recalled to work during

the same month, and receives forty (40) hours pay within that month, the member's dues for that month would be the regular minimum monthly dues as set forth under Section 2 of this Article.

If the member had previously paid the one (1) hour SUB dues but s/he could not be given credit for such payment or the one (1) hour may be refunded to her/him after receipt of the regular monthly dues. (Detroit, 11/15/71.)

(3) Failure to be Entitled to Out-of-Work Credits

Laid off members who, through failure to report pursuant to this Section and Section 19 of this Article, have become delinquent, may be exonerated by their Local from the payment of the Local Union's share of reinstatement fees or back dues. However, such delinquency automatically breaks the member's good standing record in the Local. (See Article 38, Section 3.) (Detroit, 1/21/60.)

(4) Laid Off Member Not on Check-off-Duty to report

A member not covered by check-off under which the company automatically notifies the Local Union of members who are laid off or granted leaves of absence has the responsibility of reporting immediately her/his layoff or leave of absence to the Financial Secretary of her/his Local Union. If such a member does not so report her/his layoff or leave of absence within thirty (30) days of the time it commences, s/he would automatically be recorded of the books of the Local Union as having been issued an honorable withdrawal transfer card as of said 30th day. (Detroit, 1/21/60.)

(5) Member Receiving Forty (40) Hours Lost Time Not Eligible for Out-of-Work Receipts

Any member who works or receives lost time pay equivalent to forty (40) hours or more of wages in any one month shall not be entitled to an out-of-work receipt. (Louisville 3/17/47, Page 94.)

Section 19

(1) 6-Month Period Calculation

In applying this Section the "first six months of such layoff or leave" means the period from the date of her/his layoff to the last day of the sixth month thereafter. For example, for a member laid off on April 10, the "first six months" would not expire until the 31st of October. Each additional month for which a member must certify in order to remain in good standing without paying dues would then automatically coincide with a calendar month. (Detroit, 7/14/61.)

NOTE: Notwithstanding the above, when members are receiving Supplementary Unemployment Benefits (SUB) or other monies subject to dues payment, the first six month period of such layoff or leave means the period commencing the first month of which benefits are exhausted and dues are not paid or any subsequent combination of six months thereafter during that layoff.

(2) Membership Status Upon Return to Local Union from Automatic Withdrawal

When a laid off member who has been automatically noted on the records of her/his Local Union as having been issued an honorable withdrawal transfer card returns to work under the jurisdiction of her/his Local Union, her/his withdrawal status automatically ends and s/he becomes a member in good standing and shall resume paying dues to her/his Local Union.

(Detroit, 7/14/61.)

Section 21

(1) Refund of Dues to Members leaving Union

Members who leave the jurisdiction of the Local Union and the International Union after having paid their dues in advance are, upon request, entitled to a refund of all such dues paid in advance. (Flint 9/10/45, Pages 109-110.) (As regards such members who transfer to another Local, see Article 17, Section 7.)

ARTICLE 17

Honorable Withdrawal Transfer Cards

Section 2

(1) Issuance of Withdrawal Transfer Cards

A Local Union must issue a withdrawal transfer card to a member upon her/his request, provided the member's status meets the constitutional requirements set forth in Article 17.

(Chicago, 6/4/45, Page 17.)

(2) Failure to Obtain Withdrawal Transfer Card

A discharged member who accepts employment outside the jurisdiction of the International

Union but fails to obtain withdrawal transfer card and is subsequently suspended for non-payment of dues, is ineligible for reinstatement since s/he no longer is under the jurisdiction of the International Union. (Minneapolis, 7/16/45, Page 127.)

(3) Refund of Dues Paid by Probationary Employees

(See Article 16, Section 2, Interpretation No. 1)

(4) Possession of Withdrawal Transfer Card-Interruption of Good Standing

Possession of the Honorable withdrawal transfer card interrupts the member's continuous good standing in a Local Union except in the following two cases:

1. Where the member has redeposited her/his withdrawal card in the Local Union in the same month in which it was issued by that same Local Union.
2. Where a laid off member has taken a withdrawal card from her/his original Local Union, transferred to another UAW Local Union, deposited her/his withdrawal card in the second UAW Local Union and, within a period of one year from her/his layoff, returns to her/his original Local Union depositing her/his withdrawal card from the second Local Union where s/he temporarily worked.

Unless one of these two special conditions is met, any member who is recorded as having a withdrawal card on her/his Local Union records would not again meet the one year continuous good standing until s/he had returned to work, redeposited her/his withdrawal card, and had remained as a continuous good standing member for a period of one year. (Detroit, 1/21/60.)

(5) Members Going to Work in Non-UAW Workplace

Any member who is laid off or leaves her/his workplace and obtains employment in a workplace engaged in work not covered by the jurisdiction of the International Union is entitled to a withdrawal transfer card. If s/he obtains employment in a workplace engaged in work covered by the jurisdiction of the International Union s/he is not entitled to a withdrawal card unless the International Executive Board shall determine that s/he is entitled thereto under the facts and circumstances of her/his particular cases. (Chicago 6/9/47.)

(6) Exception to Issuance of Automatic Withdrawal Card

Except as a member who is laid off or on a legitimate leave of absence may fail to give the proper notice or file the proper certification pursuant to Sections 18 and 19 of Article 16, the member would not be issued a withdrawal card automatically. (Detroit, 1/21/60.)

(7) Additional Exceptions to Issuance of Automatic Withdrawal Transfer Card

Members who may be elected to a national, state, or local legislative body or who are engaged in work which promotes the programs and policies of the organization or who are discharged from their employment, should be exempt from the issuance of an automatic withdrawal card. The decision in these cases is left to the discretion of each Local Union. Any member may, however, appeal any decision made in this respect as provided for in Article 33 of the Constitution. (Detroit, 10/11/51, Pages 273 and 274.)

(8) Escapee Not Entitled to Withdrawal Card

When a member avails himself of the escape period provided in the Local's maintenance of membership clause but continues to work, s/he remains under the jurisdiction of the International union and therefore is not entitled to a withdrawal card. (Detroit, 8/5/46, Pages 92-93.)

(9) Assistance Foreman

Where a member is made a salaried assistant foreman, given a withdrawal card and her/his name taken from the check-off list, and later a question arises whether s/he is actually performing supervisory functions or continuing for example, to do tool and die work, it is for the Local Union to decide whether or not the work s/he performs falls within the jurisdiction of the Local Union. If it does, then her/his withdrawal card should be revoked and s/he must return to Union membership. (Detroit, 8/5/46, Page 96.)

Section 3

(1) Prosecution of Holders of Withdrawal Transfer Cards

A Local Union may not prosecute the holder of a withdrawal card under the Trial Procedure (See Article 31) during the time the card is still outstanding. The proper action is to institute proceedings to terminate the withdrawal card. (See Interpretation under Section 9 of this Article.) This must be done within (60) days from the date the complaint first became aware of the alleged misconduct. (Chicago, 6/4/45, Page 21.) See also Article 17, Section 9.

(2) Returning to Original Local

A member cannot deposit a withdrawal card in the original Local or transfer back to the original Local until s/he actually has a job over which the original Local has jurisdiction. (Detroit, 1/12/46, Pages 29-30.)

In a multiple workplace corporation, however, which has a single collective bargaining agreement and an area-wide seniority arrangement under which a member laid off from one workplace is automatically returned to her/his original workplace with job rights in the original workplace but not enough seniority to be reinstated on her/his job, the member under these circumstances may be considered as being on layoff status in her/his original Local Union in accordance with the provisions of Article 16, Sections 18 and 19 of this Constitution. (Detroit, 4/14/60, Page 260.)

(3) Temporary Employment While Home Local on Strike

Where a member's workplace is on strike and s/he finds employment in another workplace with the permission of her/his home Local, s/he is not required to transfer to the second Local. S/He must continue to pay her/his dues to her/his home Local and the Local having jurisdiction over the workplace in which s/he is working shall waive the payment of dues by said member or permit her/him to work under a "work permit." (Detroit, 1/12/46, Pages 28-29.)

(4) Full Time Employment While Home Local on Strike

Members in good standing of a striking Local Union who obtain full time employment outside the jurisdiction of the UAW shall, unless they obtain permission from their Local Union immediately, be issued honorable withdrawal transfer cards as required by Article 17, Section 2. These members shall not participate in any activities within their Local Union until they have returned to work within the jurisdiction of their Local Union and have deposited their withdrawal transfer cards.

(5) Member of Local Subsequently Chartered by UAW

Where a person prior to entering the Armed Forces was a member of a labor organization which subsequently became a UAW Local Union, and on her/his return accepted employment in supervision, s/he is not entitled to a withdrawal card since s/he was not a "member in good standing" of a UAW Local at the time s/he entered the service. (Detroit, 8/5/46, Page 99.)

(6) Members Holding Constitutional Office Voluntarily Leaving Jurisdiction of Local Must Transfer

Members holding a constitutional office in a Local Union, who exercise interworkplace seniority in order to retain their classification or who voluntarily leave the jurisdiction of the Local Union, are required to transfer if the workplace to which they move comes under the jurisdiction of another Local Union (Louisville, 3/17/47, pages 91-93).

(7) Deposit of Withdrawal Card

Holders of a withdrawal card upon obtaining a job under the jurisdiction of the UAW shall deposit said withdrawal card with the Local Union under whose jurisdiction s/he is then working and the Financial Secretary of the Local shall notify the original Local Union of such transactions. (Chicago, 3/1/48).

Section 6

(1) Withdrawal Transfer Cards may not be Exchanged for Out-of-Work Receipts

A laid off member who elects to take a withdrawal transfer card at the time of her/his layoff may not subsequently and during the layoff period deposit her/his withdrawal transfer card in return for an out-of-work receipt. Withdrawal transfer cards can be deposited only when the member has been called back to work in her/his workplace. (Cleveland, 8/4/46, Page 99)

(2) Transfers by Members of Defunct Locals

Where a Local has become defunct and a member wishes to obtain a transfer to another Local in becomes the responsibility of the Regional Director in whose region the defunct Local is located to issue the proper transfer. (Detroit, 1/12/46, Pages 149-150.)

(3) Withdrawals and Maintenance of Membership

A laid off member who has been issued an honorable withdrawal transfer card does not thereby forfeit her/his right to reemployment in the workplace and her/his right to again acquire good standing in fer/his Local Union. When s/he returns to work under the jurisdiction of the International Union s/he shall deposit her/his withdrawal transfer card and resume the payment of dues. Hence, where the Local Union has a maintenance of membership provision in its contract and a member on being laid off for lack of work takes a withdrawal transfer card, s/he does not forfeit her/his right to be recalled to work later. (Detroit, 8/5/46, Page 85.)

(4) Members Receiving SUB not entitled to Withdrawal Transfer Card

Any member laid off indefinitely who receives Supplemental Unemployment Benefits or an equivalent tyoe layoff benefit is obligated under Article 16, Section 18, to pay dues to the Local Union and, therefore, will not be entitled to an honorable withdrawal transfer card until s/he has exhausted her/his entitlement to such benefits. (Detroit, 1/31/74.)

Section 7

(1) Back Dues and Fees Owed Before Transfer

If a member becomes delinquent in her/his original Local Union, the second Local Union whose jurisdiction s/he goes to work is without authority to impose a fine based on her/his delinquency in the first Local Union. Such a member must apy back dues and reinstatement fee to her/his original Local before transferring to the second Local Union. (Detroit, 8/5/46, Page 89.)

(2) Refusal to Accept Withdrawal Transfer Cards

A Local Union may not refuse to accept a withdrawal transfer card in proper order if the member presenting it is eligible for membership at the time the card is offered. (Chicago, 6/4/45, Page 21)

Section 9

(1) Right to Defend Against Termination Of Withdrawal Transfer Card

Before a withdrawal transfer card can be terminated, the Local Union must give the member an apportunity to appear at a meeting and present her/his defense. (Grand Rapids, 9/7/44.)

(2) Procedure for Termination of Withdrawal Transfer Card

The following procedure governs the termination of withdrawal transfer cards "for good and sufficient reasons":

- (a) A motion to terminate the withdrawal transfer card should be made at a Local membership meeting. The reasons should be given in the motion.
- (b) Action on the motion should then be deferred to a later meeting and a committee appointed to investigate the reasons in order to determine whether they are "good and sufficient."
- (c) The committee should conduct an investigation, making inquiry as to the validity of the reasons. The person whose withdrawal card is sougth to be terminated should be given full opportunity to answer all charges made. (This is not a "trial"

but an investigation which the committee may conduct in such manner as it deems best suited to getting the facts. If it desires, it may hold a "hearing" and permit witnesses on both sides to be Heard.)

- (d) The committee should then present its findings and recommendations to a subsequent membership meeting, which should act by either adopting or rejecting the motion to terminate the withdrawal transfer card.
- (e) The member involved should be afforded full opportunity to present her/his contentions to the meeting.
- (f) The Local should then vote on the question: "Shall the withdrawal transfer card be terminated?" (Chicago, 6/4/45.)

(3) Effect of Termination of Withdrawal Transfer Card

The termination of a withdrawal transfer card does not terminate the membership of the person who held the card, but returns her/him to the status of other members with the same obligation to pay dues, etc. (Grand Rapids, 9/7/44 and Chicago, 6/4/45, Pages 20-21.)

Section 12

(1) Applies Only to Persons With Authority to Hire or Discharge

Under this Article and Section, the positions with management referred to within this Section, apply only to positions with the authority to hire or discharge or otherwise affect the status of employment of the members within the jurisdiction of the Local Union. (Detroit, 9/9/66, Page 246.)

ARTICLE 19

Contracts and Negotiations

Section 3

(1) Seperate Ratification Rights for Skilled Trades

Where separate ratification rights have been approved for skilled trades, only skilled tradespersons may vote in such contract ratification meetings for skilled trades. (Black Lake, 6/10/71.)

ARTICLE 20

National and Corporation Bargaining Councils

Section 1

(1) Locals Must Affiliate and Pay Tax

It is mandatory on all units of Locals that they affiliate with an Intra-Corporation Council if one is set up; it is also mandatory that the per capita tax due such Council be paid. (Milwaukee 4/16/45, Pages 130-131; Minneapolis, 7/16/45, Page 122; Detroit, 1/12/46, Pages 53-54.)

(2) Strikes-Corporation Councils

(See Interpretation No. 2, Article 50, Section 1.)

ARTICLE 26

Civil Rights Department

Section 4

(1) Procedure in Discrimination Cases

The procedure to be followed shall be as outlined in the handbook issued by the Civil Rights Department.

ARTICLE 31

Trials of Members

Section 1

(1) Charges Must Be Specific

In order for charges to be properly filed under the Constitution, the charges must specifically set forth the nature of the alleged offense or offenses.

Charges that are based on broad generalities such as "conduct unbecoming a union member" or "violation of the Constitution" do not fulfill the constitutional requirements of this Section of the Constitution unless the nature of the conduct in question or the nature of the violation of the Constitution are clearly set forth in the charges. (1/21/54, Page 296.)

(2) Convention Delegates Failing to Follow Local's Instructions There is no authority in this or any other Section of the Constitution for preferring charges or trying Convention Delegates who fail to vote at the Convention in accordance with "instructions" of their Local Union. Delegates to the Convention meet to legislate on matters affecting the entire International Union and they are not bound, either legally or morally, to follow "instructions" of their particular Local Unions relative to their voting. They are entitled to base their judgements and their votes upon facts and considerations presented to them at such Conventions-material which may not have been previously within the knowledge of themselves or the membership of the Locals which they represent. (Philadelphia, 10/22/43.) See Article 8.

(3) Trials During Administratorship

Appointment of an Administrator for the Local Union affects neither the status of Local Union members nor the existence of the Local and trials held during the period of administratorship must conform with the requirements of this Article of the Constitution.

In such cases the charges should not be filed by the Administrator, but by a member or members of the Local Union. (Chicago, 6/8/45.)

Section 2

(1) Where Recording Secretary has been Suspended

Where an Administrator for the Local Union has been appointed by the International Executive Board and the Recording Secretary has been suspended, charges should be submitted to the

Administrator, or to the person who has been designated by the Administrator to act in the capacity of Recording Secretary during the period of administration. (Chicago, 6/8/45.)

Section 3

(1) Charges Against the Entire Local Union Executive Board

Under this Article and Section, where charges have been placed against the entire Executive Board of a Local Union, the Local Union Executive Board would be obligated to procedurally determine whether the charges were proper in accordance with the limitations as set forth under (a), (b), (c), (d), **and** (e) of this Section. However, where charges are brought against one or more members of the Local Executive Board, or made by one or more members, those member(s) so charged and member(s) making the charges shall withdraw from participating in the Local Union Executive Board's procedure required to determine the propriety of the charges. The remainder of the Local Union Executive Board would determine whether the charges were proper. (The application of this interpretation will be re-examined if under certain circumstances, its implementation does not serve the democratic purposes intended by this interpretation.) (Revised 6/23/83)

(2) Charges Filed During Administratorship

Where charges are filed or pending during a period of administratorship, it is the duty of the Administrator to determine whether a trial should be held. If under this Article and Section charges have been determined by the Administrator as being proper, s/he shall call a meeting of the Local Union for the purpose of selecting a Trial Committee and the trial will proceed during the administratorship as a result of her/his determination. (Chicago, 6/8/45.) (Revised 9/12/68.)

(3) Postponement of Trial

There is nothing in the procedural provisions of this Article including those contained in Section 8 of Article 31 which would cause postponement of trial proceedings to result in the end of trial. Since charges were submitted and since charges have not been withdrawn by the accuser, it is mandatory that a trial be held (unless the charges have been considered to be improper by the Local Union Executive Board, pursuant to Article 31, Section 3). (Buffalo, 9/8/47.)

(4) Trial Committee Must Report Their Findings

There is nothing in the procedural provisions of Article 31 which would cause dismissal of the Trial Committee because of a delay in reporting their findings. When charges are submitted and have not been withdrawn by the accuser, it is mandatory that the selected Trial Committee function until they have reported their findings to the body selecting them, as provided for in

Article 31 (unless in the meantime the charges are withdrawn by the accuser or considered to be improper by the Local Union Executive Board, as provided in Article 31, Section 3).

(Detroit, 5/11/51, Page 370.)

(5) Charges that Grievances Have Been Improperly Handled.

Where charges on their face set forth no more than an accusation that a Committeeperson, Steward, or some similar official or body has used poor judgement, or has not exercised the proper degree of discretion or wisdom in handling a grievance, such charges should not be processed under Article 31, Section 3, of the International Constitution. Such attack upon the judgement, discretion or wisdom of an official or body in handling the grievance would not constitute any specific violation of this Constitution or conduct unbecoming a member and would, therefore, be an improper accusation to submit to a Trial Committee. Where a member believes her/his grievance has been improperly handled without the exercise of proper judgement, discretion or wisdom, her/his remedy lies in the regular procedures established for such review under Article 33 of the Constitution. (Detroit, 1/27/61.)

Section 6

(1) Member Must have Notice of Charges

The suspension provisions of Article 31, Section 6 of the Constitution cannot be invoked until after the accused is in possession of the receipted registered or certified letter outlining the charges that had been preferred against her/him. (9/9/53, Page 233.)

Section 7

(1) President Not Ex Officio Member of Trial Committee

(See Interpretation No. 3 under Section 1 of Article 40.)

Section 10

(1) Effective Date of Suspension

In the event a Local Union Trial Committee suspends a member from office or membership as a result of their findings and such decision is properly approved by the Local Union membership, such suspension shall become effective as of the date stipulated by either the Local Union Trial Committee or the Local Union membership. If the Local Union Trial Committee or Local Union membership fail to stipulate the effective date of suspension, the

suspension shall become effective the date the membership approved such suspension.(Detroit, 5/1/53.)

(2) Suspension from Local is Suspension from International

When a member is duly suspended or expelled by her/his Local Union, s/he automatically is suspended or expelled as a member of the International Union. (Washington, 7/12/45, Page 94.)
See also Article 6, Sections 9 and 14.

(3) Report of Trial Committee

A Trial Committee is not a "committee" in the sense in which the word is ordinarily used. It is in the nature of a jury. It is inappropriate for it to make a "minority report." When it votes on the verdict and judgment and fixes guilt and the penalty by a two-thirds (2/3) vote, the accused is found "guilty" and the penalty attached, subject to the approval of the membership. Dissenting members of the Committee have the right to vote in the Committee of the issues of guilt and penalty, but in the event the majority against them is two-thirds (2/3), the guilt and penalty are established as far as the Trial Committee is concerned. There is nothing for a dissenting member to "report" to the membership although s/he, of course, has the right to participate in the deliberations of the membership meeting, at which time s/he may advance any reasons for arguments s/he pleases in the effort to influence the meeting to approve or disapprove the verdict and judgement of the Trial Committee, S/He does this, however, as a member of the Local Union and not as a member of the Trial Committee. (New York, 12/9/46.)
See also Interpretation No. 1 under Section 11 of this Article.

(4) Failure to Reach Verdict by Trial Committee-Acquittal

Where a Trial Committee under this Article and Section does not reach a verdict of guilty by a two-thirds (2/3) vote, the Trial Committee is required to report same to the membership of the Local Union and the member stands acquitted. (Detroit, 9/9/66, Page 246.)

Section 11

(1) Membership Vote on Trial Committee's Report

The vote upon the report of the Trial Committee should be in two parts: (a) The membership should vote upon the "verdict," that is, as to whether or not the accused shall be held to be guilty. If such a motion is not approved by a majority vote, the accused stands acquitted, and no further action by the meeting is necessary.

(b) If the verdict of "guilty" is approved by a majority vote, the membership should then

proceed to vote on the portion of the Trial Committee's report which specifies the penalty. In connection with the vote on the penalty, a majority is also necessary to approve the penalty fixed by the Trial Committee.

If it is the intention of the meeting, having approved a verdict of guilty, to effect a modification of the penalty, this may be done by voting down that portion of the report which specifies the penalty (by a majority vote) and then by a majority vote adopting a separate motion embodying a different penalty. (New York, 12/9/46.) See also Interpretation No. 3 under section 10 of this Article.

(2) Right to Inspect Trial Records

A Local Union may not provide that "The records of trials shall not be available for inspection to any person or member of the Trial Board, unless authority is obtained at a membership meeting by a majority vote." (Minneapolis, 7/16/45, Page 30.)

ARTICLE 33

Appeals

Section 2(a)

(1) Appeals Where Legality of Trial Committee is in Question

In the case of an appeal arising out of a trial in a Local Union or unit, where it appears to the International Executive Board that there is a question as to the legality of the existence of the Trial Committee, the Board has the right to consider such questions, even though the decision of the lower tribunal has not been complied with. (Detroit, 4/22/47, Page 74.)

Section 4(h)

(1) Failure of Appellant(s) to Appear at Appeal Hearing

Where a member or members of a Local Union submits an appeal to the International Executive Board in accordance with the provisions of Article 33, Section 3(d) of the International Constitution, and does not appear at the hearing established in accordance with the requirements of Article 33, Section 4(h) of the International Constitution, by the International Executive Board appeals team or the International President, after due and proper notice, the appeal may be dismissed by the International Executive Board on the grounds that the member

or members did not meet the provisions of the International Constitution which require her/his or their attendance at such hearing. Therefore, the appeals team or the International President, may determine that the appeal is considered as having been withdrawn by the appellant or appellants due to her/his or their failure to appear at the hearing as required by the International Constitution.

The appeals team may at its discretion review the circumstances motivating such an appeal if, in its judgement, it is determined that a review of such circumstances would be in the interest of justice or requires constitutional correction. (Detroit, 8/11/60.)

(2) Jurisdiction of Nine-Member Committee

The Nine-Member Committee of the International Executive Board is authorized to make a decision on all appeals submitted to it by an Appeals Committee under this Article, as well as appeals under Article 48, Section 5; Article 31, Section 24; Article 38, Section 13; and any other appeals wherein the Constitution states that such appeals will be processed in a similar manner as appeals to the International Executive Board from decisions of subordinate bodies under Article 33 of this Constitution, or reports by Special Committees appointed by the Board to investigate disputes presented to that body. (Detroit, 3/7/63, Page 327.)

ARTICLE 34

District Councils

Section 1

(1) Constitutionally Established District Councils

In order for a District Council to be a legally and constitutionally established Council, it would be necessary for the majority of all the Local Unions (representing a majority of the membership) within the geographical district, as geographical districts are defined in Article 10, Section 1, of the Constitution, to request the establishment of such District Council. (Detroit, 5/11/51, Page 377.)

ARTICLE 35

Amalgamated Local Unions

Section 1

(1) Amalgamated Local May Not Restrict Withdrawal Rights of Units

A provision in the bylaws of an Amalgamated Local stating that: "Any unit entering Local cannot withdraw until they are one year in the Local," is invalid. (Minneapolis, 7/16/45, Page 30.)

(2) Bylaws of New Amalgamated Local

Where a Local is rechartered as an Amalgamated Local and adopts new bylaws, the new bylaws are controlling with respect to all matters pertaining to the Amalgamated Local as a whole. But each unit of the New Amalgamated Local may continue to operate and be guided by the old unit bylaws with respect to all matters pertaining to the unit. (Chicago, 4/16/46, Pages 166-167.)

Section 2

(1) Authority of Joint Councils

A bylaw that provides that the regular general membership meeting can overrule the action of the Joint Council is unconstitutional. The democratic rights of the membership are protected by the referendum vote provided for in Article 35, Section 3 of the Constitution. (Detroit, 1/10/49, Page 39.)

Section 3

(1) Members of Amalgamated Voting Against Dues Increases

An Amalgamated Local may increase the dues of the members in all of its units if the increase is ratified by a majority secret ballot vote of the membership and otherwise is in conformity with the Constitution (See Article 47.) Such a valid increase in dues by an Amalgamated Local is binding upon all of its units including those which voted disapproval of the dues increase. (Detroit 1/21/60.)

(2) Division of Funds of Amalgamated Local

Two units comprising an Amalgamated Local may not divide the Local's income between the units according to the number of members of each and still remain an Amalgamated Local. The officers of an Amalgamated Local are elected by all units jointly and they are responsible for

the entire income and expenditures for the units. (Washington, 11/7/45, Page 110.)

Section 3(c)

(1) Unit Autonomy-Internal Structure

The delegate body of an Amalgamated Local is without authority to legislate on the internal structure of any unit in the Local. It is the prerogative of the unit to legislate its own internal structure. (Chicago, 4/16/46, Page 52.)

(2) President Not Officer of Unit

The president of an Amalgamated Local is elected on a local-wide basis and is therefore not an officer of the unit from which s/he comes. (Detroit, 8/5/46, Page 97.)

ARTICLE 36

Local Union Charters and Subordinate Bodies

Section 9

(1) Amalgamated Local Unions

In Amalgamated Local Unions where there are only two units and one of the workplaces goes out of business and there are no longer any members employed in that unit, such laid off members of the abandoned unit shall be treated in the same fashion as members of a single workplace Local Union that goes out of business. (Detroit, 5/25/59.)

ARTICLE 37

Duties and Powers of Subordinate Bodies

Section 1

(1) Delegates to Conventions Other than UAW

(See Interpretation No. 1 under Section 5 of Article 8.) For Delegates to UAW District

Councils, see Article 34, Section 4.

Section 4

(1) Shift Meetings

Where Local Unions hold shift meetings the following rules must be observed:

1. Where the first meeting introduces and passes a motion, the subsequent meetings cannot table the motion. It is mandatory that the later meetings vote on the motion as passed by the first meeting.
2. When the first meeting originates a motion, the succeeding meetings cannot introduce another motion on the same subject inasmuch as all of the shift meetings are actually one.
3. When the succeeding meetings introduce and pass motions, they must be held over for final action to give the first meeting the opportunity of voting on the motion the next time they meet. (Detroit, 8/9/49.)

Section 4(a)

(2) Actions of Workplace Council Binding in Between Membership Meetings

Where a Local Union or a unit of an Amalgamated Local Union holds general membership meetings every three (3) months and an appropriate workplace council has been established in accordance with this Article and Section, the actions and/or decisions made by the workplace council in the intervening months shall be binding upon the Local Union as though taken by the membership. Such actions or decisions can only be rescinded in the same manner that is required for rescinding a membership action or decision. (Black Lake, 9/2/75, Page 278.)

Section 5

(1) Attendance Rules Cannot Be Made Eligibility Requirements

This Section of the Constitution cannot be employed to make attendance of meetings a condition of eligibility to run for office. The attendance provision can only be applied after a member is elected to a Local Union position. (5/27/53, Page 72.)

(2) Removal from Office Does not Affect Eligibility for UAW Convention Delegate

Where a member holding an elective position is removed from office for her/his failure to comply with the Local Union attendance rules and is therefore ineligible to run for any position for the remainder of the term of office from which s/he was removed, it does not affect her/his eligibility to be a candidate for delegate to a UAW Constitutional Convention. (1/20/54, Page 277.)

(3) Appointed Representatives-Local Union Bylaws

Local Unions must have requirements in their Local Union Bylaws providing that and member holding any Local Union elected position must attend two (2) of three (3) membership meetings and two (2) of three (3) meetings involving their office or position or be automatically removed from the position to which they were elected.

A number of collective bargaining agreements contain provisions whereby the Department Director, Regional Director or Local Union may appoint Benefit Plans Committee Members, Apprentice Committee Members, Health and Safety Representatives, Alcohol and Drug Abuse Representatives, etc. The question has arisen as to whether or not such Union appointees are also governed by the attendance requirements contained in the Local Union Bylaws.

Where such bylaw provisions are uniformly applied, contain mechanisms for reasonable excuse and were approved by the International Union, then they apply with equal force to such appointed representatives upon submission of the facts to the Department Director or Regional Director, as the case may be, for necessary action of his or her office. (12/17/80.)

Section 6

(1) Local Union-New Departments

Where office workers are accepted into a Local Union they have the right to participate in all meetings of the Local and may also have their own departmental meetings, separate and apart from production workers, for the purpose of discussing their departmental problems. (Chicago, 4/16/46, Page 84.)

ARTICLE 38

Local Union Officers

Section 1

(NOTE: Only the officers listed in this Section of Article 38 are Executive Officers; all others referred to in this Article, such as Stewards, Committeepersons, Members-at-Large of Executive Board, etc., are non-executive officers.)

(1) Candidate for More Than One Executive Board Office

A candidate may not run for more than one (1) Local Union Executive Board office on the same ballot. (Los Angeles, 2/7/44.) Thus s/he cannot run for Trustee and Board Member-at-Large at the same time. (New York City, 3/5/45.)

(NOTE: See Section 4 of this Article on the right of Local Unions to fix eligibility qualifications for other than the Executive Offices listed in Section 1 of this Article.)

(2) Executive Officer and District Committeeperson

There is nothing in the International Constitution which bars an individual from holding both an Executive Office in her/his Local and a position such as District Committeeperson in the Local. However, a Local Union has the right to provide in its bylaws that officers of the Local may not also hold the position of Committeeperson or Steward, etc. (Detroit, 8/5/46, Pages 105-106.)

(3) Right of Committeepersons to Run for Executive Office

The Local Union cannot bar a Committeeperson from running for an Executive Office, however, it can make rules which prohibit a member from simultaneously holding two (2) elective offices. (Louisville, 3/17/47, Page 93.) (NOTE: See the preceding Interpretations under this Article and Section.)

Section 2

(1) Deadline Fixed by Local Union

The Local has the power to set the deadline for accepting nominations. If the Local Union fails to set the deadline, then the deadline should be set by the Local Union Election Committee in the exercise of its own second judgment. (New York City, 3/5/45, Page 16.) See also Section 10(c) of this Article on subject of Election Committees.

(2) Acceptance After Declining Nomination

So long as the nominee's acceptance was made within the period of time allowed all nominees to either accept or reject, the Election Committee must recognize the member's notice

of acceptance, notwithstanding her/his previous declination. (New York City, 3/5/45, Page 26.

(3) "Sticker" or "Write-In" Rule Applicable to Unit Elections

The prohibition in Section 2 of this Article against "sticker" or "write-in" candidates after deadline on nominations applies also to unit elections in Amalgamated Local Unions. (New York City, 3/5/45, Page 17.)

(4) Election at Workplace Entrance

It is permissible to vote at the workplace entrance, provided the bylaws of the Local Union do not specify that the voting shall take place at the Local's hall or some other designated place. (Chicago, 2/27/44.)

(5) Notice in Run-Off Election for Officers

Where there is no notice of a run-off election for Local Union Executive Officers given prior to the date of the general election, at least fifteen (15) days shall elapse from the time of the general election to the time of the run-off election. Local Unions may establish a date for the run-off election any time after the original election so long as the membership has at least fifteen (15) days' notice of the date the run-off is to be held.

It is advisable that the notice of the original election include a notice regarding a run-off election if such should be necessary. For the legal requirements of mailing such notices to each member, reference is made to the Election Guide. (Detroit, 1/21/60.)

(6) Majority Vote

Where a Local Union provides in its bylaws that officers not covered by Article 38, Section 1, require a majority of votes rather than a plurality, in cases where there are more than one (1) to be elected to office, example, Bargaining Committee, the following formula will be used when specific rules are not provided to implement the bylaws of the Local:

All votes received by all candidates for office will be totaled. (If there are fifteen (15) running for Committeeperson all votes received by all candidates will be totaled.) This total will then be divided by the number of candidates to be elected. This figure will then be divided by two (2) giving the figure, plus one (1), which is to be considered the majority point. Candidates receiving more votes than this majority figure will be declared elected.

If run-offs are necessary, twice the number of candidates in ranking order for the ranking position to be filled will be placed on the ballot. (Chicago, 3/1/48.)

(7) Majority Vote for Trustees

Where Local Unions are electing three (3) trustees for three-year terms, the following rules shall apply:

- (1) Trustees are elected simultaneously and there is no distinction between the two offices and the membership is entitled to vote for three (3) trustees.
- (2) Where there are less than seven (7) candidates, the three (3) candidates receiving the greatest number of votes shall be declared elected.
- (3) Where there are seven (7) or more candidates, the majority point is determined by adding the total votes cast for the office of trustee, dividing by the number of positions to be filled, which is three (3), again dividing by two (2); which will determine the 50 percent mark, and then adding one (1) to determine the majority point.
- (4) In the event more than three (3) candidates receive a majority vote, the three (3) candidates with the greatest majority shall be declared elected.
- (5) Where there are seven (7) or more candidates and no candidate receives a majority, the runoff is confined to the six(6) candidates receiving the greatest number of votes.
- (6) Where there are seven (7) or more candidates and only one (1) candidate receives a majority the run-off is confined to the candidates who finished in second, third, fourth and fifth position.
- (7) Where there are seven (7) or more candidates and only two (2) candidates receive a majority, the run-off is confined to the candidates who finished in third and fourth positions.
(Detroit, 1/21/60.)

(8) Nomination and Election of Officers

In the matter of nominating and electing Local Union officers, nominations may be held within forty-five (45) days prior to the holding of the election, but triennial Local Union elections may not be held earlier than the month of May, unless otherwise authorized by the International Executive Board. (Black Lake, 6/2/72.)

(9) Right of Members to Nominate

Where a Local Union in the United States adopts a nominating procedure that all members

stand nominated, such procedure must also provide the opportunity for a member or members to nominate candidates of their choice during the nomination period. (Detroit, 1/31/74.)

Section 3

(1) One (1) Year Good Standing Mandatory for Executive Officers

Compliance with this "one (1) year continuous good standing rule" governing eligibility for Executive Offices is mandatory and cannot be waived or shortened except in cases of new Locals. (New York City, 3/5/45, Pages 18, 24, and 58.)

(2) Eligibility for Local Union Office Where Funds Have Been Misappropriated

Any member who has been found guilty of misappropriating funds and has not made full restitution to the Local Union would not be eligible to hold an office which required bonding. After full restitution is made and the member is eligible for bonding, s/he would be eligible to be a candidate for holding a Local Union office which requires bonding provided the member is otherwise eligible under the Constitution. (Detroit, 5/25/59.)

(3) Lack of Qualified Nominees Who Accept

The fact that there are an insufficient number of accepting nominees with one (1) year's continuous good standing will not alter the Constitution's one (1) year requirement for candidates for Executive Offices. (New York City, 3/5/45, Page 21.)

(4) Suspension Breaks Continuous Good Standing

If a Trial Committee reaches a verdict of "guilty" and the Trial Committee's decision is upheld by the membership, any suspension of membership prior to (See Article 31, Section 6) or after the trial would constitute a break in the member's continuous good standing even though s/he continued to pay dues. (Detroit, 2/2/51, Page 325.)

(5) Meaning of "Continuous"

Where during any portion of the one (1) year period immediately preceding the nomination a nominee has been in arrears in the payment of her/his dues more than the time allowed by the Local (which under Article 16, Section 8, cannot be more than (1) calendar month), s/he has not been in "continuous" good standing in the Local and, hence, is ineligible to run for an Executive Office. S/He may seek a non-Executive Office such as Steward where a shorter period has been fixed by the Local under Section 4 of this Article. (New York City, 3/5/45, Pages 23-24.)

(6) Holder of Withdrawal Card Not Member in "Continuous Good Standing"

A member holding a withdrawal card is not a member on "continuous good standing" for one (1) year and hence cannot run for Executive Office in the Local. Her/His "continuous good standing" commences as of the date upon which s/he deposits her/his withdrawal card with the Local. (New York City, 3/5/45, Page 47.) See Interpretation No. 4 under Article 17, Section 2.

(7) Members of New Units Seeking Executive Office in Amalgamated Locals

Where a unit has not been in the Amalgamated Local for one (1) year, a member of that unit cannot be a "member in continuous good standing in the Local Union for one (1) year" and hence is ineligible to run for Executive Office in the Local. Such member may be eligible for a non-Executive Office or elective position in the Local in accordance with Section 5 of this Article; provided, the beginning of the period fixed for eligibility does not predate the time when such individual joined the Union as a member of the organized unit of the Amalgamated Local. (New York City, 3/5/45, Page 23.)

(8) Eligibility as Affected by Attendance at Local Union Meetings

Bylaws which further limit the eligibility of members for Executive Office by requiring that they must have "attended at least six (6) regular membership meetings within twelve (12) months prior to date of nomination"; or that "member in good standing must have attended at least fifty percent (50%) of the regularly scheduled general membership meetings in the year immediately prior to the nomination" are invalid. (New Orleans, 1/22/45, Pages 124-125; Chicago, 6/4/45, Pages 59-60.)

(9) Locals Merging Does Not Affect Members' Continuous Good Standing

Where Local Unions are merged because of a corporation merging workplaces, the members in good standing of the Local Unions so merged will be considered members in good standing of the Local they are merged into. (Detroit, 3/30/48.)

(10) Local May Not Increase Eligibility Requirements for Candidates for Executive Offices

A Local Union is without power to add to the qualifications fixed by the Constitution of the International Union for candidates for Executive Offices, and bylaws requiring nominees for Executive Offices to be present at nomination meetings, or to be represented by proxy, or to give good reason for being absent from such meetings, in effect add additional qualifications and are therefore invalid. (New York City, 3/5/45, Page 37.)

(11) Eligibility for Executive Office Not Contingent on Working in Workplace

Any member in good standing in the Local who is not employed in the workplace can seek Local Union Executive Office. (Detroit, 1/15/48.)

Section 4

(1) Eligibility for Election to Non-Executive Offices

The Local Union may determine the eligibility for election to all elective offices and positions in the Local except those Executive Offices enumerated in Section 1 of this Article. (New York City, 3/5/45, Page 25.)

(2) "Good Standing" Requirement for Non-Executive Offices

A Local Union cannot require more than one (1) year continuous good standing as a condition of eligibility for non-executive offices, but does have the discretion to set an eligibility requirement of less than one (1) year. (4/28/55, Page 253.)

(3) Election Committee May Not Fix Eligibility Requirements

An Election Committee may not rule a candidate ineligible to run for non-Executive Office or position in the Local such as Committeeperson, except in accordance with the eligibility requirements fixed by the Local. Where the Local has not fixed "continuous good standing for one (1) year" as an eligibility requirement under this Section for non-Executive Offices, the Election Committee may not impose such a requirement. (New York City, 3/30/44.)

(4) Eligibility for Committeeperson

(See Interpretation No. 11 under Article 45, Section 1.)

(5) Restricting Candidates for Executive Offices

(See Interpretation No. 11 under Section 3 of this Article.)

(6) Possession of Withdrawal Card Interrupts Good Standing

(See Interpretation No. 4 under Section 2 of Article 17.)

(7) Chairperson of Unit Committees

(See Interpretation No. 2 under Section 5 of this Article.)

Section 5

(1) Eligibility for Election as Board Member-at-Large

The Local Union may fix the requirements which are to determine the eligibility of candidates for election to the non-Executive Office of Member-at-Large of its Executive Board. (New York City, 3/5/45, Page 18.)

(2) Chairperson of Unit Committees

An amalgamated Local Union may provide in its bylaws that the Chairperson of the unit Bargaining/Negotiating Committee shall automatically be considered elected to and function as an Executive Board Member-at-Large. (Detroit, 8/5/46, Page 100.)

Section 7

(1) Fact-Finding Committees

A member who has been listed as delinquent by the Local's Financial Secretary may appeal such ruling to the Executive Board of her/his Local. In such cases it is permissible for the Local Executive Board to set up a subcommittee of Board Members to hear such appeal and make recommendations to the Executive Board for determination of such appeal. This is not a trial within the meaning of Article 31 of the Constitution; it is merely an administrative device for the purpose of gathering the facts upon which the Board can properly make a ruling. (Detroit, 8/5/46, Pages 93-94.)

(2) Right of members to Attend Local Board Meeting

A non-member of the Local's Executive Board does not have an absolute right to attend the meetings of the Local's Executive Board. The conduct of Local Board meetings, within the limits set forth in this Section of the Constitution, is a matter which is governed by the Local Union's bylaws and practice. However, any member may appeal to the Local membership and further to the International Union from any refusal on the part of the Local Executive Board to grant her/him a hearing. (Detroit, 8/5/46, Page 105.)

(3) Right of Local Union Executive Board to Expend Funds

The decision as to what is "urgent business" which "requires prompt and decisive action" is

one which the Local Executive Board must make for itself, subject to the right of the membership to question the soundness of the Board's decision in each case. (Louisville, 3/17/47, Page 93.)

Section 9

(1) Only Offices of Financial Secretary and Treasurer may be Combined

Under the Constitution only the Executive Offices of Financial Secretary and Treasurer may be combined. (Milwaukee, 7/31/44.)

(2) When Offices May Be Combined

The offices of Financial Secretary and Treasurer can be combined only at the next regular election of Executive Officers of the Local. (Washington 11/7/45, Page 109.)

name="38-10">Section 10

(1) Use of Slates of Candidates-Statement of Policy

In a number of Local Unions situated in communities where voting machines are used in public elections, the Locals have been making use of voting machines in Local Union Elections. Since public elections are ordinarily conducted on the basis of political parties, the names of candidates usually appear on these voting machines as slates representing particular political parties. A number of Local Unions using voting machines have followed this practice, presenting the names of candidates for Local Union offices to be voted upon as slates and not individually.

While this practice is clearly proper and legitimate in public elections involving political parties, it is the view of the International Executive Board that it is not proper or legitimate in elections held in Unions whether the party ticket appears on a voting machine or on a printed ballot. Every voter in a Local Union election is entitled to vote for her/his individual choice for any office.

It is obvious that in the case of voting machines the names of candidates may appear in rows, designated in some distinctive manner, such as Row A, Row B, etc. There can be no objection to this, provided (1) that the method of designation is merely by letters or numbers or other means which do not in any manner attempt to characterize the candidates, and (2) that neither the particular row used, nor the order of the names appearing on it, in any manner suggests any choice or preference for particular candidates, or otherwise purports to give any candidate an advantage over any other candidate; and that the voting machine must allow for individual

voting for each position regardless of which slate a member appears on.

The particular row in which the slate of candidates appear should be determined without favor or discrimination and the rows should be systematically rotated as to provide that each row appears approximately the same number of times in each position available.

It is the view of the International Executive Board that Local Union elections which are conducted in violation of this procedure are undemocratic, contrary to the spirit of the Constitution of the International Union, and violative of its traditions.

All Local Unions are required to conduct their elections in conformity with this statement of policy. (Revised 6/23/83.)

(2) Financial Secretary Present at polling Place

Where the membership has approved, the rules of the Election Committee may permit the Financial Secretary of the Local to be present at the poll at the time of voting for the purpose of guarding the records and books for which her/his office is responsible. And this is unobjectionable even though the Financial Secretary is a candidate for reelection. (New York City, 3/5/45.)

Section 10(a)

(1) Eligibility of Member to Vote-Check-Off

Where a member has signed a dues check-off card but the company's failure to check off his/her dues has caused her/him to appear delinquent on Local Union records, s/he nevertheless, is in good standing and eligible to vote. (New York City, 3/5/45, Page 68.) See Article 16, Section 26 of the Constitution.

(2) Research and Drafting Employes' Right to Vote

Research and drafting employes having their own officers and separate meetings but paying dues to the Local are members in good standing of the Local and are eligible to vote in the Local Union's elections, notwithstanding the fact that they are not covered by the Local's contract. (New York City, 3/5/45, Page 20.)

(3) Office Workers' Right to Vote

Office workers who are organized in the Local are members and must be accorded the right to vote and to run for Delegate to Conventions. (Milwaukee, 7/31/44.)

(4) All Members Must Have Opportunity to Vote

A Local Union may conduct an election for Bargaining Committee members by any method which suits the needs of the Local, so long as such method ensures a fair and democratic election. But where the Local's Election Committee has so limited the voting time as to make it impossible for some of the members of the Local to vote (as for example night shift workers), such a method is illegal in that it fails to assure a fair and democratic election. (Detroit, 8/5/46, Page 100.)

Section 10(b)

(1) Procedure for Limited Absentee Balloting

A Local Union may make provisions for members to vote in their Local Union elections, as indicated above, at its option wherever practical. Should the Local Union determine that it desires or requires such provisions, the Local Union may, by affirmative action of the membership, provide for such voting.

The procedure that may be adopted by the Local Union prior to nominations in any election in which such rules would apply, is as follows:

1. A member who will be away from her/his Local Union during the entire period of an election of executive officers or Convention delegates on a work assignment for her/his employer or on Local Union business may apply for an absentee ballot by filing with her/his Local Union, by mail (registered or certified) or in person, a signed statement that s/he will be away from her/his Local Union for the entire period of the election on a work assignment by her/his employer or on Local Union Business. Such statement or request must be filed with the Local Union in sufficient time for the member to secure a ballot and redeposit same with the Local Union prior to the start of the election.
2. Upon such certified application, the Local Union shall immediately provide the member with a ballot and two envelopes, one return addressed. The member shall place her/his marked ballot in the unmarked envelope and enclose it in the return-addressed envelope.
3. The ballot as indicated may then be presented to the Local Union in person or as contained in the return-addressed envelope returned by mail (registered or certified). However, under either circumstance, the ballot must be received by the Local Union before the start of the election. (Detroit, 4/4/67, Pages 185-186.)

Section 10(c)

(1) Responsibility of Local Union Election Committee to Cooperate with Local Union Officers

Local Union Election Committee is obligated, in the preparation for an election required by the Local Union to be conducted by the Election Committee, to consult and cooperate with the Officers of the Local Union in establishing the procedures for such election. However, the actual conduct of the election is entirely the responsibility of the Election Committee. (detroit, 1/31/74.)

(3) Powers of Election Committee

A democratically elected Election Committee conducting an election for Committeeperson can refuse to place the name of a nominee on the primary ballot on the basis of the report of the Financial Secretary that said member was not in good standing. And, notwithstanding that subsequent to the primary election but before the final election the Local Union Executive Board may vote to place the member in question in good standing, the Election Committee can refuse to place her/his name on the final ballot inasmuch as her/his name did not appear on primary ballot. (Louisville, 3/17/47, Page 100.)

(2) Postponement of Election

The Election Committee can, once the date of election has been posted, refuse the request of the Local Union President to postpone the election. Such decisions by the Election Committee are not subject to revision by either the Local Union Executive Board or Local Union President. (Louisville, 3/17/47, Page 100.)

Section 10(d)

(1) The Local Union Executive Board May Establish Election Dates, Etc., in the Absence of a Quorum

In unusual circumstances, where the Local Union still holds general membership meetings, and is unable to secure a quorum immediately preceding the required time to begin the conduct of their elections, the establishment of the date and other specifics in connection with the election may be established by the Local Union Executive Board. (Detroit, 1/29/71.)

Section 10(e)

(1) Election Committee Members Must Resign to Seek Office

Any member of an election committee who accepts nomination to run for Local Union Office which is conducted under the supervision of the Election Committee, of which s/he is a member must resign from the Election Committee for the duration of the term if s/he becomes a candidate. (Detroit, 8/11/60.)

Section 10(f)

(1) Designation of Candidates

Local Unions have the right to decide what designation candidates having the same name shall use on the ballot for purposes of identification. Where one candidate is the incumbent, the word "incumbent" may be used opposite her/his name to distinguish her/him from another candidate of the same name seeking the same office. (Los Angeles, 2/7/44.)

<"name="38-10g">Section 10(g)

(1) Candidates as Challengers

Each candidate may have a challenger but a candidate cannot be a challenger. (New York City, 3/5/45.)

(2) Election Rules on Recount

A Local Union cannot require the filing of a bond or other security as a condition to filing for a recount. (Minneapolis, 7/16/45, Page 30.)

Section 12

(1) Preservation of "Ballots" Where Voting Machines Used

Where a Local Union uses voting machines which do not automatically print tally sheets, the requirement for preservation of the ballots can be met by having the totals copied from the machines onto sheets of paper and certified as accurate by the Election Committee. Any challengers who are present during the counting should be ask to also sign their names to these sheets. (Detroit, 1/21/60.)

Section 14

(1) Vacancy on Executive Board

A bylaw which provides that, "In the event a vacancy exists on the Executive Board, the successor shall be the person who received the next highest vote but was not elected," is invalid.
(Chicago, 6/4/45, Page 36.)

(2) Military Service Member's Eligibility for Office

No member can be disqualified as a candidate for Executive Board in a Local Union by reason of her/his absence in military service. (Chicago, 6/4/45, Page 60.)

(3) Executive Officers Entering Armed Services

An Executive Officer of a Local Union entering military service continues to hold her/his office for the tenure of the term for which s/he was elected. When an Executive Officer of the Local enters the military service, the selection of a substitute to perform the duties of her/his office during her/his absence and until her/his return shall be by the same election procedure applicable in cases of vacancies in Local Union offices. (Chicago, 6/4/44, Page 60.)

(4) Offices Other Than President

Where the post of Financial Secretary becomes vacant the Local Union's Executive Board may appoint an acting Financial Secretary pending holding of an election to fill such vacancy. It is permissible to appoint the Local Union's Treasurer to act in this capacity temporarily.
(Detroit, 8/5/46, Page 94.)

(5) Vacancies Arising Between Election and Installation

Where between the time of her/his election and her/his installation a Board Member-at-Large leaves the jurisdiction of her/his Local Union, the Local Union may provide that such vacancy shall be filled temporarily by the candidate who received the next highest vote but who was not elected. Such temporary Board Member may serve only until the next membership meeting or special meeting called by the Local Union or the unit organization, as the case may be, for the purpose of electing a Board Member to fill such vacancy. (Detroit, 8/5/46, Pages 102-103.)

(6) Election to Fill Vacancies

It is mandatory that vacancies in all Local Union offices, except the office of President, be promptly filled by election in accordance with provisions for elections in Article 38, Section 2, calling for due notice. It is not sufficient that the Executive Board recommend names to fill the vacancy unless such procedure is only meant to fill the vacancy pending the holding of the election. (Louisville, 3/17/47, Pages 140-141.)

(7) Vice-Chairperson of a Unit Does Not Automatically Succeed the Chairperson

The provisions of this Section of the Constitution do not automatically apply to Vice-Chairpersons of units in Amalgamated Local Unions. It is only applicable where units have a specific provision in their bylaws providing for the Vice-Chairperson to fill the office of Chairperson in case of vacancy. (Detroit, 1/24/50, Page 116.)

ARTICLE 40

Duties of Local Union Officers

Section 1

(1) Supervision of Local Union Clerical Help

The maintenance of the Local Union office is under the President's jurisdiction, and s/he employs such office help as is required, subject to the approval of the Local Union's Executive Board. When any of the office employees are performing duties at the direction and on behalf of any of the Executive Officers in connection with their official duties, such employees are under the supervision of such Executive Officer or Officers until such time as the duties are completed. (New York City, 3/5/45, Pages 38-39.)

(2) President Not Officer of Unit

The President of an Amalgamated Local is elected on a local-wide basis, and therefore s/he is not an officer of her/his unit. (Detroit, 8/5/46, Page 97.)

(3) President Not Ex Officio Member of Election or Trial Committee

The provision in this Section which provides that the President of the Local Union "shall be a member ex officio of all committees" does not operate to make the Local Union President a member of a Local Union Trial Committee or a Local Union Election Committee. Trial Committees and Election Committees exist for specific and definite purposes, and unlike standing committees of the Local, they have nothing to do with the general administration of the Local Union. (Detroit, 8/5/46, Page 102.)

Section 3

(1) Taped Not Official Records of Local Union Membership or Executive Board Meetings

Under this section the Recording Secretary is required to prepare and keep a correct record of the proceedings to the Local Union and present same for approval at a subsequent meeting. Accordingly, only the prescribed minutes of the Recording Secretary shall be considered as the official record of the Local Union Membership and Executive Board Meetings. Tapes used in membership and Local Union Executive Board meetings may not be considered as the official records of such meetings. (Detroit, 1/31/74.)

ARTICLE 42

(1) Quorum

Where Local Union Bylaws provide for a quorum at membership meetings and a quorum is present at the beginning of the meeting and during the course of the meeting the attendance drops below the quorum mark, the business of the meeting may continue to be transacted until someone challenges the presence of a quorum. All business that is transacted to the point where the quorum is challenged is legal and no business can be transacted after the presence of a quorum is challenged. (1/7/55, Page 122.)

ARTICLE 44

Local Union Committees

Section 1

(1) Civil Rights Committee

(See Article 26, Section 5 of the International Constitution making it mandatory that each Local Union have a Civil Rights Committee.)

ARTICLE 45

Stewards and Committeepersons

Section 1

(1)(a) Eligibility for Committeeperson

It is undemocratic and ban Union practice for a Local Union to provide that "No member shall be nominated for Chairperson unless s/he has had at least one year's experience as a Committeeperson." (Chicago, 6/4/46, Page 62.)

(1)(b) Eligibility ofr Committeeperson as Affected by Unlawful Discharge

Where a Committeeperson is discharged by management and her/his grievance is pending, s/he remains a member of her/him Local and unit and, if otherwise eligible, may run for re-election or other office in such unit or Local or for Convention Delegate. And where pending the outcome of her/his grievance s/he finds temporary employment elsewhere her/his membership in her/his original Local is not affected and s/he need not transfer to the Local having jurisdiction over her/his new workplace. The new Local should issue to her/him a work permit. (Detroit, 1/12/46, Pages 177-178.)

(2) Chairpersons of Unit Committees as Board Members-at-Large

(See Interpretation No. 2 under Article 38, Section 5.)

(3) Retired Memembr May Not Serve on Bargaining Committee

Where the Local Union Bargaining Committee consists of the members of the Executive Board, pursuant to this Article and Section, the retired member elected to the Executive Board may not serve as a member of the Bargaining Committee. (Detroit, 4/6/67, Pages 164-165.)

Section 2

(1) Bargaining Committeepersons Cannot be Appointed

Bargaining Committeepersons must be elected. Where individuals have been elected in one capacity this does not constitute election to serve in another capacity. Hence it is improper for the Bargaining Committee of a unit of an Amalgamated Local to be selected from the officers of the unit even though a motion to that effect has been voted at a meeting of the unit membership. It likewise is improper for a Unit Chairperson to appoint a Bargaining Committee from the elected Committeepersons or Stewards of the unit., subject to membership approval, even though the unit has voted her/him such authority. (Detroit, 8/5/46, Page 98.)

(2) All members Must Have Opportunity to Vote

(See Interperatation No. 4 under Section 10(a) orf Article 38.)

(3) Executive Officer and District Committeeperson

(See Interpretation No. 2 under Section 1 of Article 38.)

(4) Restriction on Candidates for Steward

A Local Union may provide in its bylaws that "No person who has the authority to assign or instruct other persons on jobs shall be eligible to fill the position of Department Steward."

(Detroit, 8/5/46, Page 85.)

Section 3

(1) Recall of Stewards and/or Committeepersons Elected on Workplace-Wide Basis

Where a Local Union or a unit of an Amalgamated Local Union elects Stewards and/or Committeepersons under Section 2 of this Article on a workplace-wide basis and such Stewards and/or Committeepersons are assigned to districts after their election, they may be recalled in accordance with the procedures established by the Local Union by members of the district they represent by assignment; however, such recall by a district does not serve to remove them as Committeepersons and/or Stewards since they were elected workplace-wide. If such Stewards and/or Committeepersons are recalled by their district the Local Union shall assign them to another district or they may be recalled by the membership electing them in accordance with the procedures if the Constitution and those established by the Local Union. (Detroit, 12/6/62.)

(2) Recall of Committeeperson Who as Such is Member of Executive Board

A Committeeperson who is elected by the membership at large and by virtue of such election is also a member of the Executive board can be recalled in accordance with the provision in Article 45, Section 3. (Louisville, 3/17/47, Page 98.)

(3) Recall of Stewards or Committeepersons

In the recall vote of any Steward or Committeepersons, any member of the Union may vote who works in the geographical district which the Steward or Committeeperson represents (whether this district be the workplace as a whole or a department.) Such voting to take place at a meeting called for specific purpose of recall, after due notice of the meeting has been given to all members working in that geographical district pursuant to Article 45, Section 3. (Buffalo, 9/8/47.)

(4) Stewards or Committeepersons

Once a petition to recall a Steward or Committeeperson is initiated, it must be completed and deposited with the Local Union President and/or Recording Secretary, or in the case of an Amalgamated Local Union the unit Chairperson and/or unit Secretary, within forty-five (45) days of such date.

If the petition is invalid or the meeting called for the purpose of recall decides not to recall the Steward or Committeeperson, then no further petition citing the same specific complaint may be deemed valid until one (1) year has elapsed from the date of such action or decision, unless the one (1) year time limit is waived by the International Union President due to unusual and compelling circumstances.

If multiple or frivolous petitions are filed involving the same Steward or Committeeperson, the Local Union Executive Board, or in the case of an Amalgamated Local Union the unit workplace organization, may appeal the matter directly to the Office of the International President for a ruling as to validity. (12/17/80.)

Section 4

(1) Separate Skilled Trades Representation-Limits Voting and Candidacy

Where separate skilled trades representation is granted to a Local Union to elect Stewards and/or Committeepersons from appropriate groups (as specified in Article 19, Section 3), the right to vote for or run for the position of Steward and/or Committeeperson representing such separate group, shall be limited to those who are members of such groups. Members of such groups may not be a candidate in any other group except the one so specified. (Black Lake, 6/10/71.)

ARTICLE 46

Local Union Finances

Section 1

(1) Necessary Expenses

A Local Union cannot expend funds to grant gifts or gratuities to the general membership of the Local Union. Such expenditures cannot be considered "necessary expenses" within the meaning of this Section of the Constitution. (1/10/56.)

ARTICLE 48

Local Union Audits

Section 6

(1) Local Union Executive Board Required to Hold Hearing for Collecting Non-Dues Money

Where it is claimed that a member owes non-dues money to the Union, this Section requires that no action may be taken against the member unless a fair hearing is held and a determination made thereon. If the non-dues money is owed to the Local Union, such hearing should be held by the Local Union Executive Board, after sufficient notice has been given to the member or members involved.

In cases where such non-dues money is owed to the International Union, a hearing shall be held by the International Union by qualified representatives, selected by the International President. (Black Lake, 6/2/72.)

ARTICLE 50

Strikes

Section 1

(1) Holders of Withdrawal Cards Not Entitled to Strike Ballot

(See Interpretation No. 1 under Section 6 of Article 17.)

(2) Strike Vote in Corporation Councils

Where Corporation Councils covered by a master agreement instruct local Unions to take strike votes, it is mandatory to take such strike votes and that part of Article 50, Section 1, requiring a prior vote shall be covered by the vote of the Corporation Council. (Detroit, 5/12/48.)

Section 5

(1) Good Standing for Thirty (30) Days After Recall to Workplace

(See Interpretation No. 4 under Section 8 of Article 16.)

ARTICLE 55

Retirees

Section 1(a)

(1) Retired Workers Chapter Member Transfers

Where a member of a Local Union is transferred from one local Union to another, under a corporate collective bargaining agreement and upon retirement is desirous of returning to her/his original Local Union to establish membership and participate in the activities of the Retired Workers Chapter, such member may do so with the understanding that her/his membership rights in her/him original Local Union would be limited to the Retired Workers Chapter and not in the Local Union according to Article 6, Section 19, of the International Constitution.

While participating in the Retired Workers Chapter only, s/he may hold Retired Workers Chapter office, but may not be a candidate, nor be elected as the retiree representative of the Local Union Executive Board.

Where a retired member has been transferred under the above circumstances and returns to her/his original Local Union within one (1) year, s/he may exercise full membership rights, both in the Local Union and the Chapter in accordance with Article 6, Section 19 of the International Constitution. (Detroit, 5/8/73.)

(2) Retired Worker Transfers between Local Unions

Where a member is retired from her/his Local Union in accordance with Article 6, Section 19, and desires to participate in a Retired Workers Chapter other than her/his own Local Union, such retired member may do so upon application to the Retired Workers Chapter to which s/he wishes to transfer and if such application is approved by affirmative action of the membership of that Retired Workers Chapter, her/his retiree membership may be transferred.

Such membership in the new Retired Workers Chapter will be limited to the Retired Workers Chapter only and s/he would have no membership rights in the new Local Union in accordance

with Article 6, Section 19. Her/His rights of participation would be limited to the Retired Workers Chapter. S/He may hold office in the Retired Workers Chapter, but would not be entitled to be a candidate for, or elected to the Retired Workers Chapter position on the Local Union Executive Board. (Detroit, 5/8/73.)

Section 1(b)

(1) Retired Member on Local Union Executive Board Restricted to Administrative Matters in Local Union Transfers

The retired member elected to the Local Union Executive Board by the Local Union Retired Workers Chapter shall have voice and vote as provided in this Article and Section on all administrative matters presented to the Local Union Executive Board except those matters specifically restricted for retiree participation in Article 6, Section 19 of the International Constitution. (Detroit, 4/6/67, Pages 165-166.)

Section 5(a)(b)

(1) Retired Supervisors May be Eligible for Membership in Retired Workers Chapters

A member who becomes a supervisor and retires as such may become a member of a Local Union Retired Workers Chapter provided (1) s/he holds an honorable withdrawal transfer card; (2) s/he makes application for membership and is voted to membership by affirmative action of the Chapter; and (3) pays to the Chapter the two dollar (\$2.00) per month dues requirement which, under these circumstances, would be mandatory. (Detroit, 4/6/67, Pages 166-167.)

ARTICLE 7

Powers of Administration

26. **Section 1.** The International Union shall be
27. governed by its membership in the following man-
28. ner:

29. (a)The highest tribunal shall be the International
30. Convention composed of delegates democrati-
31. cally elected by the membership of Local
32. Unions

33. (b)Between Conventions the highest authority
34. shall be the International Executive Board. The
35. Board shall hold regular quarterly meetings
36. and such special meetings as are required.

37. (c)Between meetings of the International Execu-
38. tive Board the administrative authority of the
39. International Union shall be vested in the
40. International President. The International
41. President shall be responsible to the Interna-
42. tional Executive Board for the administration
43. of the Union between International Executive

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1. Board meetings, according to the Constitution,
2. the actions of the International Convention and
3. the decisions of the International Executive
4. Board. On all matters of major importance
5. s/he shall consult the other International Ex-
6. ecutive Officers. S/He shall report her/his ac-
7. tions to the International Executive Board for
8. its approval or rejection.

9. (d) In the case of the incapacity of the International President, her/his powers and duties shall be assumed by an Officer of the International Union who shall be selected by the International Executive Board.

14. **Section 2.** To achieve the objectives and purposes of this organization, as set forth in this Constitution, the funds of this organization are authorized to be managed, invested, expended or used under this Article and Constitution not only for the purposes and objectives expressly set forth in Article 2 and otherwise in this Constitution, but also for any additional purposes and objectives not inconsistent therewith as may be contained at any time in the resolutions and programs adopted and/or ratified by any International Convention or which the International Board believes will further the general interest and welfare of the membership of this organization or any substantial part thereof.

ARTICLE 8

Conventions

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29. **Section 1.** The **33rd** Constitutional Convention
30. shall be held during the month of **May, 2002**, pro-
31. vided that the date of holding such Convention may
32. ne advanced or delayed two (2) months upon a reso-
33. lution to that effect adopted by the International
34. Executive Board.

35. **Section 2.** The business of the International
36. Convention shall proceed in the following order
37. unless otherwise ordered by the Convention:

38. (1) Call to Order.
39. (2) Report on Credentials.
40. (3) Reading of Convention Rules
41. (4) Appointing Committees
42. (5) Communications and Bills
43. (6) Resolutions, etc.
44. (7) Reports of Committees.

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1. (8) Report of officers and International Ex-
2. ecutive Board.
3. (9) Nomination and Election of officers and
4. International Trustee.
5. (10) Unfinished Business.
6. (11) New Business.
7. (12) Adjournment.

8. **Section 3.** Twenty-five per cent (25%) of all of
9. the delegates seated at any International Conven-
10. tion shall constitute a quorum. No business shall

11. come before or be considered by the Convention
12. at any session unless a quorum is present. In the
13. event the Chairman of the Convention is unable
14. to obtain a quorum on the last day of the Conven-
15. tion, all unfinished business of the Convention shall
16. be referred to the International Executive Board.

17. **Section 4.** Special Conventions of the Interna-
18. tional Union shall be called by the International
19. President: (1) When so instructed by a two-thirds
20. (2/3) vote of the International Executive Board or
21. in the event of the failure of the International Presi-
22. dent to do so, by such other Board Members as the
23. Board may designate; (2) by a referendum vote of
24. the membership initiated upon the written request
25. of at least (15) Local Unions from five (5)
26. different states or provinces having an aggregate
27. membership of not less than twenty per cent (20%)
28. of the total membership as reported to the preced-
29. ing Convention. The Local Unions demanding a
30. Special Convention must state the reason or rea-
31. sons why such Convention is desired, the place and
32. date for the Convention and the dates for mailing
33. out and returning the ballots. It shall be the duty of
34. the International President, or the person designated
35. by the International Executive Board, to send out
36. the Call, to state such reason or reasons and the
37. place and dates involved in transmitting the pro-
38. posal to Local Unions for a referendum vote. The
39. reasons for and against such Convention shall be
40. published and forwarded to all Local Unions. Such
41. Convention shall not have authority to consider any
42. matter other than that which is specifically stated
43. in the Call to the Convention. It shall be manda-
44. tory that all Local Unions hold a secret vote on the
45. question of calling a Special Convention. All Lo-
46. cal Unions shall vote their decision on the ques-
47. tion involved, through Local Union procedure, by
48. secret ballot. Local Union election boards shall
49. tabulate the ballots and send the Local Union's vote

1. to the International Secretary-Treasurer, who,
2. within thirty(30)days after the setting of a dead-
3. line of a return date, shall publish the "yes" and
4. "no" vote of each Local Union in the "official pub-
5. lication." If a majority of all members voting
6. in all Local unions is in favor of a Special Con-
7. vention, a Special Convention shall be mandatory.
8. When the International Executive Board has di-
9. rected the calling of a Special Convention pursu-
10. ant to the provisions of (1) the first sentence of
11. this Section, the delegates from each Local Union
12. who had been elected to the preceeding regular
13. Constitutional Convention shall serve as delegates
14. to the Special Convention. Each Local shall
15. carry the same total vote as it carried at such pre-
16. vious regular Constitutional Convention. If the
17. purpose, or one of the purposes, of a Special Con-
18. vention is collective bargaining policies, the Presi-
19. dent (and Bargaining/Negotiating Committee
20. Chairperson, if it is a different individual), if not
21. delegates under this provision may, by Local Union
22. membership action, be made special delegates at
23. such Special Convention with the right to be present
24. on the Convention floor with voice but without any
25. vote. Under the same circumstances in units of
26. Amalgamated Local unions, with membership in
27. excess of one thousand (1000),the Unit Chairper-
28. son may, by unit membership action, be made such
29. a special delegate. If there are vacancies in the
30. voting delegation, they shall be filled in the fol-
31. lowing manner:

32. (a)By alternates where the same were elected to
33. the preceding regular Constitutional Conven-
34. tion;

35. (b)If the number of delegates is insufficient after
36. applying(a), by reapportioning the votes of
37. the Local Union among the remaining del-
38. egates to the extent permitted by Section 7 of
39. this Article;

40. (c)If the number of delegates is insufficient after

41. applying(a)and(b)and the purpose or one of
 42. the purposes, of the Special Convention is
 43. collective bargaining policies, by including
 44. any special delegates which the Local Union
 45. or unit membership may have provided for in
 46. accordance with this paragrapg, with the Presi-
 47. dent of the Local Union to precede the Bar-
 48. gaining/Negotiating Committee Chairperson;
49. (d)If the number of delegates is insufficient after

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1. applying(a),(b)and (c), by electing additional
 2. delegates, these additional delegates to be
 3. nominated and elected by secret ballot at suc-
 4. cessive membership meetings; the required no-
 5. tices for such nomination and election being
 6. those set forth in Sections 22, 23 and 24 of
 7. this Article.
8. This foregoing procedure shall be disregarded
9. in the event of any Special Convention directed to
10. be called by referendum vote pursuant to (2) of the
11. first sentence of this Section, in which event the
12. vote of each Local Union and the election of del-
13. egates from each Local Union shall be the same as
14. provided for in this Article for regular Constitu-
15. tional Conventions; except that in applying Sec-
16. tion 9 of this Article to determine the average
17. monthly per capita taxes paid by a Local Union, a
18. twenty-four (24) month period concluding with the
19. Special Convention is to convene shall be used.
20. **Section 5.** Each Local Union shall have one
21. (1)delegate for two hundred(200)members or less
22. and one(1)additional delegate for the next three
23. hundred(300)members or major fraction thereof,
24. and one(1)additional delegate for each additional
25. eight hundred(800)members or major fraction
26. thereof, except Amalgamated Local Unions which
27. elect as many delegates as they have units who

28. average two hundred(200)dues-paying members
29. or more, and that those units who have two hun-
30. dred(200)members or more may elect their own
31. delegates to the Convention and those with less
32. than two hundred(200) shall be grouped together
33. and vote as a miscellaneous group. In the event
34. the miscellaneous group within an Amalgamated
35. Local Union has less than two hundred(200), the
36. International Secretary-Treasurer shall allocate
37. such membership to some other unitof the Local
38. Union in such a manner as will result in the maxi-
39. mum number of delegates.

40. **Section 6.** Each unit of an Amalgamated Local
41. Union shall be allotted its share of the number of
42. delegates in proportion to the amount of per capita
43. tax paid by the unit through the Amalgamated Lo-
44. cal Union. And fractions remaining from the units
45. following such allocations shall be allotted to the
46. Local Union's Joint Council, where such body ex-
47. ists. Delegates representing the total of all frac-
48. tions shall be elected on the basis of one (1) for

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1. each eight hundred(800)or major fraction thereof.
2. Any member of the Local Union who has quali-
3. fied may be nominated and elected by the Joint
4. Council, provided s/he has not accepted nomina-
5. tion in her/his unit. In order to be eligible for nimi-
6. nation as a delegaterepresenting a unit of an Amal-
7. gamated Local Union, s/he must be a member of
8. such unit.

9. **Section 7.** Each Local Union shall have one
10. (1) vote for the first one hundred(100)members
11. or less and one (1)additional vote for each addi-
12. tional one hundred(100)members or major frac-
13. tion thereof, but no delegates shall have more than
14. eight(8)votes. The votes shall be equally appor-
15. tioned among the elected delegates of each Local
16. Union, except that an Amalgamated Local Union

17. may apportion its votes in such a manner as the Lo-
18. cal Union decides with no delegates having more
19. than eight(8)votes. The total number of votes of
20. the units of an Amalgamated Local Union shall not
21. exceed the total votes which the Local Union is
22. entitled to under Section 9 of this Article of the
23. Constitution.

24. **Section 8.** Local Unions may elect alternate
25. delegates if they so desire. The number of alter-
26. nates may be less but not more than the number of
27. regular delegates. Local Unions shall determine the
28. manner and order in which an alternate will re-
29. place a regular delegate and shall so advise the
30. Credentials Committee. Regular delegates may be
31. replaced only if recalled by their Local Union in
32. the manner they were elected or if unable to serve.

33. **Section 9.** The number of members in each
34. Local Union, for the purpose of this Article, shall
35. be determined by the average number of monthly
36. per capita taxes paid by the Local Union to the
37. International Union for the period from and includ-
38. ing the sixth month preceding that in which the
39. last triennial Convention was held to not less than
40. six(6)months nor more than seven(7)months prior
41. to the next Convention for whcih representation is
42. to be determined. Per capita from Local Unions
43. shall be accepted in the regular manner.

44. Local Unions or units of Amalgamated Local
45. Unions which have engaged in authorized strikes
46. or in lockouts shall have their representation to the
47. International Convention determined be having
48. subtracted from the base period the months of such
49. authorized strikes or lockouts in which the mem-

1. bership of the Local Union or unit of an Amal-
2. gamated Local Union did not work in the work-
3. place forty(40)or more hours.

4. **Section 10.** Not less than sixty(60)days previ-
5. ous to the convening of the Regular Convention,
6. the International Secretary-Treasurer shall issue the
7. Call to the Convention and shall furnish all Local
8. Unions with credentials and alternate credential
9. forms in contrasting colors, in duplicate, which
10. must be attested as required on the forms. The origi-
11. nal of each credential and alternate credential shall
12. be retained by the delegate or alternate delegate
13. and the duplicate copies shall be forwarded to the
14. International Secretary-Treasurer. No credentials
15. shall be accepted later than twenty-one(21)days
16. prior to the date for the convening of the Conven-
17. tion. In convening Special Conventions, not less
18. than thirty(30)days shall be required to issue the
19. Call.

20. **Section 11.** No member is eligible to serve as a
21. delegate from her/his Local Union unless s/he has
22. been in continuous good standing in this Interna-
23. tional Union for twelve(12)months immediately
24. preceding the first day of the month in which the
25. Convention is held and shall also have been a mem-
26. ber of the Local Union electing her/him for three
27. (3)months immediately preceding the first day of
28. the month in which the Convention is held. For
29. the purpose of this Section of the Constitution,
30. members must pay their dues or secure out-of-work
31. receipts in accordance with the provisions of this
32. Constitution.

33. **Section 12.** Local Unions in order to be entitled
34. to representation at the Convention shall have been
35. affiliated with the International Union for at least
36. three(3)months prior to the holding of the Con-
37. vention. New Local Unions shall have paid at least
38. two(2)months' full per capita tax prior to the
39. month in which the Convention is to be held. If
40. such newly chartered Local Union has been in ex-
41. istence since the preceding Convention, it shall be
42. entitled to its full quota of delegates based upon

43. the average number of months per capita tax paid
44. to the International Union during the period of time
45. since the preceding Convention. With respect to
46. newly chartered Local Unions who received their
47. charter subsequent to the last Convention, repre-
48. sentation shall likewise be based upon the per capita
49. tax paid to the International Union, averaged over

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1. the period of time from the preceding Convention.
2. In the case of an Amalgamated Local Union where
3. a workplace has been organized for over a year
4. and secures a separate charter, it shall not be con-
5. sidered a new Local Union. Members represent-
6. ing Local Unions or unit organizations within
7. Amalgamated Local Union which have not been
8. in existence for twelve (12) months prior to the
9. Convention, shall be exempt from the provisions
10. of Section 11 of this Article, provided they become
11. members of their Local Union or unit organization
12. not later than thirty (30) days after the issuance of
13. or acceptance under the charter thereof.

14. **Section 13.** Each member of the International
15. Retired Workers Advisory Council shall automati-
16. cally be a delegate to the UAW Constitutional Con-
17. vention with voice and one (1) vote, as provided
18. in Article 55, Section 4(f) of this Constitution.

19. **Section 14.** International Officers and Interna-
20. tional Representatives of the International union
21. shall have a voice but no vote in the Convention of
22. the International Union unless they are duly ac-
23. credited delegates from Local Unions. Any mem-
24. ber who is eligible may be elected to office whether
25. or not s/he is a delegate to the International Con-
26. vention.

27. **Section 15.** Copies of all resolutions and con-
28. stitutional amendments to be considered by the
29. Convention must be sent to the International Sec-

30. retary-Treasurer not later than three(3) weeks prior
31. to the date set for the Convention. These will then
32. be sorted and distributed by the International Sec-
33. retary-Treasurer not later than three(3)weeks prior
34. to the date set for the Convention. These will then
35. be sorted and distributed by the International Sec-
36. retary-Treasurer among the chairpersons of the
37. various and proper committees. Protests of delegate
38. elections must be received by the International
39. Secretary-Treasurer by whichever of the follow-
40. ing dates occurs first: (1) Not more than seven (7)
41. days after the Local Union delegate election or (2)
42. not less than ten (10) days prior to the convening
43. of the Convention. These protests shall be referred
44. to the Credentials Committee and the Credentials
45. Committee may waive failure to comply with the
46. foregoing time limitations where the interests of
47. justice would require.

48. **Section 16.** The International Executive Board
49. shall select from the credentials of the delegates
50. presented, a Constitutional Committee, which shall
51. assemble at least two (2) weeks prior to the meet-
52. ing of the Convention at the place designated. It

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1. shall be the duty of said Committee to take up all
2. recommendations concerning changes or additions
3. to the Constitution submitted by the International
4. Officers, International Executive Board and Local
5. Unions to act thereon. This Committee shall have
6. authority to originate amendments to the Consti-
7. tution.

8. **Section 17. (a)** The International Executive
9. Board shall select from the credentials of delegates
10. a Credentials Committee, which shall assemble at
11. least ten(10)days prior to the meeting if the Con-
12. vention. The Committee shall examine all creden-
13. tials received at the International Office and in-
14. vestigate the standing of the delegates and the Lo-

15. cal Unions they represent; they shall receive the
16. original credentials of the delegates elected to at-
17. tend the Convention, and be in a position to report
18. at the opening of the Convention.

19. **(b) All election protests regarding the elec-**
20. **tion of any delegate to the Convention must be**
21. **filed with the Credentials Committee not more**
22. **than 7 days after the Local Union delegate elec-**
23. **tion or not less than 10 days prior to the con-**
24. **vening of the Convention, whichever occurs first,**
25. **absent a waiver of those limits by the Cre-**
26. **denentials Committee. The protest must be filed**
27. **by a member of the Local in question, or may**
28. **be reised by any member of the Credentials**
29. **Committee itself. The protest may raise any**
30. **subject related to the election of the Local's del-**
31. **egates, including the conduct of the campaign,**
32. **or use of union or employer assets.**

33. **(c) All other election protests of elections**
34. **held under Article 10 (International Officers**
35. **and Regional Director), even though not touch-**
36. **ing the election of an identifiable delegate(s),**
37. **must also be filed with the Credentials Com-**
38. **mittee, which has exclusive jurisdiction. Thus,**
39. **any protest of the conduct of the campaign for**
40. **these offices, or the alleged use of union or em-**
41. **ployer funds in the campaign, or of any other**
42. **matter said to affect the election, must be filed**
43. **with the Credentials Committee. Any such pro-**
44. **test must be made in writing, as soon as pos-**
45. **sible, even though the Credentials Committee**
46. **is already in session. Such a protest may be**
47. **made by any UAW member, or the issue**
48. **be raised directly by any member of the Cre-**
49. **denentials Committee itself.**

1. **(d)If, prior to the holding of an election of del-**
2. **egates, a clear violation of the International Con-**

3. stitution or the Local Union's Bylaws occurs in the
4. pre-election procedures, the International President
5. shall have the authority to order a correction of the
6. violation prior to the holding of the election. Such
7. action by the International President is subject to
8. appeal to the Credentials Committee.

9.
10. **(e) While the Credentials Committee sits, it**
11. **has full authority to receive such election pro-**
12. **tests, evaluate them, and report its findings and**
13. **recommendation to the full Convention. The**
14. **Convention itself is the final authority, and so**
15. **makes the final disposition of all election pro-**
16. **tests, whether presented by the Credentials**
17. **Committee, or directly entertained, by permis-**
18. **sion of delegates under the Convention Rules,**
19. **on the floor.**

20. **(f)** If the Credentials Committee should decide
21. that an election in any Local Union has been im-
22. properly conducted and that delegates elected in
23. such election should not be seated, the Credentials
24. Committee may, jointly with the International
25. President when s/he is satisfied that the necessary
26. Constitutional interpretations have been reasonably
27. applied, order the delegate election to be rerun in
28. such Local Union prior to the opening of the Con-
29. vention. This rerun of the initial election shall be
30. supervised by a Sub-Committee of the Credentials
31. Committee. All notices and other time limitations
32. provided for in this Constitution shall be automati-
33. cally waived for any such rerun election, provided
34. that every effort shall be made to give the maxi-
35. mum notices permitted by the circumstances.

36. **(g)** If the Convention approves the Credentials
37. Committee's report and recommendation on the
38. initial election, the delegates elected in the rerun
39. shall be seated if confirmed by the Credentials
40. Committee and Convention. If the Convention
41. should reverse the Credentials Committee and ap-
42. prove the initial election, the delegates elected in

43. such initial election shall be seated and the Inter-
44. national Union shall reimburse the Local Union
45. for the cost of rerunning the election.

46. **Section 18.** The International Executive Board
47. shall select from the credentials of delegates to each
48. International Convention a Resolutions Commit-
49. tee of not less than seven (7) members, which shall

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1. assemble at least (10) days prior to the conven-
2. ing of the Convention. It shall be the duty of the
3. said Committee to consider such resolutions as may
4. be properly referred to it under this Constitution.
5. This Committee shall have authority to originate
6. resolutions to be presented at the Convention.

7. **Section 19.** The International Executive Board
8. shall select from the credentials of delegates to each
9. International Convention, the several other com-
10. mittees necessary to successfully promote and ex-
11. ecute the efficient operation of the Convention.

12. **Section 20.** All Convention Committees shall
13. have an add number of, and not more than thirteen
14. (13) members.

15. **Section 21.** Following the issuance of the Con-
16. vention Call by the International Secretary-Trea-
17. surer, each Local Union shall issue a Call for the
18. nomination of its delegates to the Convention. In
19. the absence of a democratically elected standing
20. Election Committee (Article 38, Section 10), an
21. Election Committee shall be nominated and elected
22. by the Local Union at a regular or a specially called
23. meeting for that purpose of which at least seven
24. (7) days' notice shall be given. The Election Com-
25. mittee shall handle all the details insofar as they
26. relate to the procedure of the election, and adopt
27. such safeguards as are necessary to insure a fair
28. election.

29. **Section 22.** The nomination of delegates to the
30. Convention may occur at the meeting at which the
31. Election Committee is elected or at a later date,
32. but in either case at least seven (7) days' notice
33. shall be given. After the deadline on accepting
34. nominations has expired, no election of so-
35. called "sticker" or "write-in" candidates shall be consid-
36. ered legal. A list of nominees shall be available to
37. the membership. Candidates shall not serve on the
38. Election Committee or as challengers or observ- ers.

39. **Section 23.** Delegates to the International Con-
40. vention shall be elected by secret ballot of the Lo-
41. cal Union of which they are members and in no
42. case shall be appointed.

43. **Section 24.** At least seven (7) days shall elapse
44. between the time of nomination of delegates and
45. the date the election shall take place. All members

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1. shall be duly notified, at least fifteen (15) days in
2. advance, of the time and place of said election and
3. the hours the polls will be open. Polling places
4. must be open a sufficient number of hours on one (1) or
5. more days to allow all members of the Local Union
6. an opportunity to cast their ballots. Each member
7. shall personally cast her/his vote at the polls.

8. **Section 25.** Local Union action to instruct a
9. delegate does not serve to commit or bind the del-
10. egate on any issue s/he may vote on at the Con-
11. vention.

Article 9

Political Requirements of Union Officials

12. International Officers, International Board
13. Members, International Representatives and Lo-
14. cal Union Officers shall, from the date of taking
15. office, shall be required to register and vote in elections
16. for civil officers in the area in which their homes
17. are located, provided they are eligible under the
18. laws of the area and that it is a physical possibility
19. for them to do so. Violation of this Section shall
20. subject the person charged to discipline, in pursu-
21. ance of the procedure provided for in this Consti-
22. tution.

Article 10

Officers and Elections

23. **Section 1.** The elective officers of the Interna-
24. tional Union shall be one (1) International Presi-
25. dent, one (1) International Secretary-Treasurer, **five**
26. **(5)** International Vice Presidents, who shall be
27. elected by the Convention, and such International
28. Executive Board Members as provided in Section
29. 21. of this Article. The duties of the Vice presi-
30. dents shall be to assist the International President.

31. **Section 2.** Within the geographical districts as
32. determined by the International Constitution, the
33. International Executive Board Members shall be
34. nominated and elected in the regions as established
35. by the International Executive Board and existing
36. on the actual day any such election commences
37. Only the delegates from the Local Unions in such
38. regions shall nominate and vote for their Interna-
39. tional Board Members. Any member in continu-
40. ous good standing for one (1) year, and who has
41. worked at least ninety (90) working days in a

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1. workplace(s) located within the region, whose
2. Local Union is located within the region can be
3. nominated and elected. It shall require a two-thirds
4. (2/3) vote of the International Executive Board to
5. change the composition of any region within a geo-
6. graphical district.

7. **Section 3.** The term of office of all elective of-
8. ficers shall be for the period up to the next Con-
9. vention and the term of office shall begin immedi-

10. ately upon installation. The term of office of the
11. Trustees shall be as provided for in Article 51.

12. **Section 4.** Nomination and election of all elec-
13. tive officers and Trustees shall take place in the
14. regular order of business of the Convention and
15. election shall be determined by a majority vote of
16. the delegates voting. Candidates shall be elected
17. to various offices by one (1) roll-call vote. In the
18. election of the Vice-Presidents each delegate may
19. vote for **five (5)** candidates. If there are eight (8)
20. or more nominees for the **five (5)** offices and less
21. than **five (5)** candidates receive a majority vote,
22. the candidate receiving the lowest number of votes
23. shall be eliminated from the run-off election, and
24. in each successive run-off election the candidate
25. receiving the lowest number of votes shall be elimi-
26. nated, unless such elimination would result in
27. reducing the number of candidates in nomination to
28. a figure equal to the remaining vacancy or vacan-
29. cies.

30. **Section 5.** All elections on International Offic-
31. ers and International Executive Board members
32. shall be by roll-call vote. In any election for Inter-
33. national President, International Secretary-Trea-
34. surer, International Executive Board Member, or
35. International Trustee where there are three (3) or
36. more candidates and, on the first ballot no such
37. candidate receives a majority, there shall be a run-
38. off between the two (2) candidates who received
39. the highest number of votes on the first ballot.

40. **Section 6.** No member shall be nominated or
41. elected as an elective officer of the International
42. Union, as set forth in Section 1 of this Article, who
43. has not been in continuous good standing for a
44. period of one (1) year preceding the date of nomi-
45. nation.

46. **Section 7**> No member of any Local Union shall
47. be eligible to hold any elective or appointive posi-

48. tion in this International Union or any Local Union

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1. in this International Union if s/he is a member of
2. or subservient to any political organization, such
3. as the Communist, Fascist or Nazi Organization
4. which owes its allegiance to any government other
5. than the United States or Canada, directly or indi-
6. rectly.

7. **name="8">Section 8.** No member of any Local Union shall
8. be eligible to hold any elective or appointive posi-
9. tion in the INternational Union, or any Local Union,
10. if s/he is affirmatively engaged in the promotion,
11. implementation, furtherance, or support of orga-
12. nized workplace rackets, such as numbers, book-
13. making, etc.

14. **Section 9.** The acceptance of an elective or ap-
15. pointive office or position or of nomination to an
16. elective office or position by and member who is
17. ineligiblw under Sections 7 or 8 of this Article, is
18. an offense against the Union punishable by a pen-
19. alty up to and including expulsion.

20. **Section 10.** When a charge is preferred that a
21. member is violating Section 9 of this Article, it
22. shall be made and the accused member shall be
23. tried according to the appropriate provisions of
24. Articles 30 and 31. Resignation from an elective
25. office or appointive position, or withdrawal of can-
26. didacy by any member sharged with violation of
27. Section 9 shall not require the dismissal of such
28. charges.

29. **Section 11.** Upon conviction of a member by a
30. Trial Committee of a Local Union or by an Inter-
31. national Union Trial Committee of violation of
32. Section 9 of this Article, any elective or appoint-
33. ive office or position then held by such member
34. shall be automaticallyvacated regardless of any

35. other penalty Imposed.

36. **Section 12.** No member of any Local Union
37. shall be eligible to hold or seek any elective or
38. appointive position in the International Union, or
39. in any Local Union, if s/he affirmatively engaged
40. in: the promotion, implementation, furtherance or
41. support of any other union or collective bargain-
42. ing group with the purpose or intent of supplant-
43. ing the International Union, or any subordinate
44. body thereof, as the recognized collective bargain-
45. ing agent; in efforts to decertify the International
46. Union or any subordinate body thereof as the rec-
47. ognized collective bargaining agent; or aiding or
48. abetting an employer or another Union to thwart

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1. organizing efforts by the UAW to become the bar-
2. gaining agent. If, upon investigation by the Inter-
3. national Union, it should appear by convincing
4. evidence that any member is an violation of this
5. Section, the International President, or the Inter-
6. national Executive Board, may summarily suspend
7. that member from any office or position, or the
8. right to seek such office or position. Said suspended
9. member shall be promptly notified and, within
10. thirty (30) days of such notification, may appeal
11. the suspension, in which case the member's ap-
12. peal shall be processed in the same manner as ap-
13. peals to the International Executive Board from
14. decisions of subordinate bodies under Article 33
15. of this Constitution; provided that the suspension
16. shall automatically be lifted unless the International
17. Executive Board has rendered its decision within
18. one hundred twentyn(120) days of hte day the ap-
19. pealing member commences an appeal.

20. If the suspended member fails to appeal from
21. the suspension within the thirty (30) days allowed,
22. or if the International Executive Board upon re-
23. view upholds the suspension by a two-thirds (2/3)

24. vote, the member shall be considered removed from
25. any office or position s/he may have held, as well
26. as from the privilege of seeking election or appoint-
27. ment to any office or position, and the member shall
28. not there after be eligible to hold any office or po-
29. sition unless and until the removal has been lifted
30. by a two-thirds (2/3) vote of the International Ex-
31. ecutive Board. Any member so suspended, who
32. has taken an appeal to the International Executive
33. Board without having the suspension lifted, may
34. appeal the suspension either to the Public Review
35. Board or the Convention Appeals Committee as
36. provided for in Article 33 of this Constitution. The
37. procedure provided in this Section shall be in ad-
38. dition to, and exclusive of any other action which
39. may be taken against such member.

40. **Section 13.** No member removed from office
41. or position by reason of a conviction of any of-
42. fense enumerated in Section 17 of Article 31 by a
43. Local Union Trial Committee, shall be restored to
44. office or position by reason of a reversal of such
45. conviction by the body, which elected the Trial
46. Committee, until after the lapse of sixty (60) days
47. following such reversal, without a review having
48. been ordered by the International Executive Board.

49. **Section 14.** Whenever any member removed

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1. from elective office or position by reason of hav-
2. ing been convicted of an offense shall have taken
3. an appeal under Article 33, and whenever a review
4. of any such conviction shall have been ordered by
5. the International Executive Board under Section
6. 18 of Article 31, the vacancy in office or position
7. may be filled according to the applicable provi-
8. sions of Section 14 of Article 38 or Secyion 15 of
9. this Article, but any successor in such office or
10. position shall hold the office or position subject to
11. the right of restoration of the removed officer upon

12. reversal of her/his conviction, subject to Section
13. 13 of this Article.

14. **Section 15.** No member shall be entitled as a
15. matter of right to restoration to any appointive po-
16. sition by reason of acquittal or reversal of a con-
17. viction.

18. **Section 16.** Incoming elective officers of the
19. International Union shall be obligated and installed
20. immediately after being elected. The obligation
21. shall be the same as that provided for Local Union
22. officers.

23. **Section 17.** In the event of the death, removal
24. or resignation of the International President, Inter-
25. national Secretary-Treasurer, or any of the Inter-
26. national Vice-Presidents, the officer shall be re-
27. placed by majority vote of all members of the In-
28. ternational Executive Board by a member eligible
29. to be a candidate in accordance with Section 6 of
30. this Article.

31. In the event of the death, removal or resigna-
32. tion of an International Trustee, the International
33. Executive Board shall elect a replacement to serve
34. until the next regular Constitutional Convention.

35. **Section 18.** In the event a vacancy occurs on
36. the International Executive Board because of the
37. death, removal, promotion of a member or other
38. cause, the International Executive Board shall,
39. within thrity (30) days, call a special regional con-
40. vention for the region which the International Ex-
41. ecutive Board Member represented. Such vacancy
42. shall be filled by a member elected by the delegates
43. from the Local Unions in the region. In the event
44. of such vacancy occurring within sixty (60) days
45. before a regular Constitutional Convention, no
46. election shall take place and the office shall re-
47. main vacant. In any such special regional conven-
48. tion, the delegates from each Local Union who had

1. elected to the preceeding regular Constitutional
2. Convention shall serve as delegates to the Special
3. Convention. Each Local Union shall carry the same
4. total vote as it carried at such previous regular
5. Constitutional Convention.

6. If there are vacancies in the voting delegation,
7. they shall be filled in the following manner:

8. (a)By alternates where the same were elected to
9. the preceeding Constitutional Convention;

10. (b)If the number of delegates is insufficient after
11. applying (a), by reapportioning the votes of
12. the Local Union among the remaining del-
13. egates to the extent permitted by Section 7 of
14. Article 8;

15. (c)If the number of delegates is insufficient after
16. applying (a) and (b), by electing additional
17. delegates, these additional delegates to be
18. nominated and elected by secret ballot at suc-
19. cessive membership meetings; the required
20. notices for such nominations and election be-
21. ing those set forth in Sections 22 and 24 of
22. Article 8.

23. **Section 19.** The International Executive Board
24. Shall consist of the International Executive Board
25. Members elected from the regions together with
26. the International President, International Secretary-
27. Treasurer and the International Vice Presidents.

28. **Section 20.** Voting strength of International
29. Executive Board Members:

30. (a)Questions coming before the International
31. Executive Board may be decided by unit vote
32. of its members, but any member may demand

- 33. a roll-call vote on any question.
- 34. (b)Each member of the International Executive
- 35. Board shall have one (1) vote for each one
- 36. thousand (1000) members or major fraction
- 37. thereof represented by the member in her/his
- 38. region.
- 39. (c)Voting strength of each region shall be com-
- 40. puted on the basis of average monthly per
- 41. capita tax payments from each respective
- 42. region through the period of twelve (12)
- 43. months commencing thirteen (13) months pre-
- 44. ceding each quarterly meeting of the Interna-
- 45. tional Executive Board. The voting strength
- 46. of Executive Board Members at a special Ex-
- 47. ecutive Board Meeting shall be on the basis

- 1. as at the preceding regular Executive Board
- 2. Meeting.
- 3. (d)The International President, International Sec-
- 4. retary-Treasurer and the International Vice
- 5. Presidents, shall each carry the same number
- 6. of votes, which shall be equal to the average
- 7. of the votes cast by the remaining members of
- 8. the International Executive Board.
- 9. (e)Members of the International Executive Board
- 10. may cast their votes by proxy.
- 11. **Section 21.** The geographical districts and the
- 12. number of International Executive Board Members
- 13. for each district of the International Union in the
- 14. United States and Canada shall be as listed below.
- 15. 1.Michigan, Canada.....4
- 16. 2.Ohio, West Virginia (excluding Berkeley

17. County), and those parts of Pennsylvania
18. west of and including the counties of
19. McKean, Cameron, Cambria and
20. Somerset.....2

21. 3.Indiana, Kentucky.....1

22. 4.Illinois, Iowa, Nebraska, Wisconsin,
23. Minnesota, North Dakota, South Dakota
24. Wyoming and Montana.....1

25. 5.Missouri, Arkansas, Louisiana, Kansas,
26. Oklahoma, Texas, Colorado, New
27. Mexico, Washington, Oregon, California,
28. Idaho, Nevada, Utah, Arizona,
29. Alaska, Hawaii.....1

30. 8.Tennessee, Virginia, North Carolina,
31. South Carolina, Mississippi, Alabama,
32. Georgia, Florida, the District of Columbia,
33. Maryland, Delaware, the following
34. counties of Pennsylvania: Franklin,
35. Cumberland, Adams, York; and in West
36. Virginia, Berkeley County.....1

37. 9.New York, New Jersey, Rhode Island,
38. Connecticut, Massachusetts, Vermont,
39. New Hampshire, Maine and those parts
40. of Pennsylvania east of and including
41. the counties of Potter, Clinton, Center,
42. Blair, Clearfield and Bedford, but
43. excluding the counties of Franklin,
44. Cumberland, Adams and York.....2

45. When an Executive Board Member vacancy
46. occurs in any region, for any reason, and the Inter-

1. national Executive Board determines that condi-
2. tions and factors exist comparable to those which

3. necessitated the decisions in 1984 to combine the
4. regions in the Detroit Area and in 1990 to combine
5. the regions in the Ohio district (that is, Ohio, West
6. Virginia, and those parts of Pennsylvania west of
7. and including the counties of McKeon, Cameron,
8. Cambria and Somerset), and further, determines
9. that it is in the overall best interest of the Union,
10. then the region will be combined with one (1) of
11. the other contiguous regions. The remaining Ex-
12. ecutive Board Member will have jurisdiction over
13. the combined regions.

Article 11

Salaries

14. **Section 1.** The International President, Inter-
15. national Secretary-Treasurer, International Vice
16. Presidents and International Executive Board
17. Members, shall receive a **further** three percent
18. (3%) increase in **base** salary effective **February**
19. **1, 1999**. In addition, the salaries may be adjusted
20. quarterly in accordance with changes in the cost
21. of living based on the current formula as devel-
22. oped by the International Executive Board.

23. **Section 2.** International Representatives shall
24. receive a **further** three percent (3%) increase in
25. **base** salary effective **February 1, 1999**. In addi-
26. tion, the salaries may be adjusted quarterly in ac-
27. **cordance with changes in the cost of living based**
28. **on the current formula as developed by the Inter-**
29. **national Executive Board.**

30. **Section 3.** The salaries of the International
31. President, International Secretary-Treasurer, Inter-
32. national Vice Presidents and International Execu-
33. tive Board Members in full services rendered
34. by each said officers shall be the following sums:

35. **International President, one hundred and**
36. **twelve thousand, four hundred twenty-eight dol-**
37. **lars and ninety seven cents (\$112,428.97) per an-**
38. **num**

39. **International Secretary-Treasurer, one hun-**
40. **dred and three thousand, two hundred fifty-nine**
41. **dollars and eighty-two cents (\$103,259.82) per an-**
42. **num.**

43. **International Vice Presidents, ninety-nine**
44. **thousand, six hundred and seventy-eight dollars**
45. **and ten cents (\$99,678.10) per annum**

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1. **International Executive Board Members,**
2. **ninety thousand, five hundred and eight**
3. **dollars and ninety-three cents (\$90,508.93) per**
4. **annum.**

5. Salaries shall be payable in biweekly install-
6. ments.

7. **Section 4.** The International President, Inter-
8. national Secretary-Treasurer, International Vice
9. Presidents and International Executive Board
10. Members shall devote their full time to their du-
11. ties and shall not serve as an officer of a Local
12. Union, District Council or any other subordinate
13. body, except UAW-CAP Councils, Beyond ninety
14. (90) days after being elected as an International
15. Officer.

16. **Section 5.** An International Executive Board
17. Member shall serve under the general direction of
18. the International President, subject to the decisions
19. of the International Executive Board.

20. **Section 6.** International Executive Board Mem-
21. bers and International Representatives shall receive
22. such expenses and allowances, including per diem
23. allowances, as the International Executive Board
24. shall from time to time by resolution determine to
25. be necessary and appropriate to the discharge of
26. their obligations to the Union.

27. **Section 7.** The International Executive Board
28. shall from time to time by resolution determine the
29. salary, expenses and allowances to be paid any
30. member, including a temporary organizer, perform-

31. ing services for the International Union at its re-
32. quest; provided that such salary, expenses and al-
33. lowances shall not exceed those prevailing for In-
34. ternational Representatives except to the extent that
35. such member's lost time would exceed the salary
36. of an International representative.

37. **Section 8.** The full salary for International
38. Representatives shall be **seventy-two thousand,**
39. **eight hundred and seventy-seven dollars and**
40. **twenty-seven cents(\$72,877.27)** per annum. The
41. initial salary for a newly appointed International
42. Representative shall be fifteen hundred dollars
43. (\$1500.00) less than the classification rate for her/
44. his assignment and shall be increased in six (6)
45. equal increments, so that at the end of forty-eight
46. (48) weeks s/he shall be receiving the full salary
47. for her/his classification. The International Execu-
48. tive Board shall determine the salaries of Interna-

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1. tional Representatives acting as professional spe-
2. cialists, key personnel and major and minor de-
3. partment heads.

4. Salaries shall be payable in biweekly install-
5. ments.

6. **Section 9.** The International President, Inter-
7. national Secretary-Treasurer, International Vice
8. Presidents and International Executive Board
9. Members shall, on their first election, be entitled
10. to traveling expenses for themselves and families
11. and the moving of household goods from their
12. home to their assigned location and also on return
13. at the close of their official term.

14. **Section 10.** International Offices, International
15. Executive Board Members and International Rep-
16. resentatives shall receive, in addition to their sala-
17. ries, such fringe benefits as pensions, sevenanve

18. pay, medical-surgical healthy insurance, sickness
19. and accident insurance, life insurance, vacations,
20. Supplemental Unemployment Benefits, etc., in
21. such amounts and under such conditions as the
22. International Executive Board shall from time to
23. time by resolution determine to be necessary and
24. appropriate.

25. **Section 11.** No person in the International
26. Union who holds a paid full-time job in the Union
27. shall hold any other paid position in the Union at
28. the same time.

29. **Section 12.** The International Executive Board
30. shall from time to time by resolution establish sala-
31. ries, expenses, allowances and fringe benefits for
32. clerical, custodial, maintenance and similar em-
33. ployees of the International Union.

34. **Section 13. Upon completion of contract**
35. **negotiations with the Staff Council of UAW In-**
36. **ternational Representatives, the International**
37. **Executive Board, by resolution, shall make ap-**
38. **propriate wage adjustments for members of that**
39. **bargaining unit. Further, the International**
40. **Executive Board shall make wage adjustments**
41. **for other employees not represented by the Staff**
42. **Council (for example, Officers, International**
43. **Executive Board Members, technical and other**
44. **employees) consistent with the changes made in**
45. **the *UAW-Staff Council Agreement*.**

Article 12

Duties of the International Executive Board

1. **Section 1.** The International Executive Board
2. shall execute the instructions of the International
3. Convention and shall be the highest authority of
4. the International Union between Conventions, sub-
5. ject to the provisions of this Constitution, and shall
6. have the power to authorize strikes, issue charters,
7. and punish all subordinate bodies for violation of
8. this Constitution.

9. **Section 2.** In case of disputes or conditions
10. within a subordinate body that might threaten its
11. existence, the International Executive Board by
12. majority vote, may reorganize the subordinate body
13. by ordering a special election to be held within
14. thirty (30) days after the members in good stand-
15. ing are notified by mail. Under no circumstances
16. shall more than one (1) such special election be
17. held within a year's period in any one (1) subordi-
18. nate body. Under this provision, the elected offic-
19. ers of the subordinate body shall continue to hold
20. office until the election and may run for re-elec-
21. tion. The International Executive Board may have
22. two (2) representatives to work with the elected
23. Local Union Election Committee. The procedures
24. of this Section shall be equally applicable to units
25. of Amalgamated Local Unions.

26. **Section 3.** Where necessary to:

27. (a) prevent or correct corruption or financial
28. malpractice;

29. (b) assure the performance of collective bargain-

30. ing agreements or other duties as a bargaining
31. representative;
32. (c) restore democratic procedures within any
33. charters subordinate body; or,
34. (d) otherwise assure carrying out the legitimate
35. objectives of this International Union by such
36. subordinate body,

37. the International Executive Board by a two-thirds
38. (2/3) vote of the entire Executive Board may, after
39. a hearing, reorganize or disband the chartered sub-
40. ordinate body, revoke the charter, suspend any of-
41. ficer or officers from office and/or take over su-
42. pervision of the chartered subordinate body until
43. its affairs have been properly adjusted. In such
44. event, the Board shall designate one of its mem-
45. bers as administrator who shall have full authority

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1. over and supervision of all functions of the Local
2. Union and may suspend any or all officers and of-
3. ficials of the Local Union and take over their func-
4. tions either as directed by the Board or in her/his
5. own discretion where s/he believes it necessary to
6. accomplish the purposes of the administratorship.
7. The Administrator may utilize such staff assistants
8. as s/he deems advisable to assist in supervising the
9. affairs of the Local Union.

10. In any case of suspension of officers, an elec-
11. tion of new officers shall take place within sixty
12. (60) days from date of order whereupon the subor-
13. dinate body shall be returned its autonomy under
14. this Constitution; unless circumstances which ne-
15. cessitate an extension of time, in which event the
16. Executive Board during said administratorship may
17. specifically extend this total of no more
18. than one hundred twenty (120) additional days. The
19. conduct of all elections during an administratorship
20. shall be the responsibility of the administrator.

21. In any case of suspension of officers, an elec-
22. tion of new officers shall take place within sixty
23. The procedures of this Section shall be equally
24. applicable to units of Amalgamated Local Unions
25. insofar as appropriate.

26. **Section 4.** In case of vacancy, the Board shall
27. cause such vacancy to be filled until the next Con-
28. vention, in accordance with Article 10.

29. **Section 5.** It shall repeal any bylaws of any sub-
30. ordinate body which do not conform to this Con-
31. stitution.

32. **Section 6.** It shall review and decide, between
33. Conventions, all questions involving interpretation
34. of this Constitution when any member or subordi-
35. nate body wishes to appeal, or the Board on its
36. own initiative wishes to consider the decision on
37. any such question made (pursuant to Article 13,
38. Section 8) by the International President.

39. **Section 8.** It shall transmit a report of the ac-
40. tivities of the International Union and a summary
41. and explanation of the actions of the International
42. Executive Board relating to International finances
43. to each Local Union of this International Union.

44. **Section 9.** If any elective officer is found guilty
45. and removed from office through trial procedure,

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1. the vacancy shall be filled in accordance with this
2. Constitution.

3. **Section 10.** Upon written request of three (3)
4. members of the International Executive Board, the
5. International Secretary-Treasurer, within forty-
6. eight (48) hours of receipt of such a request shall
7. poll the International Executive Board on the ques-

8. tion of a Special Board Meeting. Upon a majority
9. vote for such a meeting, the President shall con-
10. vene the Board within five (5) days. In case the
11. International President fails to convene the Board
12. within the time allotted, the International Secre-
13. tary-Treasurer or a Board Member previously des-
14. igned by the Board shall convene the Board.

15. **Section 11.** Two-thirds (2/3) of the number of
16. members comprising the International Executive
17. Board present in person shall constitute a quorum
18. of the International Executive Board. Notwith-
19. standing the foregoing, when the International
20. President calls a special meeting of the Interna-
21. tional Executive Board because s/he believes ac-
22. tion under Sections 2 and 3 of this Article, or Sec-
23. tions 9 and 10 of Article 36, to be essential with
24. regard to a specific dispute in any area with the
25. objective of protecting the interests of a subordi-
26. nate body, or any part of the membership thereof,
27. and less than the regular quorum answers such call,
28. those members answering the call may act within
29. the limited area described above provided they
30. constitute a special quorum. Such special quorum
31. shall in any event consist of not less than eight (8)
32. members of said International Executive Board,
33. present in person, which must include at least two
34. (2) International Officers and at least four (4) Board
35. Members. Any such Special Board meeting oper-
36. ating on the basis of such a special quorum shall
37. be empowered to conduct any hearing and by a
38. seventy-five percent (75%) vote of its members,
39. take any action, make any decision, or impose any
40. penalty concerning said specific dispute which the
41. full International Executive Board could take pur-
42. suant to any of the above noted applicable provi-
43. sions of this Constitution which shall be binding
44. until the last day of the next succeeding regular
45. meeting of the International Executive Board. All
46. proceedings of such Special Board Meeting shall
47. be reported to the next regular meeting of the In-
48. ternational Executive Board, and any member or

49. subordinate body feeling aggrieved by any such

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1. action, decision or penalty of such Special Board
2. Meeting may file a protest with the International
3. Executive Board and shall have the right to be heard
4. in person by such International Executive Board
5. upon request. Whether or not any protest is taken,
6. the International Executive Board shall review the
7. action, decision or penalty taken or imposed by
8. the Special Board Meeting and shall, if satisfied as
9. to its propriety, affirm such action, decision or pen-
10. alty. Any member or subordinate body feeling ag-
11. grieved by such decision of the full International
12. Executive Board shall have the normal right of
13. appeal therefrom pursuant to Article 33, Section
14. 3, even though the member or subordinate body
15. did not avail her/himself to the right hereinabove
16. to file a protest from the action, decision, or pen-
17. alty of the Special Board Meeting to the full Inter-
18. national Executive Board.

19. **Section 12.** Only a majority of the International
20. Executive Board can adjourn a Board Meeting.

21. **Section 13.** The International Executive Board
22. shall set up such departments as provided for in
23. this Constitution. It may, if voyed by a two-thirds
24. (2/3) vote, create additional departments for pro-
25. moting the business of this International Union or
26. the welfare of its membership. It may hire profes-
27. sional specialists not member of the International
28. Union for such departments if they are not avail-
29. able within the membership.

30. **Section 14.** If and when a strike has been ap-
31. proved by the International Executive Board, it
32. shall be the duty of the International Executive
33. Board to render all financial assistance to the mem-
34. bers on strike consistent with the resources and
35. responsibilities of the International Union.

36. **Section 15.** Financial Officers (including Presi-
37. dents) of the Local Unions of this International
38. Union shall be bonded by such methods and agen-
39. cies and in such amounts as the International Ex-
40. ecutive Board may determine, but in no case shall
41. the bond be for less than the amount required by
42. law.

43. **Section 16.** The International Executive Board
44. shall have power to adjust disputes between em-
45. ployers and employees and to make contracts with
46. employers in accordance with this Constitution. In
47. addition, the International Executive Board shall
48. have power to adjust jurisdictional disputes be-
49. tween Local Unions.

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1. **Section 17.** Where the International Executive
2. Board has established a satisfactory administrative
3. arm for the handling of members' appeals relating
4. to the processing of collective bargaining griev-
5. ances, a decision by such administrative arm may
6. be appealed to the International Executive Board
7. by the procedures set forth in Article 33, Section
8. 3

9. **Section 18.** The International Executive Board
10. may rescind, reverse or repeal and action of any of
11. the International Officers or Representatives.

12. **Section 19.** Verbatim minutes shall be taken at
13. all meetings of the International Executive Board
14. (except when the Board, by a seven-eighths (7/8)
15. vote of those present, decides that the best inter-
16. ests of the Union would be served by an informal
17. discussion of the membership of the Board in ses-
18. sion as a committee of the whole, in which event
19. the Board shall confine itself to discussion but shall
20. take no formal action, and no minutes shall be
21. taken). Such minutes shall be transcribed immedi-

22. ately and copies thereof shall be distributed to all
23. elected officers of the International Union as soon
24. as completed. Such copies shall be made available
25. to any interested member in good standing for in-
26. spection at the offices of the International Secre-
27. tary-Treasurer and of each International Executive
28. Board Member. In addition, the secretary-Trea-
29. surer shall prepare a summary of official Interna-
30. tional Exective Board action after each Interna-
31. tional Executive Board meeting, which shall be
32. sent to each Local Union.

33. **Section 20.** The International Executive Board
34. shall create and operate a political Action Com-
35. mittee to be known as UAW Voluntary Commu-
36. nity Action Program Committee (UAW V-CAP).
37. This committee shall be authorized to make policy
38. decisions concerning expenditures and contribu-
39. tions involving federal electons and to make ex-
40. penditures and contributions from a fund estab-
41. lished by voluntary contributions from a fund estab-
42. lished by voluntary contributions from UAW mem-
43. bers, their families and friends. Once each year a
44. summary report of income and disbursements in
45. federal elections by category shall be made.

Article 13

DUTIES OF INTERNATIONAL OFFICERS

International President

1. **Section 1.** The International President shall pre-
2. side at all sessions of the International Convention
3. and all sessions of the International Executive
4. Board. The International President shall perform
5. such other duties as are necessary to protect and
6. advance the interests of the International Union,
7. and shall report her/his activities to all Local
8. Unions and the general membership through the
9. official publication. The International President
10. shall report her/his activities to the quarterly meet-
11. ing of the International Executive Board for ap-
12. proval or rejection and to the International Con-
13. vention.

14. **Section 2.** Between sessions of the International
15. Executive Board, the International President shall
16. execute the instructions of the International Ex-
17. ecutive Board and have full authority to direct the
18. working of this organization within the provisions
19. of this Constitution and shall report her/his acts to
20. the regular quarterly meeting of the International
21. Executive Board.

22. **Section 3.** As set forth in this Constitution or
23. voted by the International Executive Board, the
24. International President shall assign any elected
25. officer to represent or direct the workings of this
26. International Union.

27. **Section 4.** The International President shall
28. have power to withdraw and field assignment made
29. to any elected officer when s/he becomes convinced
30. that the officer has been derelict in her/his duty to
31. been guilty of a dishonest act. Such withdrawal of
32. assignment shall not act to suspend the vote or pay
33. of such officer, which power lies only in the
34. International Executive Board as provided in this
35. Constitution. Any officer whose assignment is
36. withdrawn may follow the procedure outlined in
37. Article 12, Section 10, to convene the International
38. Executive Board. If the International Executive
39. Board reaffirms the original assignment, then the
40. President shall not again suspend this assignment.

41. **Section 5.** The International President shall
42. appoint such Representatives as s/he may deem
43. necessary from time to time such appointments to
44. be pending the approval of the International Ex-

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1. ecutive Board. The International President may
2. remove from the payroll any Representative der-
3. elict in the performance of any duty, guilty of any
4. dishonest act, or to conserve the finances of this
5. International union, pending the approval of the
6. International Executive Board at its next session.

7. **Section 6.** After submitting recommendations
8. to the International Executive Board, the interna-
9. tional President shall hire such legal, technical or
10. professional help as is necessary to efficiently op-
11. eratesuch departments of this International Union,
12. except in the department of the International Sec-
13. retary-Treasurer.

14. **Section 7.** The International President shall fill
15. by appointment all vacancies occurring in the In-
16. ternational Office Staff, except in the department
17. of the International Secretary-Treasurer as other-
18. wise provided for in this Constitution.

19. Section 8. The International President shall
20. decide disputes or questions in controversy, includ-
21. ing all questions involving interpretation of this
22. Constitution, except such cases as follow the pro-
23. cedure and conditions as outlined in this Constitu-
24. tion; all her/his decisions being subject to appeal,
25. first to the International Executive Board and then
26. to the Convention. Notice in writing of appeal of
27. any decision of the International President must
28. be filed with the International Secretary-Treasurer
29. and the International President within thirty (3)
30. days from date of decision.

31. **Section 9.** International President shall have
32. authority to call special meetings of Councils or
33. Local Unions whenever/he deems such meetings
34. necessary to protect the interests of its member-
35. ship, after proper notification or consultation with
36. officers of subordinate bodies involved. The Inter-
37. national President shall have the authority to del-
38. egate such duties to any International Officer or
39. Representative s/he may name, provided such del-
40. egation of authority is written, signed by the Inter-
41. national President and bears the seal of the Inter-
42. national Union.

43. **Section 10.** The International President shall
44. convene regular and special sessions of the Inter-
45. national Executive Board whenever necessary.

46. **Section 11.** The International President shall be
47. empowered to grant Local Unions or units dispen-
48. sations relating to initiation fees, per capita tax and/

or Strike Insurance Fund dues, to the International

1. Union with the approval of the International Ex-
2. ecutive Board, when in the International Presidents
3. judgement such dispensations will add to the

4. growth of or conserve the interests of this Interna-
5. tional Union.

6. **Section 12.** The International President shall
7. devote all her/his time to the affairs of this Inter-
8. national Union, executing the instructions of the
9. International Executive Board and exercising gen-
10. eral supervision over all departments of this Inter-
11. national Union.

12. **Section 13.** During the International President's
13. term of office s/he shall establish her/his residence
14. in the metropolitan area of the city where the head-
15. quarters of this International Union is established.

International Secretary-Treasurer

16. **Section 14.** The International Secretary-Trea-
17. surer shall attend all sessions of the International
18. Convention and of the International Executive
19. Board. The International Secretary-Treasurer shall
20. cause to be recorded the proceedings of the Inter-
21. national Convention and meetings of the Interna-
22. tional Executive Board. The International Secre-
23. tary-Treasurer shall have charge of and preserve
24. all books, documents and effects of the Interna-
25. tional Office, except such records as properly be-
26. long to the Office of International President.

27. The International Secretary-Treasurer shall issue
28. receipts for monies paid to the International Union,
29. pay all bills and current expenses, unless otherwise
30. ordered by the International Executive Board. All
31. expenditures shall be paid by checks countersigned
32. by the International President when the latter is
33. satisfied of their correctness. The International
34. Secretary-Treasurer shall keep copies of all impor-
35. tant correspondence sent out and received by her/
36. his office. S/he shall submit expenses of each of-
37. ficer and employee, together with a detailed state-
38. ment of receipts and disbursements of all money
39. belonging to the International Union, to the Inter-

40. national Executive Board and the International
41. Trustees.

42. **Section 15.** The International Secretary-Trea-
43. surer shall be the custodian of the funds of this
44. International Union. S/he shall deposit sufficient
45. funds of the International Union in some respon-
46. sible bank or banks to meet current obligations of

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1. the International union and shall invest the remain-
2. der of the funds under procedures and standards
3. determined from time to time by resolution of the
4. International Executive Board.

5. **Section 16.** The seal of the International union
6. shall bear the following words: "international
7. Union, United Automobile, Aerospace and Agri-
8. cultural Implement Workers of America (UAW)."
9. The seal of this International Union shall bear the
10. design representing the Automobile, Aerospace and
11. Agricultural Implement divisions of this Interna-
12. tional Union. The International Executive Board
13. shall be authorized to adopt a seal appropriate with
14. the above provisions. The seal of the International
15. Union shall be held by the International Secretary-
16. Treasurer in trust for the use of the membership in
17. their organization affairs; and s/he shall prosecute
18. any and all proceedings proper to prevent the
19. wrongful use of or imitation of the seal or of the
20. name "International Union, United Automobile,
21. Aerospace and Agricultural Implement Workers
22. of America (UAW)." The International Secretary-
23. Treasurer shall also atke such measures as may be
24. necessary to register or copyright the seal, and the
25. International name, the label, insignia and any other
26. property of the International Union that s/he may
27. consider necessary to copyright or register.

28. **Section 17.** The International Secretary-Trea-
29. surer shall give a boan, amount of which shall be

30. determined by the International Executive Board
31. and paid for by the International Union to insure
32. faithful discharge of her/his duties.

33. **Section 18.** The International Secretary-Trea-
34. surer shall perform such other duties as are herein
35. provided for in this Constitution or may be assigned
36. to the International secretary-Treasurer by the In-
37. ternational Executive Board.

38. **Section 19.** When a Local Union has failed to
39. report and pay the per capita tax as provided for
40. herein, the International Secretary-Treasurer shall
41. notify the Local Union President and Board of
42. Trustees of that fact.

43. **Section 20.** The International secretary-Trea-
44. surer shall keep a complete record of the member-
45. ship of the International Union.

46. **section 21.** The International Secretary-Trea-
47. surer shall, with the consent of the International
48. Executive Board, employ such assistants as may

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1. be necessary to conduct the affairs of her/his of-
2. fice.

3. **Section 22.** The International Secretary-Trea-
4. surer shall issue a standard "Work Permit" card
5. which shall be furnished to Local Unions at cost.
6. Such work permit shall be cancelled or renewed
7. thirty (30) days following the date contained
8. thereon. The charge for each work permit or re-
9. newal by the Local Union shall be not less than
10. the amount of the monthly dues set by the Local
11. Union, one-half (1/2) of which shall be paid to the
12. International Union. It shall be left to the discre-
13. tion of the Local Union to determine the duration
14. of the period for which work permits are issued. In
15. no case, however, shall work permits be issued to

16. any worker for a period of more than three (3) con-
17. secutive months.

International Executive Board Members

18. **Section 23.** An International Executive Board
19. Member shall have direct supervision over all or-
20. ganizational activities within the region from which
21. s/he is elected. In case a geographical district has
22. more than one Regional Board Member, the Board
23. Member's activity shall be confined within a defi-
24. nite area within her/his region, which area shall be
25. clearly defined by the International Executive
26. Board.

27. **Section 24.** The International Executive Board
28. member's field of activity shall be limited to work-
29. places within her/his region unless directed to other
30. activities at the direction of the International Ex-
31. ecutive Board or the International President.

32. **Section 25.** The International Executive Board
33. Member shall examine all contracts negotiated
34. within her/his region before they are signed and
35. submit them to the International Executive Board
36. with her/his recommendation, negotiate disputes
37. with the bargaining committees whenever possible,
38. act to obtain favorable legislation for labor and
39. work for the general welfare of the membership.

40. **Section 26.** Where district councils are estab-
41. lished within her/his region, the International Ex-
42. ecutive Board Member shall attend their meetings
43. when possible and work in cooperation with such
44. councils. The International Executive Board Mem-
45. ber shall submit quarterly reports of organizational
46. activity within her/his region to the International
47. President and also to the International Executive

1. Board fifteen (15) days prior to the convening of
2. the quarterly meeting of the International Execu-
3. tive Board for its approval.



Article 14

International Representatives

4. **Section 1.** International Representatives' or
5. temporary organizers' commissions must be ap-
6. proved and signed by the International President
7. and shall be countersigned by the International
8. Secretary-Treasurer and be subject to the approval
9. of the International Executive Board.

10. **Section 2.** International Representatives or
11. temporary organizers shall work under the juris-
12. diction on the International President subject to the
13. approval of the International Executive Board and
14. under the direct supervision of the International
15. Executive Board Member of the region to which
16. s/he is assigned, unless otherwise commissioned.

17. **Section 3.** No person can be appointed an In-
18. ternational Representative unless s/he is a mem-
19. ber in continuous good standing of the International
20. Union for a period of one (1) year. Temporary or
21. part-time organizers must be UAW members but
22. need not necessarily have been in continuous good
23. standing for one (1) year.

24. **Section 4.** Appointed International Represen-
25. tatives or temporary organizers may be removed
26. by the International President subject to the ap-
27. proval of the International Executive Board.

28. **Section 5.** An International Representative or
29. temporary organizer shall not, while holding such
30. position, be eligible as a candidate for, or hold any
31. elective office or position in a Local Union, but an
32. elected official may be appointed to act as an In-

33. International Representative or temporary organizer
34. on a part-time basis for parts of the day, or for full
35. days not to exceed one hundred and eighty (180)
36. in any calendar year. An International Represen-
37. tative or temporary organizer shall be eligible as a
38. candidate for an elective office in the International
39. Union.

Article 15

Fiscal Year

1. The Fiscal Year of the International Union shall
2. begin the first day of January of each year and end
3. on the 31st day of December of the same year.

Article 16

Initiation Fees and Dues

4. **Section 1.** (a) The initiation fee, no part of
5. which shall be considered as a Local Union fine,
6. shall not be less than ten dollars (\$10.00) nor more
7. than fifty dollars (\$50.00) for membership in a
8. Local Union of the Internatioanl Union. Five dol-
9. lars (\$5.00) of such an initiation fee shall be set
10. aside in a new member orientation fund, to be ex-
11. pended with the approval of the Regional Direc-
12. tor.

13. (b) A Local Union may increase its initiation
14. fee, within limitations set forth in paragraph
15. (a) of this Section, in accordance with the proce-
16. dures of Article 47, Section 1.

17. (c) Men and women returning from service in
18. the Armed Forces of the United States shall be ex-
19. empt from payment of an initiation fee upon pre-
20. sentation of military discharge papers to the Local
21. Union Financial Secretary within one (1) year of
22. the date of their discharge.

23. (d) One Dollar (\$1.00) of each initiation fee be
24. forwarded to the International Secretary-Treasurer.

25. **Section 2.** All dues are payable during the cur-
26. rent month to the Financial Secretary of the Local
27. Union. Minimum Union dues shall be a sum
28. equivalent to two (2) hours straight time pay per
29. month. For those members paid by the hour, day,
30. week or month, the dues shall be based on the
31. amount earned per straight time hour in the last
32. payroll period worked before the dues are payable,

33. including cost-of-living allowance and any other
34. amounts normally considered as part of regular pay,
35. but excluding shift premium. For those whose earn-
36. ings vary, straight time earnings for the purpose of
37. dues computation shall be based on the average
38. earned per hour in the last month the member
39. worked, including incentive earnings, cost-of-liv-
40. ing allowance, clock hour add-ons and any other
41. amounts normally considered as part of the regu-
42. lar pay, but excluding shift premium, overtime pre-

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1. mium, Saturday, Sunday and holiday premiums.

2. Dues income shall be distributed so that the
3. Local Union shall receive thirty-eight (38) percent,
4. the International Strike Insurance Fund shall
5. receive thirty (30) percent, the General Adminis-
6. trative Fund of the International Union shall re-
7. ceive thirty-two (32) percent.

8. Nothing in this Article shall prevent any Local
9. Union or unit of an Amalgamated Local Union
10. from establishing, in accordance with the provi-
11. sions of Article 47, dues in a greater amount than
12. provided for in this Article; and any Local Union
13. or unit, which at the time when minimum monthly
14. membership dues are increased pursuant to the pro-
15. visions of this Article, has dues in a greater amount
16. than the minimum monthly membership dues pre-
17. existing, the change shall automatically increase
18. its dues by the amount of the change without the
19. necessity of any additional Local Union or unit
20. membership action and such Local Union dues
21. shall continue until the Local Union's or unit's
22. membership, pursuant to the provisions of Article
23. 47, changes the Local union's or unit's dues struc-
24. ture.

25. All dues established by this Article shall be
26. uniformly required of all its members by each Lo-

27. cal Union or unit of an Amalgamated Local Union
28. except as specific exoneration or special arrange-
29. ment, may be granted pursuant to Section 11 of
30. Article 13, or Section 28 of this Article.

31. **Section 3.** (a) Where required by the necessi-
32. ties of collective bargaining, a Local Union, or an
33. Intra-Corporation Council and its affiliates, may,
34. with International Executive Board authorization,
35. double their Monthly dues in each of not more than
36. four (4) months preceding the terminal date of the
37. old contract, or following the ratification of a new
38. agreement.

39. (b) Each Local Union which is authorized to
40. double its monthly dues shall be required to place
41. half of such dues in trust for each month collected,
42. until it has been determined by the International
43. Executive Board whether such additional dues shall
44. be applied to future dues, or refunded to each mem-
45. ber.

46. **Section 4.** The International Union shall pro-
47. vide uniform monthly dues buttons, at not more
48. than cost, of a different color for each month. It

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1. shall be mandatory for Local Unions using dues
2. buttons to use only those buttons provided by the
3. International Union, which shall be supplied by the
4. International Secretary-Treasurer to the Financial
5. Secretaries of the Local Unions upon request. Lo-
6. cal Unions covered by Union Shops or check-off
7. agreements may, upon approval of the International
8. Executive Board, use an annula membership but-
9. ton, membership card or other suitable identifica-
10. tion of membership in lieu of monthly dues but-
11. tons.

12. **Section 5.** Upon acceptance of the application,
13. membership shall date from the first day of the

14. month for which dues are paid or dues check-off is

15. authorized.

16. **Section 6.** The Local Union shall set aside five
17. cents (.05) of each month's dues payment as a Citi-
18. zenship and Legislative Fund to be used for the
19. purpose of strengthening democracy by encourag-
20. ing members, and citizens generally, to register and
21. vote in community, state, and national elections and
22. to carry on organizational and educational pro-
23. grams directed toward the achievement of an even
24. higher understanding of citizenship responsibility
25. and the need for active participation in the affairs
26. of a free and democratic society. Local Unions are
27. obligated to carry out such programs in conjunc-
28. tion with city, county and state (CAP) councils.
29. Three cents (.03) of each month's dues payment
30. must be laid aside by the Local Union as a special
31. fund to be used for educational or recreation-
32. leisure time activities as outlined in Article 27 of
33. this Constitution, provided that two cents (.02) shall
34. be apportioned to education and one cent (.01) ap-
35. portioned to recreation-leisure time activities. One
36. cent (.01) of each month's dues payment must be
37. set aside by the Local Union as a Retired Mem-
38. bers Fund to be used only to promote and support
39. programs benefiting retired members. Local
40. Unions are obligated to carry out this policy in con-
41. junction with community groups, where commu-
42. nity groups exist, for the purpose of promoting and
43. supporting programs benefiting retired members
44. and other retired workers.

45. **Section 7.** (a) Any member shall have the right
46. to object to the expenditure of a portion of her/his
47. dues money for activities or causes primarily po-
48. litical in nature. The approximate proportion of
49. dues spent for such political purposes shall be de-

1. terminated by a committee of the International Ex-

2. Executive Board, which shall be appointed by the
3. President, subject to the approval of said Board.
4. The member may perfect her/his objection by in-
5. dividually notifying the International Secretary-
6. Treasurer of the objection by registered or certi-
7. fied mail; provided, however, that such objection
8. shall be timely only during the first fourteen (14)
9. days of Union membership and during the four-
10. teen (14) days following each anniversary of Union
11. membership. An objection may be continued from
12. year-to-year by individual notifications given dur-
13. ing each annual fourteen (14) day period.

14. (b) If an objecting member is dissatisfied with
15. the approximate proportional allocation made by
16. the committee of the International Executive Board
17. or the disposition of her/his objection by the Inter-
18. national Secretary-Treasurer, s/he may appeal di-
19. rectly to the full International Executive Board and
20. the decision of the International Executive Board
21. shall be appealable to the Public Review Board or
22. the Convention Appeals Committee at the option
23. of said member.

24. **Section 8.** Any member who has not paid her/
25. his dues during the calendar month in which they
26. are due shall automatically become delinquent ex-
27. cept as otherwise provided in this Article. In order
28. to regain good standing membership, s/he must
29. fully reinstate her/himself in Accordance with Sec-
30. tion 9 of this Article.

31. **Section 9.** The reinstatement fee established by
32. a Local Union shall not be less than the regular
33. initiation fee charged by the Local Union, plus the
34. dues for each month of delinquency in dues up to
35. either the date of automatic suspension or the date
36. of reinstatement, as the Local Union in its discre-
37. tion may determine, plus the current month's dues.
38. Such reinstatement fee shall be uniformly applied
39. to all delinquent members of the Local Union. In-
40. dividually suspended as a result of their failure to

41. pay dues while employed in a workplace under the
42. jurisdiction of another Local Union shall be dealt
43. with in conformity with Article 17, Section 3.

44. **Section 10.** Local Unions may notify members
45. of their delinquency. However, failure of the Lo-
46. cal Union to notify the member of delinquency shall
47. not exonerate such a member from automatic sus-
48. pension except as provided in section 26 of this
49. Article.

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1. **Section 11.** (a) Each Local Union from each
2. member's dues must remit to the International Sec-
3. retary-Treasurer a monthly per-capita tax of thirty-
4. two percent (32%) plus thirty percent (30%) to
5. the International Union Strike Insurance Fund.
6. Each Local Union shall retain thirty-eight percent
7. (38%) from each member's dues. One dollar
8. (\$1.00) of each reinstatement fee shall be forwarded
9. to the International Secretary-Treasurer.

10. (b) The International Union will, on a monthly
11. basis, rebate to each Local Union ten percent (10%)
12. of each member's dues from the International
13. Strike Insurance Fund. The International Union
14. Operating Fund will receive an additional five per-
15. cent (5%) of each member's dues from the Inter-
16. national Strike Fund for the same pe-
17. riod.

18. (c) The rebate in Subsection (b) above will re-
19. main in effect, providing the International Strike
20. Insurance Fund net worth is in excess of \$550 mil-
21. lion.

22. (d) Any time the International Strike Insurance
23. Fund's net worth falls below \$500 million, the re-
24. bate in Subsection (b) will stop until the Interna-
25. tional Strike Insurance Fund net worth reaches
26. \$550 million. Once the International Strike Insur-

27. ance Fund is in excess of \$550 million, the rebate
28. in Subsection (b) will again resume.

29. (e) Local Unions must be in compliance with
30. Article 16, Sections 16 and 24 of the International
31. Constitution to receive rebates.

32. **Section 12.** When a member has been sus-
33. pended for non-payment of dues and the Financial
34. Secretary or other officers of the Local Union ac-
35. cept such payment thereafter, acceptance of her/
36. his dues shall not operate to exonerate or reinstate
37. the member or to waive the provisions of the Con-
38. stitution relative to forfeiture and reinstatement of
39. members.

40. **Section 13.** The provisions of Section 8 of this
41. Article shall not apply to a member who has en-
42. tered the military service of the United Nations who
43. shall be entitled to an honorable military service
44. membership and whose membership in continu-
45. ous good standing in the Local Union shall not be
46. broken by such service, provided s/he reports to
47. the Local Union at the time of entering such ser-
48. vice or thereafter furnishes the necessary proof of

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1. military service. S/He shall become subject to the
2. provisions of this Section at the end of such mili-
3. tary service.

4. **Section 14.** The International Union shall set
5. aside all sums remitted by Local Unions as Union
6. Strike Insurance Fund dues and the funds result-
7. ing shall be a special fund to be known as the In-
8. ternational Strike Insurance Fund, to be drawn upon
9. exclusively for the purposes of (1) aiding Local
10. Unions engaged in authorized strikes and in cases
11. of lock-outs, and (2) assisting by donations or loans
12. other International Unions and non-affiliated Lo-
13. cal Unions similarly engaged, and (3) meeting fi-

14. nancial obligations or expenditures which this In-
15. ternational Union or its affiliated Local Unions
16. incur as a result of authorized strikes or in cases of
17. lockouts, and then only by two-thirds (2/3) vote of
18. the International Executive Board. An amount, not
19. in excess of seventy-five percent (75%) of the in-
20. terest and dividends received by the International
21. Strike Insurance Fund, may be set aside as the Or-
22. ganizational, Education and Communication Fund
23. to be expended as authorized by the International
24. Executive Board for such purposes. On June 15,
25. 1995, the International Executive Board shall make
26. a one-time transfer of fifty million dollars (\$50
27. million) from the International Strike Insurance
28. Fund to the General Fund of the International
29. Union.

30. From the remainder of each member's monthly
31. per capita tax, the International Union shall set
32. aside:

33. 1. Five cents (.05) which shall be expended
34. only for publication of "Solidarity," the
35. official publication of the International
36. Union or of any successor official publi-
37. cation
38. 2. One cent (.01) to the Civil rights Fund to
39. be expended only for the support and pro-
40. motion of the programs and activities of
41. the International Union in support of fair
42. employment practices and in opposition
43. to all discriminatory practices in employ-
44. ment.
45. 3. Three cents (.03) as the International
46. Union Education Fund to be expended
47. only for the programs and activities of the
48. International Union Education Depart-
49. ment.

1. 4. One cent (.01) as the International Union

2. Recreation Fund which fund shall be ap-
3. portioned to each region on a per capita
4. basis.
5. 5. Five cents (.05) as the Special Citizen-
6. ship Fund to be used for the purpose of
7. strengthening democracy by encourag-
8. ing members and citizens generally to
9. register and vote in community, state and
10. national elections and to carry on organi-
11. zational and educational programs di-
12. rected toward the achievement of an ever
13. higher understanding of citizenship re-
14. sponsibility and the need for active par-
15. ticipation in the affairs of a free and demo-
16. cratic society.
17. 6. One cent (.01) for the International Union
18. Retired Workers Fund, which one cent
19. (.01) shall be used only to promote and
20. support programs benefiting retired mem-
21. bers including such programs of the In-
22. ternational Union relating to retired mem-
23. bers as may be adopted from time to time,
24. and to finance the operation of the Inter-
25. national Retired Workers Depart-
26. ment.

27. **Section 15.** At least once each month the Inter-

28. national Secretary-Treasurer shall advise all Local

29. Unions of the exact Strike Fund balance.

30. **Section 16.** All per capita taxes and all other

31. monies collected for the International Union shall

32. be transmitted to the International Secretary-Trea-

33. surer by the twentieth of each month following

34. collection. All such par capita taxes and other mon-

35. ies are strictly the property of the International

36. Union and in no case shall any part thereof be used

37. by Local Unions, except upon permission of the

38. International Executive Board.

39. **Section 17.** The International Secretary-Trea-

40. surer will issue the official receipt of the Office of

41. Secretary-Treasurer for all monies collected.
42. **Section 18.** Any member who has not worked
43. forty (40) hours by reason of not having been
44. scheduled to work forty (40) hours, or received
45. benefits in lieu of work equivalent to forty (40)
46. hours' pay within any calendar month, shall be
47. entitled to exemption of payment of regular
48. monthly dues.

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1. Benefits in lieu of work shall include the fol-
2. lowing: Supplemental Unemployment Benefits (or
3. any equivalent type of layoff benefit), vacation pay,
4. holiday pay, jury duty pay, bereavement pay, and
5. paid absence allowance, but shall not include the
6. following: pension benefits, sick and accident ben-
7. efits, and Workers' Compensation. Effective Janu-
8. ary 1, 1982, if a member receives Supplemental
9. Unemployment Benefits (or any equivalent type
10. layoff benefit) equal to or greater than fifty per-
11. cent (50%) of her/his gross pay for a forty (40)
12. hour week, less statutory deductions, within any
13. calendar month, then the member's dues shall be
14. one (1) hour straight time pay per month.

15. A member who has been laid off, is on leave of
16. absence, or is discharged from regular employment
17. who is covered by check-off provisions under
18. which management notifies the Local Union of
19. members who are on leave of absence, laid off,
20. rehired, or discharged, shall automatically be con-
21. sidered as antitled to "out-of-work" credits, unless
22. s/he has recieved benefits in lieu of work, equiva-
23. lent to forty (40) hours' pay as provided in the sec-
24. ond paragraph of this Section. Any member in or-
25. der to be entitled to "out-of-work" credits shall
26. report her/his layoff, leave of absence, or discharge,
27. in person or otherwise, to the Financial Secretary
28. of her/his Local Union within one month of the
29. date such action became effective. Any discharged

30. member or any member who is covered by check-
31. off as set forth above shall report immediately to
32. the Financial Secretary of her/his Local Union any
33. other employment s/he may obtain during the pe-
34. riod of the layoff, leave of absence, or discharge.
35. Any member not covered by the check-off shall re-
36. port to the Financial Secretary of her/his Local
37. Union the termination of the layoff, leave of ab-
38. sence, discharge, or any other employment s/he
39. may obtain during the period of the layoff, leave
40. of absence, or discharge.

41. Any member who is entitled to "out-of-work"
42. credits pursuant to this Section and Section 2 of
43. Article 17 shall be exempted from dues payment
44. for the period of her/his entitlement.

45. **Section 19.** Any member who is entitled to "out-
46. of-work" credits under Section 18 of this Article
47. and who does not secure an honorable withdrawal
48. transfer card, shall be presumed to continue to be
49. entitled to "out-of-work" credits and thus remains

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1. in continuous good standing without the necessity
2. of paying dues for the first six (6) months of such
3. layoff or leave unless the member has had employ-
4. ment during this period which would necessitate
5. her/his paying dues under the first paragraph of
6. Section 18 of this Article or taking an honorable
7. withdrawal transfer card under Article 17, Section
8. 2. Unless any such member shall, during the last
9. ten (10) days of such six (6) month period, certify
10. in writing to the Local Union Financial Secretary,
11. in person or by registered or certified letter, that
12. s/he continues to be eligible for good standing
13. membership without payment of dues pursuant to
14. Section 18 of this Article and Article 17, Section
15. 2, the member shall automatically be noted on the
16. Local Union's records as having been issued an
17. honorable withdrawal transfer card at the conclu-

18. sion of said six (6) month period. If a member does
19. certify as provided herein during the last ten (10)
20. days of the six (6) month period, s/he shall con-
21. tinue to be eligible for "out-of-work" credits for
22. each additional month if during the last ten (10)
23. days of such month s/he similarly certifies. Such a
24. member shall automatically be noted on the Local
25. Union's records as having been issued an honor-
26. able withdrawal transfer card on the first day of
27. such a month in which the member fails to certify
28. as provided herein.

29. **Section 20.** Any member becoming out of work
30. because of illness or injury shall be exempt from
31. the above section. Such member shall be auto-
32. matically exonerated from the payment of dues and
33. shall be issued "out-of-work" credits provided good
34. and sufficient proof is submitted to substantiate ill-
35. ness or injury. The above shall not apply to those
36. employees who recieve salaries equivalent to forty
37. (40) hours' pay within any calendar month.

38. **Section 21.** Any member who has paid dues by
39. check-off for any month for which the member is
40. exempted from payment of dues under Sections
41. 18, 19 or 20 of this Article shall be entitled to a
42. refund of such dues if s/he claims the same in per-
43. son or in writing from the Financial Secretary of
44. the Local Union within two (2) months following
45. the month for which the refund is due. Any mem-
46. ber who has paid dues in advance other than by
47. check-off for any month for which the member is
48. exempted from payment of dues under Sections
49. 18, 19 or 20 of this Article shall, when s/he returns

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1. to work, be given credit on future dues for any such
2. month.

3. **Section 22.** The Local Union shall use a re-
4. ceipt book or receipting register and form of offi-

5. cial receipt furnished by the International Union.
6. All receipts shall be made out in duplicate, the origi-
7. nal to be given to the member, the duplicate to be
8. retained by the Local Union and made available to
9. the International Union upon request. The Interna-
10. tional Secretary-Treasurer may order the destruc-
11. tion of duplicate receipts when they are no
12. longer necessary.

13. **Section 23.** Local Unions covered by check-
14. off agreements or having a check-off arrangement
15. will be exempt from the provisions of the preced-
16. ing Section, providing the company clearly shows
17. on the check stub or pay envelope of each Union
18. employee the amount of the deduction and the rea-
19. son therefor.

20. **Section 24.** A Local Union failing to pay full
21. per capita tax due the International Union within a
22. two (2) month period, shall stand automatically
23. suspended until the Local Union has been reinstated
24. through payment of deficiency incurred, unless
25. exonerated from payment of same as provided for
26. in this Constitution.

27. **Section 25.** A Local Union failing to pay all of
28. its financial obligations due the International Union shall
29. not be entitled to a voice or vote at the Inter-
30. national Convention.

31. **Section 26.** The failure of a company to check
32. off and pay to a Local Union the dues of a member
33. as required by a contract will not make the mem-
34. ber delinquent if the member has signed a Dues
35. Check-Off Authorization Card. Where a member
36. has signed a Dues Check-Off Authorization Card
37. authorizing the deduction of dues for a given
38. month, the member shall be considered as having
39. paid dues for that month even though the company
40. fails to deduct the same. Upon the failure of the
41. company to deduct dues, the Financial Secretary
42. of the Local Union must notify the member to pay

43. her/his dues. The member shall have thirty (30)
44. days in which to pay her/his dues after being noti-
45. fied. Failure of the part of the Financial Secretary
46. to so notify a member of her/his pending delin-
47. quency will not affect the member's standing and
48. s/he shall be considered in good standing in the
49. Local Union>

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1. **Section 27** The International Executive Board
2. shall be empowered, at its discretion, to arrange
3. loans from Local Unions and other sources to
4. supplement the Strike Fund where conditions dic-
5. tate and in this connection, may use any or all of
6. the International Union's real or personal property
7. to secure any such loan or loans. At least once each
8. month the International Secretary-Treasurer shall
9. advise all Local Unions of the exact Strike Fund
10. balance. The International Executive Board shall
11. establish a program for strike relief which shall pro-
12. vide aid and assistance to members actively par-
13. ticipating in an authorized strike or involved in a
14. lockout and, as between such members, shall pri-
15. marily base such aid and assistance upon the right
16. of each member to participate in accordance with
17. the member's family obligations.

18. **Section 28** The International Executive Board
19. on a request of a Local Union or unit of an Amal-
20. gamated Local Union, shall have the power to make
21. special arrangements with respect to the dues
22. schedules established in this Article, where unusual
23. circumstances justify such arrangement.

24. **Section 29.** Notwithstanding any other provi-
25. sion of this Constitution, the International Union
26. and each Local Union shall each hold title to its
27. respective share of the dues income and initiation
28. fees immediately upon receipt of those monies by
29. the Financial Secretary of the Local Union.

Article 17

Honorable Withdrawal Transfer Cards

30. **Section 1.** All honorable withdrawal transfer
31. cards shall be supplied by the International Secre-
32. tary-Treasurer; they shall be available to the Local
33. Unions in duplicate form in pads and shall be sold
34. at cost.

35. **Section 2.** Any member laid off from her/his
36. workplace but regularly employed on jobs outside
37. the jurisdiction of the International Union shall take
38. an honorable withdrawal transfer card, or in order
39. to maintain her/himself in good standing in her/
40. his Local Union, shall pay dues in accordance with
41. Article 16 and Article 47.

42. Any member who has voluntarily separated
43. from the jurisdiction of the UAW shall be issued a
44. withdrawal card immediately by her/his Local
45. Union. The above shall not apply to those mem-

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1. bers who are employed by or officially represent
2. the UAW.

3. **Section 3.** Any member in good standing at the
4. time of leaving the jurisdiction of her/his Local
5. Union shall establish her/his membership in an-
6. other UAW Local Union by either of the follow-
7. ing:

8. (a) By Obtaining an honorable withdrawal trans-
9. fer card and depositing same immediately in
10. such other UAW Local Union. Failure to de-

11. posit the honorable withdrawal transfer card
12. within one (1) calendar month and to pay dues
13. which have accrued since coming within the
14. jurisdiction of such other UAW Local Union
15. will result in termination of the honorable
16. withdrawal transfer card.

17. (b) By payment of an initiation fee and dues to
18. such other UAW Local Union, in which case
19. such member's good standing will start as of
20. the date of such payment.

21. This shall not apply to members holding a Lo-
22. cal Union constitutional office who involuntarily
23. left the jurisdiction of their Local Union. However,
24. while holding such office such member shall not
25. be eligible to hold any constitutional office, in or
26. be a delegate to the International Convention from
27. any Local Union other than one which s/he invol-
28. untarily left.

29. **Section 4.** When a member in good standing is
30. transferred to another workplace as the result of
31. transfer of operations or pursuant to a collective
32. bargaining agreement, which plant is under the
33. jurisdiction of another Local Union, her/his con-
34. tinuous good standing shall not be broken and shall
35. be considered continuous good standing in the new
36. Local Union.

37. **Section 5.** Any member who is laid off and sub-
38. sequently transfers to another UAW Local Union
39. and returns to her/his Local Union within
40. the period of one year from the date of such layoff,
41. shall be considered to have been in continuous good
42. standing for the purpose of meeting the good stand-
43. ing membership requirements of the International
44. Constitution or Local Union Bylaws as it relates
45. to election eligibility; provided, however, that such
46. member maintains her/his continuous good stand-
47. ing in accordance with the provisions of this Con-
48. stitution while holding membership in such UAW

1. Local Union.

2. **Section 6.** A member shall be entitled to an
3. honorable withdrawal transfer card provided s/he
4. shall have her/his dues paid up to and including
5. the current month, or out-of-work receipts, and
6. there are no charges or debts owed to the Local
7. Union.

8. **Section 7.** A member who is transferred to an
9. other Local Union and who has paid her/his cur-
10. rent dues or dues in advance shall not be required
11. to pay duplicate dues. The Local Union to which
12. the advance dues payments have been made shall
13. forward them to the Local Union to which the
14. member is transferred or refund them to the mem-
15. ber.

16. **Section 8.** When a holder of an honorable with-
17. drawal transfer card loses the same, s/he can only
18. receive a duplicate thereof by applying to the Lo-
19. cal Union Financial Secretary who issued same.
20. The Financial Secretary of the Local Union, after
21. sufficient time has elapsed for an investigation to
22. be made, will issue a duplicate honorable with-
23. drawal transfer card upon receipt of the payment
24. of one dollar (\$1.00) from the applicant.

25. **Section 9.** Honorable withdrawal transfer cards
26. may be terminated by the Local Union issuing them
27. or by International officers for good and sufficient
28. reasons.

29. **Section 10.** A person who has deposited her/
30. his honorable withdrawal transfer card and thus
31. resumed membership in the Union, shall thereupon
32. be subject to changes and trial for acts or conduct
33. detrimental to the interests of the Union or its mem-
34. bers committed while s/he was out of the Union

35. on honorable withdrawal transfer card. The provi-
36. sions of Article 31 shall be applicable in such cases.

37. **Section 11** Whenever the International Union
38. has a reciprocal arrangement with any other union
39. whereby each agrees to honor the other's trans-
40. fers, any member transferring from such other
41. union to the International Union upon showing
42. evidence of good standing membership in such
43. other union by depositing said evidence immedi-
44. ately upon coming within the jurisdiction of the
45. UAW Local Union, but in no case later than the
46. end of the first month in which forth(40) hours
47. are worked, shall be admitted into the International
48. Union without payment of an initiation fee or any

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1. other type of entry fee. Failure to deposit such evi-
2. dence within one (1) month and to pay dues which
3. have accrued since coming within the jurisdiction
4. of the International Union will result in the termi-
5. nation of transfer rights and the payment of an ini_
6. tiation fee.

7. **Section 12.** Any Local Union Officer, Bargain-
8. ing/Negotiations Committee member or Workplace
9. Steward offered a position with management shall
10. secure permission from her/his Local Union be-
11. fore accepting such position in order to be entitled
12. to an honorable withdrawal transfer card. Mem-
13. bers violating this Section shall be subject to ex-
14. pulsion from the Union.

15. **Section 13.** Any International Officer, Regional
16. Director, International Representative or any other
17. full-time employee of the International Union of-
18. fered a personnel or labor relations position with
19. management, shall secure permission from the In-
20. ternational Executive Board before accepting such
21. a position in order to be entitled to an honorable
22. withdrawal transfer card. Members violating this

23. Section shall be subject to expulsion from the

24. Union.



Article 18

Unemployment and Welfare

1. **Section 1.** The various regions where unem-
2. ployment is a major problem shall make provisions
3. for handling the welfare and unemployment griev-
4. ances of members laid off from the workplaces
5. either on a local, district or regional basis.

6. **Section 2.** The International Executive Board,
7. upon recommendation of the Regional Board
8. Member, may appropriate funds to assist Local
9. Unions or districts where their finances are insuf-
10. ficient to defray necessary expenses of Local
11. Unions or their district, provided the itemized ex-
12. penses involved shall be submitted to the Interna-
13. tional Executive Board.

Article 19

Contracts and Negotiations

38. **Section 1.** It shall be the established policy of
39. the International Union to recognize the spirit, the
40. intent and the terms of all contractual relations

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1. developed and existing between Local Unions and
2. employers, concluded out of conferences between
3. the Local Unions and the employers, as binding
4. upon them. Each Local Union shall be required to
5. carry out the provisions of its contracts. No officer,
6. member, representative or agent of the International
7. Union or of any Local Union or of any subordi-
8. nate body of the International Union shall have the
9. power or authority to counsel, cause, initiate, par-
10. ticipate in or ratify any action which constitutes a
11. breach of any contract entered into by a Local
12. Union or by the International Union or a subordi-
13. nate body thereof. Whenever a Local Union or a
14. unit of an Amalgamated Local Union becomes a
15. party to an agreement on wages, hours or working
16. conditions, it shall cause such agreement to be re-
17. duced to writing and properly signed by the autho-
18. rized representatives of all the parties to the agree-
19. ment.

20. **Section 2.** When a grievance exists between a
21. Local Union and management and negotiations are
22. in progress and an International Union Officer or
23. representative is participating by request of the
24. Local Union involved, a committee selected by the
25. Local Union shall participate in all conferences and
26. negotiations. Copies of all contracts shall be filed

27. with the International Secretary-Treasurer.

28. **Section 3.** No Local Union Officer, Interna-
29. tional Officer or International Representative shall
30. have the authority to negotiate the terms of a con-
31. tract or any supplemental thereof with any employer
32. without first obtaining the approval of the Local
33. Union. After negotiations have been concluded
34. with the employer, the proposed contract or supple-
35. ment shall be submitted to the vote of the Local
36. Union membership, or unit membership in the case
37. of an Amalgamated Local Union, at a meeting
38. called especially for such purpose, or through such
39. other procedure, approved by the Regional Direc-
40. tor, to encourage greater participation of members
41. in voting on the proposed contract or supplement.
42. Should the proposed contract or supplement be
43. approved by a majority vote of the Local Union or
44. unit members so participating, it shall be referred
45. to the Regional Director for her/his recommenda-
46. tion to the International Executive Board for its
47. approval or rejection. In case the Regional Board
48. Member recommends approval, the contract be-
49. comes operative until the final action is taken by
50. the International Executive Board.

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1. Upon application to and approval of the Inter-
2. national Executive Board, a ratification procedure
3. may be adopted wherein apprenticable skilled
4. trades and related worker, production workers, of-
5. fice workers, engineers, and technicians would vote
6. separately on contractual matters common to all
7. and, in the same vote on those matters which re-
8. late exclusively to their group.

9. Before contract or supplemental demands af-
10. fecting skilled workers are submitted to the em-
11. ployer, they shall be submitted to the Skilled Trades
12. Department in order to effectuate an industry-wide
13. standardization of agreements on wages, hours,

14. apprenticeship programs, journeyman standards
15. and working conditions.

16. **Section 4.** National agreements and supple-
17. ments thereof shall be ratified by the Local Unions
18. involved.

19. **Section 5.** The general meeting of the Local
20. Union members of an established under the ju-
21. risdiction of an Amalgamated Local Union shall
22. be the highest authority for handling problems
23. within the establishment, in conformity with the
24. bylaws of the Local Union and this International
25. Constitution.

26. **Section 6.** The International Executive Board
27. shall protect all Local Unions who have succeeded
28. in establishing higher wages and favorable condi-
29. tions and have superior agreements, so that no in-
30. fringement by Local Unions with inferior agree-
31. ments in workplaces doing similar work may be
32. committed against the Local Union with advanced
33. agreements.

34. **Section 7.** Each Local Union or unit of an
35. Amalgamated Local Union shall be required to
36. maintain a complete and up-to-date schedule of job
37. classifications and wage rates; a copy of which
38. must be attached to each contract submitted to the
39. International Union.

Article 20

National and Corporation Bargaining Councils

40. **Section 1.** In cases where there are a number
41. of Local Unions involved in negotiations and bar-
42. gaining with a major corporation or an association
43. of corporations, the International Executive Board

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1. shall set up an Intra-Corporation Council. Such an
2. Intra-Corporation Council shall be an administra-
3. tive arm of the International Union and not a sub-
4. ordinate body. Such Local Unions so involved shall
5. be members and shall participate through duly
6. elected delegates. When the large corporation or
7. national association has widely scattered branches,
8. the Intra-Corporation Council shall set up Sub-
9. Corporation Councils.

10. **Section 2.** The International Executive Board
11. shall determine the geographical districts or occu-
12. pational or other groupings in which Sub-Corpora-
13. tion Councils shall be established. The Intra-Cor-
14. poration Council shall be composed of delegates
15. from the Sub-Corporation Council.

16. **Section 3.** Directors to work with such Coun-
17. cils shall be appointed by the President subject to
18. the approval of the International Executive Board.

19. **Section 4.** Voting at National Intra-Corpora-
20. tion Council meetings shall be based on per capita tax
21. paid to the International Union by the various Lo-

22. cal Unions participating.

23. **Section 5.** The purpose of the Intra-Corpora-
24. tion Council shall be to coordinate the demands of
25. the separate members and to formulate policies in
26. dealing with their common employer. The Intra-
27. Corporation Council shall be convened not later
28. than thirty (30) days prior to the ipening of nego-
29. tiations for a new national corporation agreement
30. to formulate new contract demands. The Council
31. shall deal only with matters pertaining to problems
32. arising in their immediate corporations. It shall be
33. understood that such Intra-Corporation Council is
34. not a legislative body of the International Union
35. and shall not deal with policies of the International
36. Union other than those concerning their own im-
37. mediate corporation problems.

Article 21

National and Regional Wage-Hour Conferences

38. **Section 1.** Upon the written request of a repre-
39. sentative number of Local Unions to the Competi-
40. tive Shop Department and upon the approval of
41. the International Executive Board, National and
42. Regional Wage-Hour Conferences may be called
43. for the purpose of facilitating a discussion of prob-
44. lems related to wages, hours, production standards

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1. and other conditions of work within a competitive
2. or allied group, and to assist in the establishment
3. of uniform contractual provisions within the in-
4. dustry.

5. **Section 2.** Activities of both National and Re-
6. gional Wage-Hour Conferences shall be coordi-
7. nated through the offices of the Competitive Shop
8. Department in cooperation with the Research De-
9. partment of the International Union.

Article 22

NATIONAL AND REGIONAL WAGE-HOUR COUNCILS

National Wage-Hour Councils

10. *National Wage-Hour Councils shall be estab*
11. *lished by the International Executive Board only*
12. *in those cases where National Wage-Hour Con-*
13. *ferences would prove inadequate in meeting the*
14. *problem of organizing the unorganized competi-*
15. *tive workplaces and coordinating the work of es-*
16. *tablishing uniform standards within a competitive*
17. *group. Such National Wage-Hour Councils shall*
18. *be administrative arms of the International Union*
19. *and not subordinate bodies. In the event such Wage-*
20. *Hour Councils are established they shall be gov-*
21. *erned by the following provisions:*

22. **Section 1.** The National Wage-Hour Councils
23. shall consist of duly elected representatives from
24. the Regional Wage-Hour Councils and workplaces
25. where there are no Regional Wage-Hour Councils
26. of a single industry. In the absence of a Regional
27. Wage-Hour Council of a single industry, represen-
28. tation to a National Wage-Hour Council from any
29. one Local Union (including Amalgamated Local
30. Unions) shall not exceed two (2) delegates.

31. **Section 2.** It shall be the duty of the National
32. Wage-Hour Council to assist and cooperate with
33. the Competitive Shop Department and the Inter-
34. national President in the organization of unorga-
35. nized workplaces.

36. **Section 3.** It shall be the duty of the National
37. Wage-Hour Council to work in conjunction with
38. the Competitive Shop Department and in coopera-
39. tion with the Research Department of the Interna-
40. tional Union to standardize wages, hours and gen-
41. eral working conditions of the organized work-
42. places in their industry, and to strive to get a single

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1. agreement covering their industry, nationally.

2. **Section 4.** In case competitive workplaces in a
3. given industry start negotiations on a national
4. agreement, they shall make use of the National
5. Bargaining Council provisions.

Regional Wage-Hour Councils

6. *Regional Wage-Hour Councils shall be estab-*
7. *lished by the International Executive Board only*
8. *in those cases where wage-hour conferences would*
9. *prove inadequate in meeting the problems of or-*
10. *ganizing the unorganized competitive workplaces,*
11. *and coordinating the work of establishing uniform*
12. *standards within a competitive group. Such Re-*
13. *gional Wage-Hour Councils shall be administra-*
14. *tive arms of the International Union and not sub-*
15. *ordinate bodies. In the event such Wage-Hour*
16. *Councils are established, they shall be governed*
17. *by the following provisions:*

18. **Section 5.** A regional Wage-Hour Council shall
19. consist of duly elected representatives from work-
20. places or departments in workplaces doing similar
21. work who can conveniently get together.

22. **Section 6.** It shall be the duty of the Regional
23. Wage-Hour Council to gather and send to the Re-
24. search Department of the International Union and
25. the National Wage-Hour Council of which they are

26. a part, all data on wages, hours and other working
27. conditions of the workplaces of their industry in
28. their region.

29. **Section 7.** It shall be the duty of the Regional
30. Wage-Hour Council to assist in the organization
31. of unorganized workplaces of their industry under
32. the direction of the Regional Director.

33. **Section 8.** It shall be the duty of the Regional
34. Wage-Hour Council to work toward standardiza-
35. tion of improved wages, hours and general work-
36. ing conditions of the organized workplaces of their
37. industry in their region, and to strive to get a dingle
38. agreement covering their indurtry in theri region.

39. **Section 9.** It shall be the duty of the Regional
40. Wage-Hour Council to send regular reports to the
41. National Wage-Hour Council in their industry and
42. to the Competitive Shop Department of the Inter-
43. national Union.

44. **Section 10.** It shall be the duty of the Regional
45. Wage-Hour Council to send delegates to, and as-
46. sist in the formation of a National Wage-Hour

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1. Council for their industry.

2. **Section 11.** It shall be understood that such
3. Wage-Hour Councils are not legislative bodies of
4. the International Union and shall not deal with
5. policies of the International Union other than those
6. concerning competitive workplace problems.

7. **Section 12.** Regional Wage-Hour Councils may
8. be formed by the Regional Director, acting at the
9. request of Local Unions in the Region, to discuss
10. special problems affecting the small independent
11. workplaces and the parts supplier industry. Local

12. Unions or units of Amalgamated Local Unions to
13. be included in the Council, and any financing of
14. the Council, shall be by agreement between the
15. Regional Director and psrticipating Local Unions.
16. Where such a Council has been formed and has
17. been in operation for a period of one year, affilia-
18. tion with the Council may be made mandatory upon
19. approval of the International Executive Board. Any
20. Local Union or unit of an Amalgamated Local
21. Union may appeal its inclusion or exclusion to the
22. International Executive Board under Article 33.

Article 23

Community Action Program Councils

23. **Section 1.** The objective and purpose of the
24. UAW Community Action Program Councils are
25. to develop, promote and implement policies and
26. programs designed to improve and enrich the qual-
27. ity of American life. The UAW Community Ac-
28. tion Program (hereinafter referred to as CAP) shall
29. engage in community, civic, welfare, educational,
30. enviromental, cultural, citizenship-legislative,
31. consumer protection, community services and other
32. activities to improve the economic and social con-
33. ditions of UAW members and their families and to
34. promote the general welfare and democratic way
35. of life for all people.

36. UAW CAP Councils may cooperate and work
37. with community groups in the common effort to
38. make a better life for all people, where the pro-
39. grams and objectives of such groups have the same
40. basic objectives as the UAW.

41. **Section 2.** The UAW International Executive
42. Board is authorized to implement and develop pro-
43. grams and policies designed to achieve the pur-
44. poses and objectives of the UAW Community Ac-
45. tion Program, through its Councils.

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1. **Section 3.** To assist in the development of these
2. programs and policies, the International Executive
3. Board is authorized to establish a National UAW
4. Community Action Program Advisory Council,
5. which shall meet at least once each year or as nec-

6. essary and as determined by the International Presi-
7. dent or the International Executive Board.

8. (a)It shall be the duty of such Council to advise
9. and counsel the International Executive Board
10. on programs and policies, including the per
11. capita tax requirements of each Local Union
12. to the CAP Councils.

13. (b)Representation to the UAW National CAP
14. Advisory Council shall be determined by the
15. International President, subject to the approval
16. of the International Executive Board.

17. **Section 4.** It shall be mandatory that each Lo-
18. cal Union affiliate with the appropriate State CAP
19. Council and any city, county or area CAP Council
20. establish under this structure in accordance with
21. the requirements of Article 37, Sections 1, and 2 of
22. this Constitution.

23. **Section 5.** Upon approval of the International
24. President, Regional Directors are authorized to
25. establish, in states under their jurisdiction, or in
26. concert with other Directors within states under
27. their jurisdiction, appropriate state, city, county and
28. area CAP Councils, or a combination of same,
29. where sufficient membership exists for the estab-
30. lishment of such Councils.

31. **Section 6.** All state, city, county and area coun-
32. cils established under the UAW Community Ac-
33. tion Program shall be subordinate bodies of the
34. International Union.

35. **Section 7.** Membership in UAW CAP Coun-
36. cils shall be confined to UAW Local Unions, UAW
37. Retired Workers Chapters and UAW Family Aux-
38. iliarities.

39. **Section 8.** Each CAP Council established shall
40. be required to adopt bylaws governing said Coun-

41. cil which shall require the approval of the Interna-
42. tional Executive Board. All bylaws established for CAP
43. Councils must include a budget, which shall
44. require the approval of the Regional Director(s)
45. and the UAW CAP Department. All expenditures
46. of CAP Councils are required to be made in accor-
47. dance with the financial guidelines for CAP Coun-
48. cils, as established by the Interantional Executive

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1. Board and the National CAP Advisory Council.

2. **Section 9.** All Local Unions (except those in
3. the State of Michigan) affiliated with the various
4. state, city, county and area CAP Councils shall be
5. required to develop in their bylaws a requirement
6. which will advise the membership at the time of
7. their election for executive officers, as set forth
8. under Article 38, Section 1 of this Constitution, of
9. those officers or all of same under Article 38, Sec-
10. tion 1 of this Constitution, who as a result of their
11. election to their respective offices may also serve
12. as a delegate to the state, city, county or area coun-
13. cil established in their area.

14. **Section 10.** All CAP Councils shall develop in
15. their bylaws appropriate procedures for the elec-
16. tion of officers of the Council, representation to
17. the Council and other provisions for the effective
18. operation of the CAP Council, which is required
19. to meet the standards for such Councils as devel-
20. oped by the International Executive Board.

21. **Section 11.** the International President shall be
22. the Chairperson of the UAW Community Action
23. program Department and will chair the National
24. UAW CAP Advisory Council.

25. **Section 12.** A CAP Council may make changes
26. in its structure and/or operations subject to the ap-
27. proval of the International Executive Board when
28. it is necessary in order to comply with election,

29. labor or tax laws, whether state or federal.

30. **Section 13.** All CAP Council Bylaws shall be
31. approved by the Regional Director(s) and the UAW
32. CAP Department. Where a separate segregated
33. fund or committee is established, pursuant to Sec-
34. tion 14 of this Article, its bylaws shall be approved
35. in like manner.

36. **Section 14.** The International Union, through
37. the CAP Council structure, may establish separate
38. segregated funds or committees through which
39. Local Unions, their membership and their fami-
40. lies collectively make contributions and expendi-
41. tures to influence the nomination and election of
42. individuals to state, local and/or party office, or to
43. influence any ballot issue. These funds or commit-
44. tees shall be required to adopt bylaws setting forth
45. their structure and operation.

Article 24

Competitive Shop Department

1. **Section 1.** The International Executive Board
2. shall create a Competitive Shop Department for
3. the International Union.

4. **Section 2.** The International President shall
5. appoint a director for the Competitive Shop De-
6. partment, subject to the approval of the Interna-
7. tional Executive Board, who is best qualified by
8. experience and who now is and has been a mem-
9. ber of the Union for at least two (2) years. The
10. International Executive Board may remove the di-
11. rector of the Competitive Shop Department.

12. **Section 3.** It shall be the duty of the Competi-
13. tive Shop Department to advise in organizing and call-
14. ing National and Regional Wage-Hour Confer-
15. ences. National and Regional Wage-Hour Confer-
16. ences may be called by the director of the Com-
17. petitive Shop Department after consultation with
18. the Regional Director concerned, subject to the
19. approval of the International Executive Board.

20. **Section 4.** It shall be the duty of the Competi-
21. tive Shop Department to direct the organization of
22. unorganized competitive shops by making recom-
23. mendations for assignment of organizers to the
24. Regional Directors, the International President and
25. the International Executive Board.

26. **Section 5.** Organizers working on such assign-
27. ments shall make reports on the progress of orga-
28. nization to the Competitive Shop Department as
29. well as to their Regional Directors.

30. **Section 6.** It shall be the duty of the Competi-
31. tive Shop Department to check all agreements re-
32. ferred to it by the International Executive Board,
33. and to make recommendations to the various Lo-
34. cal Unions for the standardization of wage-hour
35. provisions throughout given competitive industries.

Article 25

Research Department

36. **Section 1.** The International Executive Board
37. shall create a Research Department for the Inter-
38. national Union.

39. **Section 2.** The President of the International
40. Union shall appoint a director for the Research

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1. Department who shall be selected from the Inter-
2. national Union, if possible, and who is competent
3. and qualified by previous experience and training
4. to do such work; but such appointment shall not
5. be considered final until it is approved by the In-
6. ternational Executive Board at their next meeting.
7. It shall be mandatory that the International Re-
8. search Department shall be kept informed of
9. changes in rates, working standards and so forth
10. by all Local Unions.

11. **Section 3.** It shall gather and keep on file in-
12. formation on wages, hours and other conditions of
13. employment and any general information about the
14. automotive, aerospace and agricultural Implement
15. industries.

16. **Section 4.** It shall gather and keep on file any
17. other information which the International Execu-
18. tive Board, Regional Directors, Local Unions,
19. Wage-Hour Councils or any other subdivision of
20. the International Union may require from time to
21. time.

22. **Section 5.** It shall send to all International Ex-
23. ecutive Board Members, International Represen-
24. tatives, Local Unions and Wage-Hour Councils a
25. periodic bulletin on problems of general Interest
26. to the members of the Union>

27. **Section 6.** It shall submit to the International
28. Executive Board Meetings, a regular report on gen-
29. eral conditions in the automotive, aerospace and
30. agricultural implement industries which are of
31. importance to the International Union.

32. **Section 7.** It shall submit a complete and thor-
33. ough report to the Conventions of the International
34. Union on the automotive, aerospace and agricul-
35. tural implement industries and the International
36. Union.

37. **Section 8.** It shall supply Wage-Hour Councils
38. with financial reports of employer(s) in their in-
39. dustry and such other material as they may request.

Article 26

Civil Rights Department

40. **Section 1.** There is hereby created a department
40. to be known as the Civil Rights Department of the
40. International Union.

40. **Section 2.** The International President shall

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1. appoint a committee composed of International
2. Executive Board Members to handle the functions
3. of this department. S/He shall also appoint a direc-
4. tor who shall be a member of the Union and ap-
5. proved by the International Executive Board.
6. S/He shall also appoint a staff which shall be quali-
7. fied by previous experience and training in the field
8. of inter-racial, inter-faith and inter-cultural rela-
9. tions, to assist in the implementation of the poli-
10. cies of the International Union dealing with dis-
11. crimination based on race, sex, religion, national
12. origin, age and disability.

13. **Section 3.** One cent (.01) per month per dues-
14. paying member of the per capita forwarded to the
15. International Union by Local Unions shall be used
16. as the Civil Rights Fund of the International Union
17. as provided in this Constitution.

18. **Section 4.** The Department shall be charged
19. with the duty of implementing the policies of the
20. International Union dealing with discrimination,
21. as these policies are set forth in the International
22. Constitution and as they may be evidenced by ac-
23. tion of the International Executive Board and of

24. International Conventions, and to give all possible
25. assistance and guidance to Local Unions in the
26. furtherance of their duties as set forth in this Ar-
27. ticle, and to carry out such further duties as may
28. be assigned to it from time to time by the Interna-
29. tional President or the International Executive
30. Board.

31. **Section 5.** It shall be mandatory that each Lo-
32. cal Union set up a Civil Rights Committee. The
33. specific duties of this Committee shall be to pro-
34. mote fair employment practices and endeavor to
35. eliminate discrimination affecting the welfare of
36. the individual members of the Local Union, the
37. International Union, the labor movement and the
38. nation.

Article 27

Education Department

39. **Section 1.** Education shall be a mandatory part
40. of the business of the INternational Union and of
41. each Local Union, particularly education in labor
42. history, labor problems, the objectives of the In-
43. ternational Union and the problems of the Interna-
44. tional Union, its members and their families.

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1. **Section 2.** The International President shall
2. appoint an Education Director over the Education
3. Department, and such appointment shall be sub-
4. ject to approval of the International Executive
5. Board.

6. **Section 3.** Four cents (.04) par month per dues-
7. paying member of the per capita forwarded to the
8. International Union by Local Unions shall be used
9. as the Educational and Recreational-Leisure Time
10. Activities Fund of the International Union, as pro-
11. vided in this Constitution.

12. **Section 4.** Three cents (.03) of such per capita
13. tax shall be used for education purposes and one
14. cent (.01) shall be used for recreation-leisure time
15. activities.

16. **Section 5.** It shall ne mandatory that each Lo-
17. cal Union set up an Education Committee. The
18. duties of this Committee shall be to promote all
19. branches of education affecting the welfare of the
20. individual members, the Local Union, the Interna-
21. tional Union, and the labor movement. It shall be

22. the duty of the Regional Director to see that this
23. provision of the Constitution is carried out.

24. **Section 6.** There shall be established educa-

25. tional areas throughout the International Union to

26. which educational representatives shall be as-

27. signed. These educational representatives shall be

28. appointed by the President to work under the di-

29. rection of the International Education Director, and

30. such appointments shall be approved by the Re-

31. gional Director(s) in whose area(s) they shall serve.

Article 28

Family Education Center Department

32. **Section 1.** The International Executive Board
33. shall create a Family Education Center Department.

34. **Section 2.** The International President shall
35. appoint a director to supervise the activities of the
36. Family Education Center Department and such
37. appointment shall be subject to the approval of the
38. International Executive Board. The President shall
39. also appoint and assign a qualified staff to service
40. the Department.

41. **Section 3.** The Family Education Center De-
42. partment shall formulate and implement programs
43. at Family Education Centers for the education and
44. training of UAW members and their families

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1. through participation in the Family Education
2. Scholarship Program in order to bring about a bet-
3. ter understanding of the UAW's programs, poli-
4. cies, aims and objectives and to broaden and en-
5. lighten participants with a view toward the im-
6. provement of the quality of life. The function of
7. the Department shall be to develop a cadre of fu-
8. ture leadership, with supportive family involve-
9. ment for all levels of the UAW.

10. **Section 4.** It shall be the function of the Family
11. Education Center Department to formulate and
12. implement programs at Family Education Centers
13. for the training of Local Union leadership and to
14. develop among potential leaders and their fami-

15. lies a clearer understanding of the Union and the
16. complex problems facing our society.

17. **Section 5.** All subordinate bodies of the Inter-
18. national Union shall cooperate with the Depart-
19. ment and assist in the promotion of the
20. Department's programs and activities.

21. **Section 6.** The Department shall develop a com-
22. prehensive program to encourage and promote the
23. continuation, on the local level, of family interest
24. and family participation in activities related to the
25. UAW and the community, following participation
26. in a Family Education Center Program. The Fam-
27. ily Education Center Department shall be charged
28. with the duty of providing an ongoing program to
29. draw the family closer together around common
30. interests and into continuing Union and commu-
31. nity programs to build a stronger labor movement
32. and a better society.

Article 29

Official Publication

33. **Section 1.** There shall be published at least once
34. a month by the International Union a publication
35. designed to educate the membership and to ac-
36. quaint the membership with the activities of this
37. International Union. Special editions for all, or a
38. particular segment, of the membership shall be
39. printed from time to time as the International Ex-
40. ecutive Board may direct. The title of said publi-
41. cation shall be "Solidarity", or its successor desig-
42. nation, Officail Publication of the International
43. Union.

44. **Section 2.** "Solidarity" shall be under the su-
45. pervision of the International Executive board who

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1. shall select a Publication Committee consisting of
2. the International President and two other members
3. of the International Executive Board. The Publi-
4. cation Committee shall be directly responsible to
5. the International Executive Board in carrying out
6. the task of publishing "Solidarity." The editors of
7. "Solidarity" shall be appointed by the International
8. president subject to the approval of the Interna-
9. tional Executive Board.

10. **Section 3.** The International Secretary-Trea-
11. surer shall allocate out of each per-capita tax, five
12. cents (.05) for a special fund for "Solidarity."

13. **Section 4.** The subscription rate of "Solida-
14. ity" shall be sixty cents (.60) per annum, payable

15. as provided in this Constitution. Price of single

16. copies shall be five cents (.05).

17. **Section 5.** This publication is to be sent through

18. the United States mail to each member in good

19. standing.

20. **Section 6.** To non-members, the rate shall be

21. five dollars (\$5.00) per annum with postage addi-

22. tional for foreign subscribers.

23. **Section 7.** This publication shall conform

24. with the policies of the International Union and all

25. Local Union Editors and/or Editorial Committees

26. shall be responsible to the Officers and Executive

27. Board of the Local Union who shall have author-

28. ity to effectuate such conformity. Where a unit of

29. an Amalgamated Local Union has a publication,

30. such initial responsibility shall be to the unit offic-

31. ers, but the Amalgamated Local Union Officers and

32. Executive Board shall still have the ultimate au-

33. thority of effectuating such conformity.

Article 30

Charges and Trials of International Officers

34. **Section 1.** Charges against International Offic-
35. ers or International Executive Board Members may
36. be filed in either of these manners:

37. (a) Upon written affidavit signed by five (5) or
38. more Board Members and filed with the In-
39. ternational Secretary-Treasurer.

40. (b) Upon written affidavit signed by a Local
41. Union member and endorsed by the member's
42. own Local Union and by at least (10) ad-
43. ditional Local Unions in the International
44. Union, or in the case of charges against an

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1. International Executive Board Member, upon
2. written affidavit signed by the Local Union
3. member and endorsed by the member's own
4. Local Union and a majority of the Local
5. Unions within the region from which the In-
6. ternational Executive Board Member is
7. elected.

8. **Section 2.** In case the charges to be filed are
9. against the International Secretary-Treasurer, they
10. shall be filed with the International President who
11. shall in that case alone perform the duties with ref-
12. erence to the trial procedure.

13. **Section 3.** Upon receipt of the charges the In-
14. ternational Secretary-Treasurer shall Immediately
15. send a copy of the charges by receipted registered

16. or certified mail to the accused and copies to all
17. International Executive Board Members, notify-
18. ing the accused that s/he has fifteen (15) days to
19. prepare a defense and notifying the International
20. Executive Board Members of a Special Interna-
21. tional Executive Board Meeting to be called ten
22. (10) days following filing of the charges.

23. **Section 4.** Pending the trial, the International
24. Officer or International Executive Board Member
25. accused shall continue to function in her/his elected
26. capacity unless a Special International Executive
27. Board Meeting is convened and votes by a two-
28. thirds (2/3) vote for suspension as otherwise pro-
29. vided in this Constitution.

30. **Section 5.** The first order of business at the
31. Special International Executive Board Meeting
32. shall be the setting up of an International Union
33. Trial Committee. This Committee shall be chosen
34. from among present members in good standing
35. who were seated delegates at the preceding Inter-
36. national Union Convention, but excluding any such
37. who, at the time of selection of the Trial Commit-
38. tee panel, are officers or employees of the Interna-
39. tional Union or are members of the International
40. Executive Board. The name of each member quali-
41. fied as aforesaid for service on the Trial Commit-
42. tee shall be written on a slip of paper on which
43. shall also appear the number and location of the
44. Local Union from which s/he was a delegate, the
45. said slips being all of uniform size and appearance.
46. The said slips of paper shall be deposited in a box
47. by the Secretary-Treasurer in the presence of the
48. International Executive Board and the box shall
49. be sealed and thoroughly shaken. The International

1. Secretary-Treasurer shall then open the container
2. and the member of the International Executive
3. Board selected for that purpose and blindfolded

4. shall draw the names of fifty (50) delegates, one
5. by one. After these names are drawn they shall be
6. read by the International Secretary-Treasurer in the
7. presence of the International Executive Board and
8. each name in succession shall be set opposite a
9. number from one (1) to fifty (50).

10. **Section 6.** During the drawing of the names,
11. the accused or her/his persona; representative shall
12. have the right to be present, as may the accuser or
13. a representative of the accuser.

14. **Section 7.** Immediately following the drawing
15. of the panel, the Trial Committee shall be chosen.
16. The accused and the accuser shall each have the
17. right to strike ten (10) names from the panel. Ei-
18. ther may waive the right in whole or in part, strik-
19. ing in such case, less than ten (10) names, but the
20. right of either party to strike ten (10) names shall
21. not be affected by any such waiver by the other.
22. The parties shall proceed alternately in striking
23. names from the panel, beginning with the accused.

24. **Section 8.** After these challenges have been
25. made, the first twelve (12) persons whose names
26. remain on the list shall be notified to report to the
27. International Office within (5) days to pro-
28. ceed with the trial. Local Unions shall also be no-
29. tified when any of their members' names are drawn
30. for service on the International Trial Committee.

31. **Section 9.** Such an order shall be mandatory
32. upon any member of the Union receiving this no-
33. tice. Should s/he fail to appear, unless her/his ab-
34. sence is excused by a signed affidavit of illness or
35. Local Union emergency, attested to by the Execu-
36. tive Board of the member's Local Union, such a
37. member may be subject to charges in her/his Lo-
38. cal Union, and to expulsion.

39. **Section 10.** Upon a member's appearance at
40. the International Office, each member of the Trial

41. Committee thus notified shall produce affidavit
42. attesting her/his membership in good standing in
43. her/his Local Union, signed by the Financial Sec-
44. retary of the Local Union.

45. **Section 11.** In case one (1) or more members
46. of the Trial Committee thus notified shall fail to
47. appear for the above reasons or fail to produce such
48. certificate of membership in good standing, the next

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1. member of the panel, numbering down from one
2. (1) to fifty (50) shall be notified to report.

3. **Section 12.** The International Trial Committee
4. shall go into session immediately upon arrival of
5. the full panel and shall hear the charges brought
6. by the accuser and all the witnesses named for sub-
7. stantiation, and shall hear the charges brought
8. by the accuser and all witnesses for substantiation.
9. The Trial Committee shall decide its own rules of
10. procedure relating to the conduct of the trial and
11. may elect its own Chairperson and Secretary, pro-
12. viding that verbatim minutes of all evidence shall
13. be reported by a court stenographer. The accused
14. and the accuser shall have a right to be represented
15. by counsel.

16. **Section 13.** The Trial Committee, upon comple-
17. tion of the hearing on the evidence and arguments,
18. shall go into closed session to determine the ver-
19. dict and penalty. A two-thirds (2/3) vote shall be
20. required to find the accused guilty. In case the ac-
21. cused is found guilty, the Trial Committee may, by
22. a majority vote, reprimand the accused or it may,
23. by a two-thirds (2/3) vote, suspend or remove the
24. accused from office, or suspend or expel her/him
25. from membership in the International Union.

26. **Section 14.** In case a Trial Committee finds the
27. accused innocent they may determine the honest

28. or malicious intent of the accuser. If they find the
29. accuser guilty of obvious malice in filing the
30. charges, they may assess a penalty against her/him
31. in accordance with Section 13 of this Article.

32. **Section 15** Charges against an International
33. Officer or International Executive Board Member,
34. concerning her/his own Local Union, shall not be
35. filed according to Local Union trial procedures,
36. but in accordance with the above provisions.

Article 31

Trials of Members

37. **Section 1.** A charge by a member or members
38. in good standing that a member or members have
39. violated this Constitution or engaged in conduct
40. unbecoming a member of the Union must be spe-
41. cifically set forth in writing and signed by the mem-
42. ber or members making the charges. The charges
43. must state the exact nature of the alleged offense
44. or offenses and, if possible, the period of time dur-
45. ing which the offense or offenses allegedly took

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1. place. Two (2) or more members may be jointly
2. charges with having participated in the same act
3. or acts charged as an offense or with having acted
4. jointly in commission of such an offense and may
5. be jointly tried.

6. **Section 2.** Charges must be submitted to the
7. Recording Secretary of the Local Union or of the
8. Unit Workplace Organization, as the case may be,
9. within sixty (60) days of the time the complainant
10. first became aware, or reasonably should have been
11. aware, of the alleged offense; provided, that if the
12. charges are against the Recording Secretary, they
13. shall be submitted to the President of the Local
14. Union or the chief executive officer of the Unit
15. Workplace Organization, as the case may be, and
16. provided further, that charges preferred against one
17. for acts or conduct detrimental to the interest of
18. the Union or its members, committed while s/he
19. was out of the Union on withdrawal card, shall be
20. submitted within sixty (60) days from the time of

21. the deposit of her/his withdrawal card.
22. **Section 3.** Upon charges being submitted, it is
23. mandatory that a trial be held unless the charges
24. are withdrawn by the accuser or considered by the
25. Union to be improper under this Article.

26. Prior to the notification to a member that
27. charges have been filed against her/him, the Local
28. Union Executive Board or, in the case of an Amal-
29. gamated Local Union, the Unit Workplace Orga-
30. nization of which s/he is a member, shall review
31. the charges and consider them improper if:

32. (a)The charges do not state the exact nature of
33. the alleged offense as required by Section 1
34. of this Article;

35. (b)The charges are untimely under Section 2 of
36. this Article;

37. (c)The act complained of does not sustain a
38. charge of a violation of the Constitution or
39. conduct unbecoming a member of the Union;

40. (d)The charges involve a question which should
41. be decided by the membership at a member-
42. ship meeting and not by the trial procedure.

43. **(e)In all cases, an otherwise proper charge(s)**
44. **must be supported by substantial direct**
45. **evidence, or the evidence of at least one (1)**
46. **corroborating witness which, if unrebutted,**
47. **would establish all elements of the**
48. **charge(s).**

1. Both the accused and the accuser shall be noti-
2. fied in writing of the Executive Board's or Unit
3. Workplace Organization's determination and either

4. the accused or the accuser may appeal from such
5. determination, pursuant to Article 33, Section 3(d).
6. Such an appeal must be limited to the question of
7. whether the charges are proper or improper under
8. items (a), (b), (c), (d) or (e) of this Section.

9. If a trial is ordered by the Local Union Execu-
10. tive Board and this order is appealed, no such trial
11. shall be held until the matter has been submitted
12. to, and an order thereon received, from the Inter-
13. national President.

14. **Section 4.** A member against whom proper
15. charges have been filed shall be notified of such
16. charges by receipted registered or certified mail
17. within seven (7) days after the charges have been
18. reviewed, as provided in Section 3 of this Article,
19. by the Local Union Executive Board or, in the case
20. of an Amalgamated Local Union, by the Unit Work-
21. place Organization of which s/he is a member.

22. **Section 5.** A member preferring charges, and a
23. member against whom charges are preferred, shall
24. be permitted representation by counsel of the
25. member's own choice; such counsel, however, shall
26. be required to abide by the Trial Procedure as es-
27. tablished by the Trial Committee and as outlined
28. in this Constitution.

29. **Section 6.** A member against whom charges
30. have been filed may be suspended from any elec-
31. tive or appointive office or position s/he may hold
32. in her/his Local Union or Unit, as the case may be,
33. pending trial, by a two-thirds (2/3) vote at such
34. Local Union or Unit membership meeting.

35. **Section 7.** The accused member shall be tried
36. by a Trial Committee selected by drawing names,
37. from the members attending the first Local Union
38. or Amalgamated Local Union unit meeting which
39. is held at least five (5) days after the notification
40. to the member charged. The presiding officer at

41. the meeting shall cause uniform cards bearing the
42. names of each member in attendance at that meet-
43. ing (with the exception of the presiding officer, the
44. presiding officer's designee to draw the cards, the
45. charging member, the charged member, and any
46. representatives designated by either of them as
47. counsel), to be placed in a container. A list of the
48. names of members appearing on those cards shall
49. be kept in the order in which they are drawn.

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1. (a) In Local Unions or units of Amalgamated
2. Local Unions with a membership of five hun-
3. dred (500) or more, a total of nineteen (19)
4. names shall be drawn. The names shall be
5. read off in the order in which drawn. It shall
6. be an obligation of the membership for any
7. member whose name has been drawn to serve
8. on the Trial Committee; provided that any such
9. member who feels that s/he cannot serve for
10. good and sufficient reasons may state those
11. reasons to the meeting and withdraw. If any
12. of the nineteen (19) named members shall so
13. withdraw, additional names shall be drawn so
14. that the list shall again total nineteen (19). The
15. charging member and charged member, or
16. their designated counsel, shall each have the
17. right to strike as many as five (5) names with-
18. out stating and grounds or reasons, it being
19. intended that each side be limited to five (5)
20. challenges even though more than one (1)
21. charged or charging party is involved. The
22. Trial Committee shall consist of the seven (7)
23. members whose names were first drawn, and
24. neither withdrawn nor stricken, and the next
25. two (2) members in order of drawing who have
26. not been withdrawn nor stricken shall serve
27. as alternates.

28. (b) In Local Unions authorized under Article 37,
29. Section 4, to hold annual general membership

30. meetings with monthly meetings of a work-
31. place counsel, Trial Committees may be se-
32. lected at the monthly meetings of the plant or
33. workplace council.

34. (c)In Local Unions or units of Amalgamated
35. Local Unions with a membership of more than
36. two hundred (200) but less than five hundred
37. (500), the same procedure shall be followed
38. except that the total names drawn shall be
39. twelve (12). The Trial Committee shall com-
40. sist of five (5) members and one (1) alternate,
41. and the parties shall be limited to three (3)
42. challenges.

43. (d)In Local Unions or units of Amalgamated
44. Local Unions with a membership of two hun-
45. dred (200) or less, the same procedure shall
46. be followed except that the total names drawn
47. shall be eight (8). The Trial Committee shall
48. consist of three (3) members and one (1) al-
49. ternate, and the parties shall be limited to two
50. (2) challenges.

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1. (e)If the size of a unit of an Amalgamated Local
2. Union is such as to make application on Sub-
3. section (d) above impractical, the delegate
4. body, or the membership of the Amalgamated
5. Local Union if no delegate body exists shall
6. be substituted for the unit membership as the
7. body from which the Trial Committee is to be
8. selected.

9. **Section 8.** Within seven (7) days after the Trial
10. Committee has been selected, the accused mem-
11. ber shall be notified of the time and place of the
12. trial which shall be held not less than fifteen (15)
13. days nor more than thirty (30) days from the date
14. of the member's receipt of such notification. The
15. Trial Committee shall submit its findings to the

16. Local Union not later than sixty (60) days from
17. the time such committee was selected.

18. All of the time periods provided herein may be
19. extended by the International President where, in
20. her/his judgment, justice will be served by such an
21. extension.

22. **Section 9.** Any Officer, Executive Board Mem-
23. ber or Joint Council delegate, where such council
24. exists, if charged with a violation of the Amalgam-
25. ated Local Union Bylaws or International Consti-
26. tution or if charged with being derelict in perform-
27. ing her/his duties as a Local Union officer or fail-
28. ure to carry out the union obligation which s/he
29. accepted, shall be tried by a Trial Committee se-
30. lected either from the delegate body of such Amal-
31. gamated Local Union, where such delegate body
32. exists, or from a general membership meeting
33. where no delegate body exists. Any disciplinary
34. action taken by said Trial Committee against such
35. Officer, Executive Board Member, or Joint Coun-
36. cil delegate shall be limited to her/his membership
37. in the Joint Council or governing body of the Amal-
38. gamated Local Union.

39. **Section 10.** The Trial Committee, upon comple-
40. tion of the hearing on the evidence and arguments,
41. shall go into closed session to determine the ver-
42. dicy and penalty. A two-thirds (2/3) vote shall be
43. required to find the accused guilty. In case the ac-
44. cused is found guilty, the Trial Committee may:
45. (a) By a majority vote, reprimand the accused; or

46. (b) It may, by a two-thirds (2/3) vote, suspend or
47. remove the accused from office or suspend or
48. expell her/him from membership in the Inter-
49. national Union.

1. The Trail Committee may not apply more than

2. one (1) of the above two (2) penalties against the
3. accused.

4. **Section 11.** The Trial Committee shall there-
5. upon report its verdict and judgement to the body
6. from which it was selected at the membership
7. meeting of that body next following the determi-
8. nation of the verdict and judgement of the Trial
9. Committee, after giving the accused written noti-
10. fication of its verdict and judgment and of said
11. membership meeting. In case of a verdict of ac-
12. quittal, such verdict and judgment shall become
13. final upon being reported at said membership meet-
14. ing and no further action may be taken, except as
15. provided in Section 17 of this Article. In case of a
16. verdict of guilty, such verdict and judgment shall
17. become effective upon approval by a majority vote
18. taken by secret ballot at the membership meeting.
19. In case of a verdict of guilty, the membership meet-
20. ing may, by a majority vote taken by secret ballot,
21. modify the verdict or order a new trial. The vote
22. shall first be upon the verdict of guilty. If such ver-
23. dict is not approved by such majority vote, the ac-
24. cused shall stand acquitted. If the verdict of guilty
25. is approved by such majority vote, the vote shall
26. then be upon the penalty recommended by the Trial
27. Committee. This vote shall be conducted by first
28. voting by secret ballot upon the penalty recom-
29. mended by the Trial Committee. If a majority vote
30. supports the recommended penalty, it shall be con-
31. sidered approved. If a majority vote rejects the rec-
32. ommended penalty, the membership shall then de-
33. cide upon an appropriate penalty by majority vote
34. by secret ballot. The Recording Secretary shall
35. notify the accused member in writing of the ver-
36. dict and judgment resulting from that meeting.

37. **Section 12.** A member who is under suspen-
38. sion from membership, including a temporary sus-
39. pension, shall be required to pay all dues during
40. the period of suspension. Suspended members shall
41. not be entitled to "Out-of-Work" credits. In the case

42. of a workplace in which Union membership is a
43. condition of employment, suspension from mem-
44. bership, including temporary suspension, shall not
45. require removal from the job; provided that in cases
46. of extreme emergency, removal from the job may
47. be required by two-thirds vote of the local
48. Union or unit membership suspending the mem-
49. ber or approving the member's suspension. In the
50. case of a workplace in which Union membership

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1. is a condition of employment, expulsion from
2. membership shall require removal from the job.
3. Application of this Section, shall in all cases, how-
4. ever, be limited by applicable state or federal laws,
5. and no provision of this Section shall be applied in
6. any situation where the application would violate
7. any controlling state or federal law.

8. **Section 13.** In case the Trial Committee finds
9. the accused obviously innocen, it may determine
10. the honest malicious intent of the accuser. Should
11. the Trial Committee tentatively conclude that the
12. accuser was guilty of obvious malice, it shall so
13. notify her/him in writing and afford the accuser an
14. opportunity for a hearing. If, as a result of such
15. hearing, it finds the accuser guilty of obvious mal-
16. ice in filing the charges, it may assess a penalty
17. against the accuser in accordance with Section 10
18. of this Article. The procedures of Sections 10 and
19. 11 of this Article shall be followed.

20. **Section 14** In the event the charged party is
21. acquitted on her/his trial, the Trial Committee may
22. determine whether the accuser should be retri-
23. manded because the charge was frivolous or insub-
24. stantial. Should the Trial Committee Tentatively
25. conclude that the charge was frivolous or insub-
26. stantial, it shall so notify the accuser in writing and
27. afford the accuser an opportunity for a hearing. If,
28. as a result of such hearing, it finds that the charge

29. was frivolous or insubstantial, it shall submit to
30. the membership of the body from which it was se-
31. lected, a recommendation that the accuser who filed
32. the frivolous or insubstantial charges, be assessed
33. a penalty in accordance with Section 10 of this
34. Article. Such verdict and penalty in relation to the
35. accuser shall become effective only upon approval
36. of that membership. The procedures of Sections
37. 10 and 11 of this Article shall be followed.

38. **Section 15.** Any higher body to which an ap-
39. peal from the decision of the Trial Committee is
40. made shall have the authority not only to accept or
41. reject the verdict, but may modify such a verdict
42. or order a new trial.

43. **Section 16.** Where a member against whom
44. charges have been filed has been duly suspended
45. in compliance with the provisions of Section 6 of
46. this Article and has been found guilty by the Trial
47. Committee, s/he shall have the right to attend the
48. meeting of the Unit Workplace Organization or of
49. the Local Union, as the case may be, in which any

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1. verdict and judgment is presented for approval, and
2. shall be afforded full opportunity to present to the
3. meeting her/his position on all matters bearing upon
4. the trial, verdict and judgment.

5. **Section 17.** In any case in which a member shall
6. have been tried upon charges alleging one or more
7. of the following offenses:

8. (a) Illegally seeking or holding office or position
9. in violation of Section 9 of Article 10;

10. (b) Misappropriation or embezzlement of Union
11. funds;

12. (c) Fraud in a Local Union election as defined in
13. Article 49;

14. Any other offense concerning which the
15. International Executive Board has the present

16. authority to act under the emergency provi-
17. sions of Article 31, Section 20;

18. an acquittal by the Trial Committee or by the Lo-
19. cal Union, if appealed, shall be reviewed directly
20. by the International Executive Board pursuant to
21. the procedures of Article 33, Section 3. Such ap-
22. peal must be taken within thirty (30) days by any
23. member of the Local Union or the Regional Di-
24. rector.

25. In any case of a conviction, the penalty may be re-
26. viewed by the International Executive Board upon
27. an appeal taken within thirty (30) days by any
28. member of the Local Uniion or the Regional Di-
29. rector on the grounds that the penalty imposed is
30. grossly disproportionate to the gravity of the of-
31. fense.

32. **Section 18.** Upon appeal from an acquittla, the
33. International Executive Board shall review the
34. record of the trial and subsequent proceedings in
35. the Local Union and such other matters relevant to
36. the charges and the appeal as it feels necessary in
37. order to assure justice. The Board shall be empow-
38. ered, if it finds that the verdict was against the treat
39. weight of the evidence, to set it aside and to order
40. a new trial by an International Union Trial Com-
41. mittee in accordance with Sections 22 and 23 of
42. this Article.

43. Upon appeal from a penalty, the International
44. Executive Board may refer the penalty to an Inter-
45. national Union Trial committee selected in accor-
46. dance with Sections 22 and 23 of this Article. The
47. International Union Trial Committee may in any
48. such case prescribe any penalty provided by this
49. Constitution but without reviewing the verdict of

1. guilt.

2. Any decision by the International Executive
3. Board pursuant to this Section shall be appealable
4. through the normal procedures of Article 33, Sec-
5. tion 3, but the action of any subsequent appellant
6. body regardless of any other provisions of this
7. Constitution shall be confined within the area of
8. relief permitted by this Section.

9. **Section 19.** Any member expelled or suspended
10. from membership for more than two (2) years may
11. be reinstated to full membership or to membership
12. without right to hold office or appointive position
13. at any time after two (2) years following the final
14. action which effected the member's expulsion or
15. suspension. Such reinstatement may be ordered
16. only by a majority vote of the body which initiated
17. the action resulting in the member's expulsion or
18. suspension; provided that if that body is subordi-
19. nate to the International Executive Board, the re-
20. instatement shall be effective only if and when it
21. is approved by a majority vote of the International
22. Executive Board. If the body initially passing on
23. the petition for reinstatement denies that petition
24. in whole or in part, it shall be subject to the normal
25. appeal procedure provided in Article 33 of this
26. Constitution; provided that if the initial expulsion
27. or suspension was approved by either a Conven-
28. tion of the International Union or the Public Re-
29. view Board, any appeal from the decision of the
30. International Executive Board in connection with
31. the petition for reinstatement may be appealed only
32. to whichever of the two (2) bodies (the Conven-
33. tion or the Public Review Board) passed on the
34. initial expulsion or suspension.

35. **Section 20.** In cases of extreme emergency and
36. when it appears to the International Executive
37. Board that irreparable injury may result to the In-
38. ternational Union or to a subordinate body from
39. offenses punishable under this Constitution re-
40. cently committed or being committed by and mem-

41. ber or members unless the Board shall intervene;
42. and, without regard to the existence of a present
43. emergency, in any case in which it shall appear to
44. the Board that two (2) or more members have en-
45. gaged at any time since the original adoption of
46. this Section at the Twelfth Constitutional Conven-
47. tion in a conspiracy to commit an offense against
48. the Union; the Board may, if two-thirds (2/3) of its
49. members concur, prefer charges against such mem-

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1. ber or members for the violation of this Constitu-
2. tion or for conduct unbecoming a member of the
3. Union, which charges shall be specifically set forth-
4. in writing and signed by the Secretary-Treasurer
5. o the International Union. At the same session at
6. which any such charges are voted, the Board shall
7. select one (1) of its members who shall serve as
8. the representative for the Board in the trial of the
9. charges.

10. **Section 21.** If it shall be charged by the Inter-
11. national Executive Board that two (2) or more
12. members have participated in the same act or acts
13. charged as an offense or having acted jointly in
14. the commission of an offense, or have engaged in
15. a conspiracy to commit an offense punishable un-
16. der this Constitution, any such members may be
17. jointly tried.

18. **Section 22.** Charges preferred against a mem-
19. ber or members by the International Executive
20. Board shall be tried by an International Union Trial
21. Committee chosen in the manner provided for the
22. selection of such a committee in Article 30, Sec-
23. tions 5 through 12 inclusive, except that the ac-
24. cused and the representative for the International
25. Executive Board shall each be entitled to strike only
26. five (5) names from the panel. In cases where two
27. (2) or more members are charged jointly, the panel
28. drawn by the Secretary-Treasurer shall consist of

29. a number of names equal to fifty (50), plus ten (10)
30. times the number by which the number of accused
31. exceeds one (1); so that if there are two (2) ac-
32. cused, sixty (60) names shall be drawn; if three (3)
33. are accused seventy (70) names shall be drawn,
34. and so on. Each of the accused shall be entitled to
35. strike five (5) names and the representative for the
36. International Executive Board shall be entitled to
37. strike a number equal to five (5) times the number
38. of accused. The accused shall proceed in striking
39. names from the panel in the alphabetical order of
40. their names and in the manner provided in Article
41. 30, Section 7.

42. **Section 23.** Upon completion of the trial, the
43. International Union Trial Committee shall go into
44. closed session to determine the verdict and pen-
45. alty. A two-thirds (2/3) vote shall be required to
46. find the accused guilty. In the event the accused is
47. found guilty, the International Union Trial Com-
48. mittee may impose the penalties provided by Sec-
49. tion 10 of this Article. In the event the International
50. Union Trial Committee finds the accused guilty,

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1. the accused may appeal the decision to the Con-
2. vention Appeals Committee or the Public Review
3. Board in the same way as provided in Article 33
4. for an appeal from a decision of the International
5. Executive Board. In the event the International
6. Trial Committee finds the accused not guilty
7. the decision shall be final.

8. **Section 24.** Whenever it is charged taht a mem-
9. ber is affirmatively engaged in the promotion,
10. implementation, furtherance or support of any other
11. union or collective bargaining group with the pur-
12. pose or intent of supplanting the International
13. Union, or any subordinate body thereof, as the rec-
14. ognized collective bargaining agent, or if the mem-
15. ber is affirmatively engaged in efforts to decertify

16. the International Union or any subordinate body
17. thereof as the recognized collective bargaining
18. agent, such charge will be filed with the Interna-
19. tional Executive Board and a copy shall be sent to
20. such member. The member shall be subject to sus-
21. pension or expulsion by the International Execu-
22. tive Board after hearing on such charges, with the
23. Board designating a special committee to conduct
24. a hearing and make recommendations in a manner
25. similar to that provided for the operation of Inter-
26. national Executive Board Appeals Committees
27. under Article 33 of this Constitution.

28. The special committee shall make recommen-
29. dations to the International Executive Board which
30. recommendations shall be processed by the Inter-
31. national Executive Board in the same manner that
32. it processes recommendations of said Appeals
33. Committees; provided that if the special commit-
34. tee recommends that the charged member be sus-
35. pended or expelled, it shall have the authority to
36. temporarily suspend the charged member until the
37. International Executive Board has taken action on
38. the recommendations. The International Executive
39. Board, if it finds the member guilty of the offense
40. charged by a two-thirds (2/3) vote, may suspend or
41. expel the member. Any member suspended or
42. expelled under this Section shall have the right to
43. appeal such suspension or expulsion either to the
44. Public Review Board or the Convention Appeals
45. Committee as provided in Article 33 of this Con-
46. stitution. The procedure provided for in this Sec-
47. tion shall be in addition to and exclusive of, any
48. other action which may be taken against such mem-
49. ber.

ARTICLE 32

Public Review Board

1. **Section 1.** For the purpose of ensuring a con-
2. tinuation of high moral and ethical standards in the
3. administration and operative practices of the In-
4. ternational Union and its subordinate bodies, and
5. appeal procedures within the democratic processes and
6. appeal procedures within the Union as they affect
7. the rights and privileges of individual members or
8. subordinate bodies, there shall be established a
9. Public Review Board consisting of impartial per-
10. sons of good public repute not working under the
11. jurisdiction of the UAW or employed by the Inter-
12. national Union or any of its subordinate bodies.

13. **Section 2.** The Public Review Board shall con-
14. sist of seven (7) members, including the Chairper-
15. son. Their terms shall be for the period between
16. International Constitutional Conventions. At the
17. Sixteenth (16th) International Constitutional Con-
18. vention, and at the subsequent International Con-
19. stitutional Conventions, the International President
20. shall, subject to the approval of the International
21. Executive Board, propose the names of the Chair-
22. person and members of the Public Review Board
23. for ratification by said International Constitutional
24. Convention. Should any vacancy on the Public
25. Review Board occur between International Con-
26. stitutional Conventions, the vacancy shall be filled
27. by appointment by the International President, sub-
28. ject to the approval of the International Executive
29. Board, from a list of names submitted by the re-
30. maining members of the Public Review Board.

31. **Section 3.** (a) The Public Review Board shall
32. have the authority and duty to make final bind-

33. ing decisions on all cases appealed to it in accor-
34. dance with Article 33 of hte International Consti-
35. tution, and to deal with matters related to alleged
36. violation of any UAW Ethical Practices Codes that
37. may be adopted by the International Union.

38. (b) The Public Review Board shall have the
39. authority and duty to make final and binding deci-
40. sions on all cases appealed to it in accordance with
41. Article 16, Section 7 of the International Constitu-
42. tion.

43. **Section 4.** Any complaint filed under Section
44. 5(a) or (b) of this Article alleging violation of any
45. UAW Ethical Practices Codes that may be adopted
46. by the International Union, must be filed within

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1. sixty (60) days of the time the charging member
2. first becomes aware or reasonably should have
3. become aware of the alleged violation.

4. **Section 5.** To facilitate the orderly handling of
5. complaints related to alleged violations of any
6. UAW Ethical Practices Codes, the following pro-
7. cedures shall apply:

8. (a) If a complaint is against the operation of a
9. subordinate body or any officer or representa-
10. tive thereof, the complaint must be initiated
11. by a member of that subordinate body who
12. shall be obligated to first attempt to seek re-
13. dress and correction of the matter complained
14. of through appeal to the membership of the
15. Local Union. Failing to get redress from the
16. Local Union, the member shall submit her/his
17. complaint to the International Executive Board
18. through the International President who shall
19. forward a copy of the complaint directly to
20. the Chairperson of the Public Review Board.
21. The International Executive Board shall have

22. the initial responsibility for investigating the
23. complaint. The Chairperson of the Public Re-
24. view Board will be kept advised of the case
25. by the International Executive Board. Upon
26. completion of the International Executive
27. Board's investigation and action, the Chair-
28. person of the Public Review Board and the
29. complaining member will be informed as to
30. the disposition made of the case by the Inter-
31. national Executive Board. In the event the
32. complaining member is dissatisfied with the
33. decision and action of the International Ex-
34. ecutive Board, s/he may, within thirty (30)
35. days, appeal such decision to the Public Re-
36. view Board.

37. In the absence of such an appeal, the Public
38. Review Board may act on the matter if it concludes
39. that there is substance to the original complaint and
40. that the action of the International Executive Board
41. does not satisfactorily meet the problem.

42. (b) If a complaint is against the operation of the
43. International Union or any officer or repre-
44. sentative thereof, the complaint must be made
45. by a member of a Local Union and approved
46. by membership action of that Local Union.
47. The complaint and a certification of the ap-
48. proval shall be submitted to the International

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1. President who shall forward a copy of the com-
2. plaint directly to the Chairperson of the Pub-
3. lic Review Board. The complaint shall be pro-
4. cessed by the International Executive Board
5. and the Public Review Board in the same man-
6. ner as a complaint under (a) above.

7. (c) However, if any member files a complaint
8. under either subsection (a) or (b) above but
9. does not seek approval, redress or action from

10. the member's Local Union, s/he shall set forth
11. the reasons for such failure to seek or obtain
12. such approval, redress or action from the Lo-
13. cal Union at the time s/he files the complaint
14. with either the International Executive Board
15. or the Public Review Board. When, in the
16. judgment of the International Executive Board
17. and/or the Public Rebiew Board, there are
18. valid and substantial reasons for the request
19. to bypass the Local step, the matter may be
20. processed without compliance with the Local
21. step.

22. (d)Any matter within the coverage of this Aec-
23. tion may be submitted to the Public Review
24. Board by majority action of the International
25. Executive Board.

26. When a cpmplaint is properly before the Pub-
27. lic Review Board, the Public Review Board shall
28. assume jurisdiction over the matter complained of
29. and process the matter in accordance with the pro-
30. visions of subsequent Sections of this Article.

31. **Section 6.** The Public Review Board shall for-
32. mulate such rules of procedure and establish such
33. practices as are necessary to facilitate its proper
34. functioning. In order to minimize the time require-
35. ments and to expedite the disposition of cases, the
36. Chairperson shall be authorized to create panels
37. of not less than three (3) members of the Public
38. Review Board to act for and in behalf of the Pub
39. lic Review Borad. When, as a result of prelimi-
40. nary invsetigation, the Public Review Board or the
41. panel thereof, concludes that the complaint fails to
42. state allegations sufficiently serious and sunstan-
43. tial to justify a hearing, or when it appears that there
44. is no reasonable possibility that any substantial
45. evidence in support of the allegations can be pro-
46. duced, the Board or the panel in its discretion may
47. dismiss such matter without and hearing. The Pub-
48. lic Review Board or the panel thereof shall advise

49. the complaining member, the International Union,

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1. and any subordinate body or bodies concerned of
2. its decision or findings.

3. **Section 7.** In case the Public Review Board or
4. the panel thereof finds that the accused is obvi-
5. ously innocent of any violation of the Ethical
6. Codes, the Board or the panel thereof, may make
7. judgment with respect to the lack of good faith of
8. the accuser, and if the facts indicate that the ac-
9. cuser acted in bad faith or with malicious intent
10. and willful effort to divide and disrupt the
11. Union, the Public Review Board may assess a non-
12. monetary penalty against the accuser; provided,
13. however, that such penalty shall be limited to sus-
14. pension from membership for a period of not less
15. than three (3) months.

16. **Section 8.** The Public Review Board shall pre-
17. pare and submit to the membership an Annual Re-
18. port of its activities, in which report shall draw
19. the attention of the membership to any situation or
20. action which it has investigated upon complaint
21. and found to be improper, and shall comment upon
22. the steps that have been taken by the Union to cor-
23. rect such a situation. The Public Review Board shall
24. further include a summary of all appeals it has
25. handles during the year. Copies of all Public Re-
26. view Board's Annual Report shall be mailed to all
27. Loacl Unions and notice of this fact shall be pub-
28. lished in the next edition of "Solidarity." Copies
29. shall be available to members upon request and
30. during convention years copies shall be distributed
31. to all delegates. The Annual Report shall be made
32. available to the public press and all other media of
33. public communication. The Public Review Board
34. may, in its discretion, submit an Interim Report.
35. Such an INterim Report shall also be made avail-
36. able to all members and the public in the same

37. manner as the Annual Report.

38. **Section 9.** The International Executive Board
39. is instructed and authorized to provide for an an-
40. nual operating budget to insure the proper func-
41. tioning of the Public Review Board. The Interna-
42. tional Secretary-Treasurer is instructed and autho-
43. rized to deposit quarterly, in a depository desig-
44. nated by the Public Review Board, to the account
45. of the Public Review Board the necessary funds
46. required by the budget submitted by them. Such a
47. budget shall cover all necessary expenses, includ
48. ing office, staff, travel and operating expenses and
49. shall provide for reasonable compensation to the

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1. members of the Public Review Board. The Public
2. Review Board shall establish an office separate and
3. apart from any Union building. The staff and of-
4. fice personnel essential to the proper functioning
5. of the Public Review Board shall be selected by
6. the members thereof and shall be compensated out
7. of its operating budget. The Chairperson of the
8. Public Review Board shall be required to have its
9. books and financial records audited annually; such
10. audits and the summary of the financial transac-
11. tions shall be submitted to the International Secre-
12. tary-Treasurer, who in turn shall make such infor-
13. mation available to the delegates at each Constitu-
14. tional Convention.

ARTICLE 33

Appeals

15. **Section 1. WHAT MAY BE APPEALED.** Any
16. subordinate body or member thereof shall have the
17. right under this Article to appeal any action, deci-
18. sion, or penalty by any of the following, unless
19. otherwise provided:

20. (a)The International Union, its International
21. Executive Board or any of its Officers, Re-
22. gional Directors or International Representa-
23. tives;

24. (b)Any administrative arm of the International
25. Union, including its National Departments and
26. Bargaining Councils;

27. (c)A Local Union, or any of its units, commit-
28. tees, officers, committeepersons or stewards;
29. or

30. (d)Any other subordinate body of the Interna-
31. tional Union. A failure or refusal to act by any
32. of the foregoing, where it allegedly results in
33. an injury, may also be appealed.

34. **Section 2. LEVELS OF APPEAL.** This Sec-
35. tion specifies the levels of appeal for various types
36. of cases.

37. The normal route of appeal is: **FIRST**, to
38. the membership or delegate body immediately re-
39. sponsible for the official, officer, action or deci-
40. sion under challenge; **SECOND**, to the Interna-
41. tional Executive Board, unless the appeal begins

42. there; and THIRD, to the Convention Appeals
43. Committee or Public Review Board, as may be
44. appropriate. This normal route of appeal shall be

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1. followed in all cases, except where this Constitu-
2. tion makes specific provision for an alternate route
3. of appeal. For purposes of illustration, in the fol-
4. lowing common cases the normal route of appeal
5. is as follows:

6. In any challenge to the handling or dispo-
7. sition of a grievance: Where the challenge is
8. against a Local Union committeeperson, stew-
9. ard, Bargaining Committee, officer or other
10. Local Union official the levels of appeal are
11. first to the unit of an Amalgamated Local
12. Union, then to the Union; then to the Interna-
13. tional Executive Board and then to the Con-
14. vention Appeals Committee, or where appro-
15. priate the Public Review Board. Where the
16. challenge ia against an International Repre-
17. sentative, Regional Director, International
18. officer or Mational Department the levels of
19. appeal are first to the International Executive
20. Board, and then to the Convention Appeals
21. Committee, or where appropriate to the Pub-
22. lic Review Board.

23. For any decision of a Local Union, or unit
24. of an Amalgamated Local Union, on a Trial
25. Committee's recommendation the levels of
26. appeal are first to the International Executive
27. Board and then to the Convention Appeals
28. Committee or the Public Review Board. For
29. disputes or questions in controversy, includ-
30. ing all questions involving interpretation of
31. this Constitution by the International Presi-
32. dent under Article 13, Section 8 the levels of
33. appeal are to the International Executive
34. Board and then to the next Constitutional

35. Convention. For any decision of the Interna-
36. tional President under Article 48, Section 5
37. the levels of appeal are to the International
38. Executive Board and then to the Convention
39. appeals Committee or the Public Review
40. Board.

41. (b)In the types of cases listed below, the appeal
42. shall be limited as specified:

43. For any action or decision by a national
44. or corporate bargaining council or sub-coun-
45. cil, or by a national or regional wage-hour
46. council or sub-council, the route of appeal
47. shall be directly to the International Execu-
48. tive Board. There shall be no further appeal
49. from the decision of the International Execu-

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1. tive Board. For any action or decision per-
2. taining to the following matters; sports and
3. other recreational activities; rulings of the
4. Chair on procedural questions arising during
5. Local Union membership and other meetings;
6. the appointment and/or removal of appointed
7. officials on Local Union committees; and the
8. sending of authorized members from a Local
9. Union to any convention, conference, or other
10. meeting, whether sponsored by the UAW or
11. some other organization, except for the
12. UAW's Constitutional Convention; unless Ar-
13. ticle 46 Section 1, or some other substantive
14. provision of this Constitution is implecated,
15. the appeal shall be to the membership of the
16. Local Union, or in the case of an Amalgam-
17. ated Local Union, first to the membership of
18. the appellant's unit, if necessary, and then to
19. the delegate body or general membership of
20. the Amalgamated Local Union. There shall
21. be no further appeal from the decision of the
22. membership of the Local Union or Amalgam-

23. ated Local Union.

24. For any action or decision pertaining to
25. the seating of members at any conference or
26. other meeting sponsored by the UAW, if there
27. is a Credentials Committee for the conference
28. or meeting, the appeal shall be first to the
29. Credentials Committee and then to the gen-
30. eral delegate body of the conference or meet-
31. ing. If there is no Credentials Committee for
32. the conference or meeting, the route of ap-
33. peal shall be directly to the Director of the
34. National Department or Region responsibly
35. for the conference or meeting. There shall be
36. no further appeal from the decision of the gen-
37. eral delegate body or the Director of the Na-
38. tional Department or Region, as the case may
39. be. For any action or decision pertaining to
40. the appointment or removal of special-pur-
41. pose representatives, such as Benefit Repre-
42. sentatives or Health and Safety
43. Committeepersons by a National Department
44. under the provisions of a collective bargain-
45. ing agreement, the appeal shall be directly to
46. the International Executive Board. There shall
47. be no further appeal from the decision of the
48. International Executive Board. For an inter-
49. pretation of a collective bargaining agreement
50. by a National Department or Regional Direc-

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1. tor, where the interpretation is so obviously
2. correct that no purpose will be served by an
3. appeal, and where it is consistent with other
4. provisions of this Constitution and Interna-
5. tional Union policy, the appeal shall be di-
6. rectly to the International President. There
7. shall be no further appeal from that decision.

8. **Section 3. PROCEDURES AT EACH LEVEL**
9. **OF APPEAL.** This Section specifies the procedures

10. at each level of appeal. In addition, any appeal is subject
11. to the general requirements of Section 4 of
12. this Article. Where this Constitution makes spe-
13. cific provision for alternate procedures, those pro-
14. cedures shall control.

15. (a) Local Union. An appeal to the Local
16. Union may be made at a meeting of the member-
17. ship body, or may be made in writing addressed to
18. the Recording Secretary. When no regularly sched-
19. uled meeting of the membership body is held within
20. forty-five (45) days of receipt of the appeal, the
21. Local Union Executive Board may consider and
22. rule on the appeal.

23. (b) AMALGAMATED LOCAL UNION. In an
24. Amalgamated Local Union an appeal must be made
25. first at a meeting of the membership body of the
26. appellant's unit or in writing addressed to the Re-
27. cording Secretary or Chairperson of the appellant's
28. unit. When no regularly scheduled meeting of the
29. membership body or the unit is held within forty-
30. five (45) days of the receipt of the appeal, the unit
31. Committee or unit Executive Board may consider
32. and rule on the appeal. An appeal from the unit is
33. made to the Amalgamated Local Union's delegate
34. body, where such exists, or to the general mem-
35. bership meeting when no delegate body exists. This
36. appeal shall be taken by submitting a written ap-
37. peal to the Amalgamated Local Union's Recording
38. ing Secretary. When no membership or delegate
39. body meeting is held within forty-five (45) days
40. of receipt of this appeal, the Local Union Execu-
41. tive Board may consider and rule on the appeal.
42. The Amalgamated Local Union shall review the
43. appeal, with the aid of an investigating committee
44. or otherwise, and shall determine the appeal; but if
45. a unit Trial Committee is involved in the proceed-
46. ings, it shall not select its own Trial Committee to
47. retry the case.

48. (c) OTHER SUBORDINATE BODIES. An ap-

49. appeal to other subordinate bodies, in matters within

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1. their areas of responsibility under this Constitu-
2. tion, may be made at a meeting of the membership
3. or delegate body or may be made in writing to the
4. Recording Secretary. When no regularly scheduled
5. meeting of the membership or delegate body is held
6. within forty-five (45) days of receipt of the appeal,
7. the Executive Board of the subordinate body may
8. consider and rule on the appeal.

9. (d) INTERNATIONAL EXECUTIVE BOARD.

10. An appeal to the International Executive Board
11. shall be made in writing, signed by the member(s)
12. and addressed to the International Executive Board
13. in care of the International President. The appeal
14. shall set forth the action or decision being appealed,
15. shall be as specific and detailed as possible, and
16. shall include all information available in support
17. of the appeal.

18. *Appellate Cases* The International Executive
19. Board has appellate jurisdiction to consider and
20. decide all appeals submitted to it from any deci-
21. sion or action of a Local Union, Amalgamated
22. Local Union or other subordinate body; except in
23. the relevant types of cases set forth in Section 2(b)
24. of this Article, the International Executive Board
25. shall entertain an appellate case only when it has
26. been ruled upon by the appropriate membership
27. or delegate body. In this sort of appeal, the appel-
28. lant should also send a copy of her/his appeal to
29. that body's Recording Secretary. Upon receipt of
30. an appeal, the International President shall secure
31. from the Local Union, Amalgamated Local Union
32. or other subordinate body, a complete statement
33. of the matters at issue, including copies of all
34. charges and records, minutes, transcripts if testi-
35. mony and other material relating to the appeal.

36. *Original Matters.* The International Executive
37. Board has original jurisdiction to consider and de-
38. cide all appeals submitted to it from any decision
39. or action of an International Officer, Regional Di-
40. rector, International Representative or any admin-
41. istrative arm of the National Department of the
42. International Union, except in the relevant types
43. of cases set forth in Section 2(b) of this Article.

44. *Disposition By An Appeals Committee.* The In-
45. ternational Executive Board shall appoint a two
46. (2)member Appeals Committee to consider the ap-
47. peal and make recommendations. This Appeals
48. Committee shall be composed of members of the
49. International Executive Board, but shall not include

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1. the Regional Director of the region from which the
2. appeal originates. The appeal and any information
3. secured by the International President shall be for-
4. warded to the Appeals Committee. After a review
5. of the appeal and record, the Appeals Committee
6. may hold a hearing before either the full Commit-
7. tee or in its discretion one of its members unless
8. the Appeals Committee concludes that no useful
9. purpose would be served by a hearing, in which
10. event the Appeals Committee at its discretion may
11. make recommendations on the appeal without a
12. hearing. The Appeals Committee shall make a rec-
13. ommendation which, together with the full record,
14. shall be submitted to a Nine (9) Member Commit-
15. tee of the International Executive Board, of which
16. five (5) members, or their designee(s), shall con-
17. stitute a quorum. The Nine (9) Member Commit-
18. tee shall consider, the record, together with the
19. Appeals Committee's recommendations, and shall
20. make a decision on the appeal.

21. *Disposition By The International President* The
22. International President may, in his discretion, de-
23. cide an appeal rather than submitting it to an Ap-

24. peals Committee. In such a case, the International
25. President may designate a representative to con-
26. duct any investigation or hearing deemed neces-
27. sary, in accordance with the procedures of this
28. Subsection. The International President shall base
29. her/his decision on the files and records of the case,
30. and such briefs as may be submitted. In any ap-
31. peal involving the handling or disposition of a
32. greivance against an employer, the decision of the
33. International President shall be submitted to the
34. Nine (9) Member Committee of the International
35. Executive Board.

36. *Review By The Full International Executive*
37. *Board.* Both where the appeal has been decided by
38. the Nine (9) Member Committee of the Interna-
39. tional Executive Board and where it has been de-
40. cided by the International President, copies of the
41. decision shall be sent to all members of the Inter-
42. national Executive Board. The decision shall be-
43. come the decision of the full International Execu-
44. tive Board unless, within ten (10) days, one or more
45. members of the International Executive Board
46. raises an objection to the decision, in which case
47. the appeal shall be referred for decision to the In-
48. ternational Executive Board at its next regular
49. meeting. The International President shall promptly

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1. notify all parties concerned of the decision of the
2. International Executive Board. The International
3. Executive Board shall use its best efforts to render
4. its decision within sixty (60) days of receipt of the
5. appeal by the International President.

6. (e) CONVENTION APPEALS COMMITTEE.
7. An appeal to the Convention Appeals Committee
8. shall be made in writing, signed by the member(s)
9. and addressed to the Convention Appeals Com-
10. mittee in cars of the International President.

11. *Jurisdiction And Procedure.* The Convention
12. Appeals Committee has jurisdiction to consider and
13. decide all appeals submitted to it from any deci-
14. sion or action of the International Executive Board
15. or an International Trial Committee, except in the
16. types of cases set forth in Section 2(b) of this Ar-
17. ticle. The Convention Appeals Committee shall
18. meet at least semi-annually, at the International
19. Union Headquarters, to act on all appeals that have
20. been submitted to it at least thirty (30) days prior
21. to the date established for its meeting. The admin-
22. istrative procedures for the Convention Appeals
23. Committee in handling appeals shall be established
24. by the International Executive Board, subject to
25. review by subsequent Constitutional Conventions.
26. All decisions of the Convention Appeals Commit-
27. tee shall be final and binding.

28. *Selection Of Convention Appeals Committee.*
29. The Convention Appeals Committee shall consist
30. of a member and a first and second alternate from
31. each region to be selected by lot from the delegates
32. from each region, when they elect their Regional
33. Director. To provide continuity, members of the
34. Convention Appeals Committee shall be selected
35. from one-half of the regions at each Convention.
36. Such members selected shall serve for two (2)
37. Convention terms. In the event a vacancy occurs
38. on the Convention Appeals Committee, it shall be
39. filled by the ranking alternate from that region. All
40. remaining vacancies shall be filled by lot at the
41. next regular Constitutional Convention.

42. (f) PUBLIC REVIEW BOARD. An appeal to the
43. Public Review Board shall be made in writing,
44. signed by the appellant, and addressed to the Pub-
45. lic Review Board care of the International Presi-
46. dent.

47. *Jurisdiction.* In addition to the jurisdiction con-
48. ferred elsewhere in this Constitution, the Public

1. Review Board has jurisdiction to consider and de-
2. cide appeals from any decision or action of the In-
3. ternational Executive Board or an International
4. Trial Committee:

5. Where the case arises under Article 10,
6. Section 12; Article 12, Sections 2 and 3; Ar-
7. ticle 16, Section 7; Article 30; Article 31; Ar-
8. ticle 36, Sections 9 and 10; Article 38, Sec-
9. tions 11 and 12; or Article 48 Sections 5 and
10. 6;

11. Where the International Executive Board,
12. pursuant to Article 12, Section 17, has re-
13. viewed the action or decision of its adminis-
14. trative arm, or where the International Execu-
15. tive Board has decided an appeal which con-
16. cerns action or inaction relative to the pro-
17. cessing of a grievance against an employer,
18. subject however, to the limitation of Section
19. 4(i) of this Article; and

20. In any other case in which the International
21. Executive Board has passed upon an appeal
22. from the action of a Local Union, Amalgam-
23. ated Local Union, or other subordinate body,
24. except in the relevant types of cases set forth
25. in Section 2(a) and (b) of this Article.

26. *Determining Jurisdiction.* In cases that involve
27. the processing of grievances, the Public Review
28. Board shall first determine whether the specific al-
29. legation upon which appellant claims the Public
30. Review Board's jurisdiction to be based is or is
31. not true. If the jurisdictional allegation is found to
32. be false, it shall dismiss the appeal. If the appeal is
33. thus dismissed, the appellant may, within thirty (30)
34. days of notification of the dismissal, appeal the case
35. to the Convention Appeals Committee, provided
36. that in such an appeal, the appellant may not again

37. raise any issue which the Public Review Board
38. resolved in dismissing for lack of jurisdiction.

39. *Limitation.* In no event shall the Public Review
40. Board, under this or any other article, have juris-
41. diction to review in any way an official collective
42. bargaining policy of the International Union.

43. *Procedures.* If the appellant elects to appeal to
44. the Public Review Board, the appeal shall be con-
45. sidered by the full Board, or a panel thereof. Where
46. the Public Review Board has jurisdiction, the full
47. Board or panel shall decide and dispose of all mat-
48. ters raised by the appeal. The Public Review Board,

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1. pursuant to Article 32, Section 6, shall establish its
2. own rules of procedure including those governing
3. the extent and scope of hearings. When notified
4. that an appeal to the Public Review Board has been
5. filed, the International President shall forward to
6. the Chairperson of the Public Review Board all
7. documents and records in the case. After studying
8. said documents and records, the Public Review
9. Board, or a panel thereof, shall hold a hearing,
10. unless it concludes that the appeal is unsubstantial
11. or that no useful purpose would be served by a
12. hearing; in which event the appeal may be decided
13. or dismissed without a hearing.

14. The Public Review Board or panel thereof shall
15. upon due consideration issue its decision, which
16. shall be final and binding on all parties.

17. **Section 4. GENERAL REQUIREMENTS.** The
18. following rules, unless otherwise indicated, shall
19. govern all levels of the foregoing appeal proce-
20. dure:

21. (a) **CONTENTS OF APPEAL.** Any appeal should
22. set forth the action or decision being appealed

23. and should include all information available
24. in support of the appeal. The appeal should be
25. as specific and detailed as possible and must
26. be signed by the member(s).

27. (b) **CALCULATION OF TIME.** The time limits
28. of Section 4(c) of this Article begin to run from
29. the time the appellant first becomes aware, or
30. reasonably should have become aware, of the
31. alleged action or decision appealed. In the case
32. of an appeal from a decision of the Interna-
33. tional Executive Board, the time limit shall
34. begin to run when the appellant first receives
35. notice of the decision. For purposes of this
36. Article, "day" means a calendar day. If mailed,
37. an appeal will be considered filed on the date
38. it is postmarked.

39. (c) **TIME LIMITS FOR APPEAL.** To be consid-
40. ered, an appeal must comply with these time
41. limits, if no other time limit is specifically set
42. forth in this Constitution: Appeal to Local
43. Union sixty (60) days; Amalgamated Local
44. Union Appeal to unit, sixty (60) days, appeal
45. from unit to Amalgamated Local Union itself,
46. thirty (30) days; appeal to other subordinate
47. body sixty (60) days; appeal to International
48. Executive Board appellate or original cases,

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1. thrity (30) days; appeal to Convention Appeals
2. Committee thirty (30) days; appeal to Public
3. Review Board thirty (30) days.

4. (d) **EXTENSIONS OF TIME.** In the case of an
5. appeal to a Local Union, Amalgamated Local
6. Union, or other subordinate body, on in the case
7. of an appeal to the International Executive
8. Board or Convention Appeals Committee, the
9. International President may waive the time for
10. filing the appeal if warranted by the circum-

11. stances.

12. (e) COMPLIANCE PENDING APPEAL> The de-
13. cision of the lower tribunal, in all cases, must
14. be complied with before an appeal can be ac-
15. cepted by the next tribunal in authority and
16. shall remain in effect until reversed or modi-
17. fied. The International President may, upon
18. written application of an appellant, waive in
19. whole or in part requirements of such compli-
20. ance where unusual circumstances warrant it.

21. (f) COUNSEL. Any party to an appeal before the
22. International Executive Board, Convention
23. Appeals Committee or Public Review Board,
24. shall be permitted representation by counsel
25. or other representative of her/his choice. Un-
26. less other wise specified in this Constitution,
27. counsel are not permitted before a Local
28. Union, Amalgamated Local Union, or other
29. subordinate body, except as provided in Ar-
30. ticle 31, Section 5. The party retaining coun-
31. sel, or other representative, shall bear any cost
32. of such representation.

33. (g) BRIEFS. Any party to an appeal may submit
34. a brief or other written statement of position.

35. (h) Hearings. Hearings, when held, shall be
36. such as, in the discretion of the tribunal, and
37. shall bring to light all the facts and issues in-
38. volved. The appellant and appellee (or their
39. representatives) shall be required to appear,
40. with such witnesses as they may choose, and
41. shall answer fully and truthfully all questions
42. put to them. The parties shall be afforded full
43. opportunity to present their respective posi-
44. tions on all matters bearing on the action, de-
45. cision or penalty under review. A hearing held
46. by the International Executive Board, through
47. its Appeals Committee or the International
48. President, shall be held as close to the locality

1. from which the appeal originates as possible
2. in order to minimize the expense and incon-
3. venience to the parties. A hearing before a
4. panel or committee of a reviewing tribunal is
5. deemed a hearing before the full reviewing
6. tribunal.

7. (1) **GRIEVANCE AND RELATED APPEALS.**

8. In any appeal to the Public Review Board, un-
9. der Section 3(f) of this Article, concerning the
10. handling of a grievance or other issue involv-
11. ing a collective bargaining agreement, the
12. Public Review Board shall not have jurisdic-
13. tion unless the appellant has alleged before the
14. International Executive Board that the mat-
15. ter was improperly handled because of fraud,
16. discrimination or collusion with management,
17. or that the dispositopn or handling of the mat-
18. ter was devoid of any rational basis.

19. **Section 5. OBLIGATION TO EXHAUST IN-**
20. **TERNAL UNION REMEDIES.** It shall be the duty
21. of any individual or body, if aggrieved by any ac-
22. tion, decision or penalty imposed, to exhaust fully
23. the individual or body's remedy and all appeals
24. under this Constitution and the rules of this Union
25. before going to a civil court or governmental
26. agency for redress.

ARTICLE 34

District Councils

27. **Section 1.** When a majority of Local Unions of
28. this International Union representing a majority of
29. the membership within their geographica; district
30. request the establishment of a District Council, such
31. Local Union representatives shall be assembled by
32. the Regional Directors of that area for the forma-
33. tion of such a Council.

34. **Section 2.** When such a District Council is es-
35. tablished, it shall be mandatory for all Local Unions
36. of this International Union to affiliate with the
37. Council of their geographical district and obtain a
38. charter from the International Union.

39. **Section 3.** The purpose of the District Council
40. shall be to recommend to the Regional Director
41. and the International Union, constructive measures
42. for the welfare of Local Unions and their mem-
43. bers. It shall discuss comparative wages, rates,
44. agreements, methods of approach, organizational

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1. problems, national, state and provincial legislative
2. programs and such other problems as may be of
3. general interest to the Local Union membership.

4. **Section 4.** The District Council shall be com-
5. posed of delegates elected from the Local Unions
6. in accordance with appropriate procedures estab-
7. lished in the bylaws of each member's Local Union.
8. The term of the delegates elected by a Local Union
9. shall be three (3) years. To avoid unnecessary ex-

10. penses in District Councils, Local Unions may em-
11. power as many delegates as they desire to carry
12. and vote the entire vote of the Local Union.

13. **Section 5.** Activities of the District Councils
14. shall be financed by the payment of a per capita
15. tax by each Local Union affiliated with the Dis-
16. trict Council, which shall require the approval of
17. the International Executive Board.

18. **Section 6.** The per capita tax may be used to
19. assist in organizational work, prepare educational
20. literature, lobby for legislative programs and pro-
21. grams of benefit to its affiliated Local Unions.

22. **Section 7.** When a subordinate body has failed
23. to report and pay the per capita tax to the District
24. Council, the District Council Secretary-Treasurer
25. shall report this fact to the International Secretary-
26. Treasurer; the International Secretary-Treasurer
27. shall notify the subordinate body President and
28. Board of Trustees. Such subordinate body shall
29. stand suspended until such deficiency is made
30. good.

31. **Section 8.** The District Council shall draft its
32. bylaws in conformity with this Constitution and
33. subject to the approval of the International Execu-
34. tive Board.

35. **Section 9.** To dissolve a District Council the
36. Regional Director(s), on the request of three (3)
37. Local Unions within the geographical district, shall
38. call a special meeting of the Council to be held
39. within thirty (30) days of such request, with proper
40. notice of the purpose of the meeting to vote upon
41. the dissolution of the Council. At this meeting the
42. District Council may be dissolved by a vote of a
43. majority of the Local Unions representing a ma-
44. jority of the membership within the geographical
45. district.

ARTICLE 35

Amalgamated Local Unions

1. **Section 1.** Any two (2) or more units which are
2. not a part of an Amalgamated Local Union may
3. petition the International Executive Board for the
4. formation of an Amalgamated Local Union. Such
5. petitions must be approved by the membership of
6. the units desiring an Amalgamated Local Union in
7. a specially called membership meeting for that
8. purpose. Upon receipt of such petitions the Inter-
9. national Executive Board shall investigate the fea-
10. sibility of an Amalgamated Local Union and if their
11. decision is that an Amalgamated Local Union be
12. set up, the Regional Director shall without delay
13. set up an Amalgamated Local Union comprising
14. the units as determined by the International Ex-
15. ecutive Board.

16. **Section 2.** Any two (2) or more units of an
17. Amalgamated Local Union may petition the Inter-
18. national Executive Board to set up a Joint Council
19. in their Local Union. The International Executive
20. Board shall without undue delay investigate the
21. practicality of a Joint Council for that Local Union
22. and if they determine that a Joint Council shall be
23. set up, the Local Union shall without delay set up
24. a Joint Council based on the principles in Section
25. 3 of this Article. Members of such a Joint Council,
26. whether directly elected thereto or holding mem-
27. bership thereon by virtue of being elected to some
28. other office or position, shall be elected by secret
29. ballot with the same notice procedures as set forth
30. in Section 2 of this Article.

31. **Section 3.** The membership of the Local Union
32. shall be guaranteed:

33. (a)Proportional representation from each unit,
34. based on the dues dollar each unit pays to the
35. Local Union. In no case shall any unit be en-
36. titled to less than two (2) representatives to
37. the Joint Council.

38. (b)The right to appeal from any decision of the
39. Joint Council by referendum vote of the mem-
40. bership.

41. (c)That each unit will have autonomy on
42. matters pertaining strictly to that unit.

43. (d)That a percentage of every dues dollar which
44. a unit pays to the Local Union may be set aside
45. as a fund for the use of that unit for whatever
46. purpose they so desire.

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1. **Section 4.** Additional organized units may be
2. added to Amalgamated Local Unions only upon
3. approval of the International Executive Board and
4. subject to the majority vote of the membership of
5. the unit and the Joint Council or membership of
6. the Amalgamated Local Union. Unorganized units
7. may be added to an Amalgamated Local Union
8. upon the approval of the Regional Director.

ARTICLE 36

Local Union Charters and Subordinate Bodies

9 **Section 1.** A Local Union may be formed by
10 fifteen (15) or more persons working within the
11 jurisdiction of the International Union by apply-
12 ing to the International Secretary-Treasurer for a
13 charter.

14 **Section 2.** The International Secretary-Trea-
15 surer shall furnish the applicants for a charter with
16 an application blank, and when the same has been
17 properly filled out and returned with fifteen dol-
18 lars (\$15.00) charter fee, upon approval of the In-
19 ternational Executive Board, a charter shall be
20 granted and initial supplies furnished.

21 **Section 3.** The charter fee for Local Unions
22 shall be fifteen dollars (\$15.00), which shall en-
23 title the Local Union to a charter, one (1) member-
24 ship receipt book, one (1) International bookkeep-
25 ing set, one (1) Recording Secretary's minute book,
26 fifteen (15) Constitutions, one (1) roll call book
27 and one gavel.

28 **Section 4.** The charter and supplies shall re-
29 main the property of the International Union, to be
30 used by the Local Union only as long as said Lo-
31 cal Union and its members comply with the laws
32 of the International Union.

33 **Section 5.** Any member who shall counterfeit,
34 imitate or falsify the International Union dues re-
35 cepts, insignia, label or buttons, or knowingly use

36 such imitations or counterfeits, shall be expelled
37 from this Union as the circumstances may warrant
38 after trial has been accorded the accused.

39 **Section 6.** The charters to be issued to Local
40 Unions shall be in the following form:

CHARTER

1. To All Whom These Presents Shall Come:

2. Know Ye, that the International Union,
3. UNITED AUTOMOBILE, AEROSPACE AND
4. AGRICULTURAL IMPLEMENT WORKERS OF
5. AMERICA (UAW), established for the purpose of
6. effecting through organization of the Automobile,
7. Aerospace, Agricultural Implement, and other in-
8. dustries and composed of Local Unions and Mem-
9. bers in different sections of the United States and
10. Canada, doth, upon proper application and under
11. conditions herein provided hereby grant unto
12.
13.
14.
15. and to their successors, this Charter for the estab-
16. lishment and future maintenance of a Local Union
17. at.....
18. to be known as Local Union No.
19. of.....
20. Now, the conditions of this Charter are such: That
21. said Union forever and under any and all circum-
22. stances shall be subordinate to and comply with
23. all the requirements of the Constitution, Bylaws
24. and General Laws or other laws of the International
25. Union. UNITED AUTOMOBILE, AEROSPACE
26. AND AGRICULTURAL IMPLEMENT WORK-
27. ERS OF AMERICA (UAW), as they may from time
28. to time be altered or amended: That said Union
29. shall for all time be guided and controlled by all

30. acts and decisions of the International Union,
 31. UNITED AUTOMOBILE, AEROSPACE AND
 32. AGRICULTURAL IMPLEMENT WORKERS OF
 33. AMERICA (UAW), as they may from time to time
 34. be enacted: That should the Local Union above
 35. chartered take advantage of any powers, privileges
 36. or rights conferred under the laws as they may ex-
 37. ist at any time, said action shall not prevent the
 38. International Union, UNITED AUTOMOBILE,
 39. AEROSPACE AND AGRICULTURAL IMPLE-
 40. MENT WORKERS OF AMERICA (UAW) from
 41. recalling, amending, changing or abolishing any
 42. such powers, privileges or rights.

43. So long as the said Union adheres to these con-
 44. ditions, this Charter to remain in full force; but upon
 45. infraction thereof, the International Union,

1. UNITED AUTOMOBILE, AEROSPACE AND
 2. AGRICULTURAL IMPLEMENT WORKERS OF
 3. AMERICA (UAW) may revoke this Charter,
 4. thereby annulling all privileges secured hereunder.

5. In witness Whereof, We have hereonto set our
 6. hands and affixed the Seal of the International
 7. Union, UNITED AUTOMOBILE, AEROSPANE
 8. AND AGRICULTURAL IMPLEMENT WORK-
 9. ERS OF AMERICA (UAW) This day of ,
 10. 19 .

11. INTERNATIONAL EXECUTIVE BOARD

12.

13. International President

14.

15. International Secretary-Treasurer.

16. **Section 7.** No Local Union, Family Auxiliary
17. or subordinate body shall disband as long as fif-
18. teen (15) members or two (2) Local Unions desire
19. to retain the Charter, and then only upon the ap-
20. proval of the International Executive Board. In lo-
21. calities where there are two (2) or more Local
22. Unions and where the membership of any Local
23. Union drops below fifteen (15) members in good
24. standing, such Local Union may be merged with
25. another Local Union in that locality, at the discre-
26. tion of the International Executive Board.

27. **Section 8.** The above Section shall not apply
28. to the issuance of charters covering plants under
29. the jurisdiction of a previously chartered Amalgam-
30. ated Local Union.

31. **Section 9.** If a Local Union disbands or if a
32. Local Union goes out of existence by reason of
33. cessation of production at the workplace over
34. which it has jurisdiction, all of the funds, property
35. and assets of the Local Union shall forthwith re-
36. vert to and become the property and assets of the
37. International Union. If within one (1) year there-
38. after a new charter is issued to a Local Union with
39. the same or similar jurisdiction, the International
40. Executive Board shall, in order to aid such newly
41. chartered Local Union in the commencement of
42. its operations, make an appropriation to it in an
43. amount not to exceed the value of such funds, prop-
44. erty and assets.

45. **Section 10.** If as a result of a drastic reduc-
46. tion in the membership of a Local Union because

1. of layoffs or other reasons, the funds, property and
2. assets of such Local Union become grossly dis-
3. proportionate to the number of members remain-
4. ing, the International Executive Board may, by
5. seven-eighths (7/8) vote, after a hearing, and for

6. such a period of time as it may deem necessary, take
7. possession of and assume control over the expen-
8. diture and use of such funds, property and assets
9. for the purpose of insuring their application in fur-
10. therance of the objectives of the Local Union and
11. the International Union, and their conservation in
12. the interest of the membership of the Local Union
13. as then existing and as subsequently augmented.

14. **Section 11.** In case the membership of a unit
15. covered by the jurisdiction of an Amalgamated
16. Local Union feels that there is just cause for with-
17. drawal from the Local Union, the question may be
18. raised in any regularly called meeting. If approved
19. by a majority vote of such meeting, a date shall be
20. set for a special meeting to discuss and decide
21. whether or not to petition the International Execu-
22. tive Board for withdrawal from the Local Union.
23. The membership of such unit shall be given at least
24. seven (7) days' notice of the time, place and pur-
25. pose of such special meeting. If at this meeting, in
26. a vote by secret ballot, a two-thirds majority
27. of the members present vote to petition the Inter-
28. national Executive Board, such a petition, contain-
29. ing a detailed statement setting forth the reasons
30. for the withdrawal from the Local Union shall be for-
31. warded to the International Executive Board. The
32. International Executive Board upon receipt of such
33. petition shall investigate the circumstances and
34. determine if just cause for withdrawal exists and
35. the effect such withdrawal would have upon the
36. Local Union and the petitioning unit. If, following
37. its investigation, the International Executive Board
38. is satisfied that the petitioning unit has just cause
39. for withdrawal and that such withdrawal will not
40. adversely affect the Local Union or the unit, the
41. International Executive Board will direct a refer-
42. endum vote of the unit membership.

43. The membership of such unit shall be given at
44. least seven (7) days' notice of the time, place, and
45. purpose of such referendum vote. Voting in such

46. election shall be by secret ballot in booths conveniently located to allow all members an opportunity to vote. All ballots shall have printed thereon the following words: "Are you in favor of withdrawal from Local? Yes No."

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1. In the event that the members present at the special meeting provided for in this Section decide against petitioning the International Executive Board for withdrawal, or if a petition is submitted but the International Executive Board denies it, or in the event the referendum vote fails to obtain the required two-thirds (2/3) majority, the question shall not be acted or voted on again for a period of two (2) years. In case a two-thirds (2/3) majority of the unit membership voting in such referendum vote favor of withdrawal, the International Executive Board shall issue a separate charter.

14. **Section 12.** In the event an Amalgamated Local Union desires to discontinue the affiliation of a unit of the Local Union, such desire may be raised in any regularly called meeting of the Local Union membership or the Joint Council where such body exists. If approved by a majority vote of such meeting, a date shall be set for a special meeting to discuss and decide whether a vote shall be taken on the proposed discontinuation of affiliation. The membership, or Joint Council delegates where such body exists, shall be given at least seven (7) days' notice of the time, place and purpose of such special meeting. If at this meeting a two-thirds (2/3) majority of the members (or Joint Council delegates) present vote in favor of holding an election to decide the issue, the Local Union membership shall be given at least seven (7) days' notice of the time, place and purpose of such election. Voting in such election shall be by secret ballot in booths conveniently located to allow all members

34. an opportunity to vote.

35. All ballots shall have printed thereon the fol-
36. lowing words only: "Are you in favor of discon-
37. tinuing the affiliation of the.....

38. Unit of Local?.....Yes☒ No☒"

39. In the event that the members (or Joint Council
40. delegates, where such body exists) present at the
41. special meeting provided for in this Section de-
42. cide against holding an election or in the event that
43. the vote of the Local Union membership voting in
44. such election does not obtain the required mahor-
45. ity, the question shall not be acted or voted on again
46. for a period of two (2) years.

1. **Section 13.** In case a two-thirds (2/3) majority
2. of an Amalgamated Local Union membership vot-
3. ing vote in favor of discontinuing the affiliation of
4. a unit as provided in Section 12, the International
5. Executive Board may issue a separate charter.

6. **Section 14.** All funds and other assets of an
7. Amalgamated Local Union shall be and remain the
8. property of the membership of that Local Union,
9. and any unit withdrawing from an Amalgamated
10. Local Union and obtaining a separate charter shall
11. only be entitled to the balance of such funds or
12. property as may have been allocated to it by the
13. Local Union up to the time of separation where
14. such unit funds are established.

15. **Section 15.** Local Unions, District Councils
16. organized pursuant to Article 34, Family Auxilia-
17. ries and Community Action Program (CAP) Coun-
18. cils shall be the only chartered subordinate bodies
19. of this International Union. All other subordinate
20. bodies of the International Union which may at any
21. time exist shall not be chartered and shall have no

22. autonomy under this Constitution, but shall exist
23. upon the authority of, and be generally supervised
24. by and responsible to, the International Executive
25. Board.

ARTICLE 37

Duties and Powers of Subordinate Bodies

26. **Section 1.** It shall be mandatory for all Local
27. Unions of the International Union to affiliate with
28. UAW state Community Action Program (CAP) or
29. Provincial Industrial Union Councils, unless this
30. requirement is otherwise waived by the Executive
31. Board of the International Union.

32. **Section 2.** It shall be mandatory for all Local
33. Unions to affiliate with UAW city, county or area
34. Community Action Program (CAP) bodies and
35. Councils of the Canadian Labour Congress (CLC)
36. wherever such bodies are established, unless this
37. requirement is otherwise waived by the Executive
38. Board of the International Union.

38. **Section 3.** It shall be mandatory for all Local
40. Unions to establish bylaws and submit them to the
41. International Executive Board for ratification. By-
42. laws, although enacted by a subordinate body, are
43. not effective until submitted to the International
44. Executive Board except for those enacted pursu-
45. ant to Section 5 of this Article. Bylaws, once sub-
46. mitted remain effective unless repealed by the In-

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1. ternational Executive Board, pursuant to Article 12,
2. Section 5 of this Constitution.

3. **Section 4.** (a) Each Local Union, other than an
4. Amalgamated Local Union, and each unit of an
5. Amalgamated Local Union, shall hold a regular
6. general membership meeting at least once a month

7. unless the Local Union or unit or unit of an Amalgamated
8. Local Union provides in its bylaws for general
9. membership meetings as least once every three (3)
10. months. Where a Local Union or unit of an Amal-
11. gamated Local Union holds general membership
12. meetings every three (3) months, it shall be required
13. to establish a Workplace Council which shall meet
14. and serve as the membership body in each of the
15. intervening two months. The Workplace Council
16. shall be composed of all elected officers of the
17. Local Union or unit, plus additional elected, pro-
18. portional representation as approved by the Inter-
19. national Executive Board and as provided in the
20. bylaws of the Local Union or unit. Upon petition
21. of a Local Union with substantial membership, the
22. International Executive Board is authorized to es-
23. tablish in such Local Union a Representative Work-
24. place Council consisting of all elected officers of
25. the Local Union with additional elected, propor-
26. tional representation, which shall serve as the mem-
27. bership vody within the Local Union. Such Coun-
28. cil shall meet once each month, and a general mem-
29. bership meeting shall be held as least once each
30. year. The procedures and representation for such
31. Council must receive the prior approval of the In-
32. ternational Executive Board and must be set forth
33. in the bylaws of the Local Union.

34. (b) An Amalgamated Local Union that has a
35. Joint Council established in accordance with Ar-
36. ticle 35, Section 2, shall have meetings of such Joint
37. Council at least once a month and shall hold a gen-
38. eral membership meeting at least once a year.
39. Amalgamated Local Unions without a Joint Coun-
40. cil shall hold a regular general membership meet-
41. ing at least once every three (3) months.

42. (c) A Local Union or unit may by appropriate
43. action postpone meetings during the summer
44. months

45. **Section 5.**A Local Union shall include in

46. their bylaws reasonable provisions for rules gov-
47. erning the attendance at meetings by members
48. holding any Local Union elective position. The

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1. Local Union shall establish non-monetary penal-
2. ties that may include automatic removal from such
3. office or position upon their failure to attend a stipu-
4. lated number of meetings as required by their by-
5. laws. Local Union bylaws on this subject must be
6. submitted to and approved by the International
7. Executive Board before becoming effective.

8. **Section 6.** Each subordinate body shall strive
9. to attain the objectives set forth in this Constitu-
10. tion; to maintain free relations with other organi-
11. zations; to do all in its power to strengthen and
12. promote the labor movement; to cooperate with
13. Regional Board Members, the International Rep-
14. resentatives and help promote organizational ac-
15. tivities.

16. **Section 7.** No Local Union or other subordi-
17. nate body, and no officer, agent, representative or
18. member thereof shall have the power or authority
19. to represent, act for, commit or bind the Interna-
20. tional Union in any matter except upon express
21. authority having been granted therefore in writing
22. by the International Executive Board or the Inter-
23. national President.

24. **Section 8.** A Local Union may organize a cor-
25. poration, provided it is a membership corporation,
26. if possible under state or provincial law, for the
27. purpose of holding title to real property for the
28. benefit of the Local Union. The membership of and
29. voting privileges in any such corporation shall be
30. the same and identical with the membership of and
31. voting privileges in the Local Union, and the Board
32. of Directors of any such corporation shall be the
33. duly elected Executive Board Members of the Lo-

34. cal Union. All provisions of this Constitution in
35. any way relating to the relationship between the
36. International Union and Local Unions including,
37. but without limitation thereof, those provisions
38. found in Article 12, Sections 2, 3 and 5; Article 36,
39. Sections 9 and 10; Article 37, Section 3; and Ar-
40. ticle 48 shall apply with equal force and effect to
41. the relationship between the International Union
42. and any such corporation, insofar as such provi-
43. sions of the International Constitution may be ap-
44. plicable to Local Union building corporations.

45. **Section 9.** A Local Union shall not make its
46. membership list available to anyone except for the
47. performance of official Union Business or to sat-
48. isfy the requirements of law.

ARTICLE 38

Local Union Officers

1. **Section 1.** Each Local Union shall have the
2. following Executive Officers: President, Vice
3. President or Vice Presidents, Recording Secretary,
4. Financial Secretary, Treasurer, three (3) Trustees,
5. Sergeant-at-Arms and Guide. Should one or more
6. of these officers be absent, the absent officer(s)
7. shall be temporarily replaced by the next officer
8. present, following the above order of heirarchy.

9. **Section 2.** The election of Local Union Execu-
10. tive Officers shall take place by secret ballot dur-
11. ing May and June and installation shall take place
12. at the regular meeting following the election, ex-
13. cept as otherwise authorized by the International
14. Executive Board. After the deadline on accepting
15. nominations has expired, no election of so-called
16. "sticker" or "write-in" candidates shall be consid-
17. ered legal. Election of all Local Union Executive
18. Officers shall require a majority of the votes cast
19. for the office. The membership shall be duly noti-
20. fied at least seven (7) days in advance of the time
21. and place of nominations. A notice containing both
22. the time and place of elections and the time and
23. place of any possible run-off election, shall be given
24. at least fifteen (15) days in advance of the elec-
25. tion. At least seven (7) days shall elapse between
26. the time of nominationa and the date the election
27. shall take place.

28. The Executive Officers and all other elected
29. officials of Local Unions and units of Amalgam-
30. ated Local Unions (except Stewards and Commit-
31. tee-persons, who are subject to Article 45) who are
32. elected following the 24th Constitutional Conven-

33. tion shall serve for a three (3) year term.

34. **Section 3.** No member shall be eligible for elec-
35. tion as an Executive Officer of the Local Union
36. until s/he has been a member in continuous good
37. standing in the Local Union for one (1) year im-
38. mediately prior to the nomination, except in the
39. case of a newly organized Local Union.

40. **Section 4.** Eligibility for election to other Lo-
41. cal Union offices, committees, etc., shall be deter-
42. mined by the Local Union.

43. **Section 5.** The Executive Board of each Local
44. Union shall consist of all the elected Local Union
45. Executive Officers and such Members-at-Large as
46. the Local Union may deem necessary. The elec-

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1. tion of any such Executive Board Members-at-
2. Large, whether directly elected thereto or holding
3. membership thereon as the result of election to
4. some other office or position, shall be by secret
5. ballot with the same notice procedures as set forth
6. in Section 2 of this Article. Executive Board Mem-
7. bers-at-Large shall be elected by plurality vote,
8. unless the Local Union membership by affirma-
9. tive action requires a majority vote.

10. **Section 6.** It shall be the duty and obligation of
11. all Local Union Officers and Executive Board
12. Members and all other official representatives of
13. the Local Union, whether elected or appointed, to
14. support, advance and carry out all provisions of
15. this Constitution, official policies of the Interna-
16. tional Union; and, to the extent not inconsistent
17. with the foregoing, all official policies of the Lo-
18. cal Union.

19. **Section 7.** The Executive Board shall be em-
20. powered to represent the Local Union between

21. meetings of the Local Union when urgent business
22. requires prompt and decision action. In no case,
23. however, shall the Executive Board transact any
24. business that may affect the vital interests of the
25. Local Union until the approval of the membership
26. is secured, or of the Unit Workplace Organization
27. in the case of an Amalgamated Local Union.

28. **Section 8.** Any member of the Executive Board
29. who is not directly elected to the Board, but who
30. holds such office by virtue of her/his holding some
31. other office or position in the Local Union or Unit
32. Workplace Organization shall, upon ceasing to hold
33. the latter office or position, automatically cease to
34. hold the office of Executive Board Member.

35. **Section 9.** At the discretion of the Local Union
36. the offices of Financial Secretary and Treasurer
37. may be combined.

38. **Section 10.** The following rules shall be man-
39. datory in all Local Union elections for executive
40. officers, and insofar as these rules are not incon-
41. sistent with any provisions of Article 8, for Inter-
42. national Convention delegates:

43. (a) Every member in good standing shall be en-
44. titled to vote at all Local Union elections.

45. (b) Such elections shall be held during specified
46. dates and hours at a specified polling place or
47. polling places where each member shall per-
48. sonally cast her/his vote. The use of absentee

1. ballots is not permitted in Local Union elec-
2. tions, except as allowed by a uniform policy
3. established by the International Executive
4. Board.

5. (c) All elections shall be held under the supervi-

6. sion of a democratically elected Election Com-
7. mittee.
8. (d)Thje date or dates for all elections must be es-
9. tablished by the membership body of the Lo-
10. cal Union.

11. (e)No candidate in any election shall be a mem-
12. ber of the Election Committee having super-
13. vision over such an election.

14. (f)Any eligible candidate in any election shall
15. have the right to submit her/his commonly
16. known name to the Election Committee in
17. writing as the candidate desires it to appear
18. on the ballot, and it shall so appear.

19. (g)Each candidate shall have the right to have
20. one (1) challenger present when the votes are
21. cast and when they are tabulated, provided that
22. such a challenger shall be a member of the
23. Local Union.

24. **Section 11.** Following each election, the Elec-

25. tion Committee shall report in writing the canvass

26. of the results of the election to the membership's

27. next membership meeting. No protest to an elec-

28. tion shall be considered unless raised within seven

29. (7) days of the closing of the polls or at the next

30. membership meeting, whichever is later. A protest

31. must either be in writing, or made at the member-

32. ship meeting. If written, the protest must be actu-

33. ally received by the Local Union Recording Sec-

34. retary before the deadline.

35. **Section 12.** In the event the membership, ei-

36. ther in acting upon a protest or in ratification of an

37. Election Committee recommendation, should or-

38. der a new election, no such election shall be held

39. until the matter has been submitted to and an order

40. thereon received from the International President.

41. In such an event, the Local Union shall submit a

42. complete report of the circumstances which influ-
43. enced the membership to order a new election, as
44. well as the official minutes of the pertinent mem-
45. bership meeting, to the International President. Any
46. member of the Local Union shall have the right to
47. submit a written statement to the International
48. President. The International President, acting as ex-

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1. peditiously as possible, may either make her/his
2. order upon the information available to her/him
3. or, if she/he feels the facts sufficiently contradictory
4. to warrant the step, submit the matter to an Ap-
5. peals Committee constituted pursuant to Article 33,
6. Section 3 of this Constitution for investigation. In
7. that event the International President shall make
8. her/his order pursuant to the recommendations of
9. said Appeals Committee. During the interim pe-
10. riod, the Local Union offices shall be temporarily
11. occupied by those candidates who would have
12. been elected if the election had not been challenged.
13. If the International President approves membership
14. action ordering a new election, the election shall
15. be held as soon as possible and the pfficers elected
16. at that second election shall hold office during the
17. pendency of any higher appeal and until otherwise
18. directed by a superior appellate body.

19. Any appeal from the International President's
20. order shall be taken in the usual way pursuant to
21. Article 33, of this Constitution provided however,
22. that if the President's order is based upon an Ap-
23. pael's Committee recommendation, the appeal shall
24. omit the step provided for in Article 33, Section
25. 3(d), and the appeal shall commence with review
26. of and action on the Appeals Committee recom-
27. mendations pursuant to Section 3(d) of Article 33.

28. Any appeal from a decision of the membership
29. refusing to order a new election shall be taken in
30. the usual manner pursuant to Article 33, and the

31. members elected as the result of the election being
32. appealed from shall hold office during the pen-
33. dency of the appeal and until otherwise directed
34. by a superior appellate body.

35. All ballots and other pertinent records in any
36. election shall be preserved for a period of one (1)
37. year and may then be destroyed by the Local Union
38. unless an appeal is pending, in which event they
39. must be preserved until the appeal has been de-
40. cided and the decision is final.

41. **Section 13.** If upon investigation by the Inter-
42. national Union, it should appear by convincing
43. evidence taht any member has misrepresented re-
44. turns, altered, mutilated or destroyed deposited
45. ballots, or engaged in any other fraudulent acts in
46. connection with the conduct of a Local Union elec-
47. tion, the International Executive Board may remove
48. such member from any office or appointive posi-

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1. tion s/he may hold pending a hearing. The Board
2. shall designate a special committee to conduct a
3. hearing, after due notice in writing of the charges
4. against the member, and make recommendations
5. in a manner similar to that provided for under Ar-
6. ticle 33 of this Constitution. The special commit-
7. tee shall make recommendations to the Interna-
8. tional Executive Board, which recommendations
9. shall be processed by the International Executive
10. Board in the same manner that it processes recom-
11. mendations of said Appeals Committees. The In-
12. ternational Executive Board, if it finds the mem-
13. ber guilty of the offense charged by a two-thirds
14. (2/3) vote, may remove the member from any of-
15. fice or appointive position s/he may hold and/or
16. suspend the member's right to seek any office or
17. hold and appointive position in the International
18. Union for a period not to exceed five (5) years, or
19. suspend or expel her/him from membership. Any

20. member so disciplined shall be notified in writing
21. and shall have the right to appeal pursuant to Ar-
22. ticle 33, Section 3. The procedure provided for in
23. this Section shall be in addition to and exclusive
24. of any other action which may be taken against
25. such member.

26. **Section 14.** All vacancies in Local Union of-
27. fices, except the office of President, shall be
28. promptly filled by election, provided that the Lo-
29. cal Union may provide other means for filling such
30. vacancies for the temporary period pending the
31. holding of the election. In case of a vacancy in the
32. office of President, the Vice President shall fill the
33. vacancy for the unexpired term, provided that
34. where there are two (2) or more Vice Presidents,
35. the Local Union shall establish fair and reasonable
36. procedure for determining which of the Vice Presi-
37. dents shall fill the vacancy.

38. **Section 15.** A Local Union may employ ser-
39. vice and organizational staff; if such employment
40. is authorized by the Local Union's bylaws; and
41. provided that any such staff member who serves
42. the membership of the Local Union and represents
43. the membership in collective bargaining with em-
44. ployers, must have been a member of the Interna-
45. tional Union in continuous good standing for a
46. period of one (1) year.

47. **Section 16.** If a member holding Executive
48. Office, the term of which is not expiring, desires
49. to become a candidate for another Executive Of-

1. fice, such member is obligated to notify the Local
2. Union of her/his resignation from the member's
3. present office sufficiently in advance of the nomi-
4. nating meeting to permit the nomination and elec-
5. tion of candidates for both offices during the same
6. election. Such resignation would become effective

7. at the time of installation.

8. **Section 17.** Whenever there are unopposed can-
9. didates for Loacl Union Executive Office, such
10. candidates shall be considered elected without the
11. necessity of an election. Where run-off elections
12. are necessary because a candidate for Local Union
13. Executive Office fails to receive a majority vote,
14. the run-off shall be confined to the two (2) candi-
15. dates receiving the highest number of votes for the
16. office involved.

ARTICLE 39

Installation Ceremony

17. The installation ceremony may be preformed
18. by the retiring President, Acting President or any
19. regular commissioned International Representa-
20. tive.

21. The Installing Officer says:

22. "Give attention while I read to you the obliga-
23. tion:

24. "Do you hereby pledge on your honor to per-
25. form the duties of your respective offices as re-
26. quired by the Constitution of this Union; to bear
27. true and faithful allegiance to the International
28. Union, UNITED AUTOMOBILE, AEROSPACE
29. AND AGRICULTURAL IMPLEMENT WORK-
30. ERS OF AMERICA (UAW); to the best of your
31. ability and with complete good faith to support,
32. advance and carry out all official policies of the
33. International Union and this Local Union; to de-
34. liver all books, papers and other property of the
35. Union that may be in your possession at the end of
36. your term to your successor in office, and at all
37. times conduct yourself as becomes a member of
38. this Union?"

39. Officers respond, "I do."

40. The Installing Officer then says:

41. "Your duties are defined in the laws of the In-
42. ternational Union, UNITED AUTOMOBILE,
43. AEROSPACE AND AGRICULTURAL IMPLE-

1. MENT WORKERS OF AMERICA (UAW) and in
2. your obligation; should any emergency arise not
3. provided for in these, you are expected to act ac-
4. cording to the dictates of common sense, guided
5. by an earnest desire to advance the best interest of
6. the International Union and this Local Union. I trust
7. you will all faithfully perform your duties so that
8. you may gain not only the esteem of your brothers
9. and sisters, but what is of even more importance,
10. the approval of your conscience.

11. "You will now assume your respective sta-
12. tions."

ARTICLE 40

DUTIES OF LOCAL UNION OFFICERS

President

13. **Section 1.** It shall be the duty of the President
14. to preside at all meetings of the Local Union, sign
15. all orders on the treasury authorized by the Local
16. Union, countersign all checks issued by the Finan-
17. cial Secretary against accounts of the Local Union
18. when ordered by the Union, enforce the provisions
19. of the Constitution and appoint committees not
20. otherwise provided for. S/He shall be a member
21. exofficio of all committees.

Vice President

22. **Section 2.** The Vice President or Vice Presi-
23. dents shall assist the President in the discharge of
24. her/his duties and shall attend all sessions of the
25. Local Union. In case of the absence or incapacity
26. of the President, the President's duties shall be
27. performed by the Vice President, provided that
28. where there are two (2) or more Vice Presidents,
29. the Local Union shall determine which of them
30. shall perform such duties.

Recording Secretary

31. **Section 3.** It shall be the duty of the Recording
32. Secretary to keep a correct record of the proceed-
33. ings of the Local Union, sign all orders on the trea-
34. sury authorized by the Local Union, read all docu-
35. ments and conduct the general correspondence re-

36. ceived by the Local Union which does not pertain
37. directly to the duties of the other officers of the
38. Local Union and keep same on file for future ref-
39. erence. The Recording Secretary shall bring to the
40. attention of the membership of the Local Union
41. any correspondence upon which the membership

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1. must take action. The Recording Secretary shall
2. comply with the provisions of Article 50, Section
3. 2. The Recording Secretary is obligated to keep on
4. file with both the Research Department of the UAW
5. and her/his Regional Director, the current version
6. of each of the following: (1) Three (3) copies of
7. the existing contract(s); (2) A complete revised list
8. of all classifications and rates for the workplaces
9. covered by the contract(s); (3) Any additional in-
10. formation gained through negotiations with the
11. respective workplace management that may be
12. useful to other Local Unions in their collective
13. bargaining. The Recording Secretary shall update
14. this information as often as necessary, but must
15. furnish a current, updated version no later than sixty
16. (60) days after the ratification of any contract or
17. supplement.

Recording Secretary

18. **Section 4.** It shall be the duty of the Financial
19. Secretary to receive all dues, initiation fees, read-
20. mission fees, and all other income of the Local
21. Union for any fund from any source and to give
22. official receipts for same, as provided in this Con-
23. stitution. Financial Secretaries of Local Unions
24. having a check-off arrangement shall issue one (1)
25. receipt for the check received from the company,
26. and otherwise use the procedure outlined above
27. for any other income. No receipt shall be issued to
28. individual members unless the company does not
29. show on the check stub or pay envelope the amount

30. of the deduction and the reason therefor.

31. **Section 5.** The Financial Secretary shall write
32. all checks drawn on the Local Union funds and
33. report in writing every month at a regular meeting
34. of the Local Union giving the amount of monies
35. received and paid out during the previous calen-
36. dar month, divided as between the various income
37. and expenditure classifications, and the remaining
38. balances in the fund accounts of the Local Union.

39. **Section 6.** The Financial Secretary shall deposit
40. all collections either with the Treasurer, taking a
41. receipt therefor, or in such banks as Local Union
42. Trustees may direct, with advice to the Treasurer
43. as to the amount so deposited.

44. **Section 7.** The Financial Secretary shall by the
45. 20th of each month, send a report to the Interna-
46. tional Secretary-Treasurer on blanks furnished by
47. the International Union, together with the correct

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1. amount of money due the International Union for
2. the preceding month which begins on the first and
3. ends with the last day of the month. S/He shall re-
4. ceive applications for membership and notify the
5. candidates of their election or rejection. S/He shall
6. assist the International Union in seeing that all
7. members receive the official publication regularly
8. when eligible, provided each member with an offi-
9. cial receipt for all monies paid and make available
10. to each member a copy of the International Con-
11. stitution and bylaws of the Local Union. Union
12. membership cards and/or dues buttons may be is-
13. sued at the option of the Local Union.

14. **Section 8.** The Financial Secretary shall fur-
15. nish the International Secretary-Treasurer with the
16. names and addresses of all the officers of the Lo-
17. cal Union. S/He shall keep a record of all mem-

18. bers initiated, suspended, expelled or deceased,
19. transfers in and out and reinstatements, during her/
20. his term of office and notify the International Sec-
21. tary-Treasurer of same, and perform such other
22. duties as the bylaws prescribe of the Local Union
23. may direct. There shall be maintained by the Fi-
24. nancial Secretary a complete record of all active
25. members of the Local Union. This record shall have
26. the date of initiation, the date and cause of suspen-
27. sion or expulsion, the date of reinstatement, to-
28. gether with the date of death, home address and
29. such other matters as may be deemed necessary to
30. keep a record of the continuous membership of a
31. member of the Local Union.

32. The Financial Secretary shall not make said
33. record of all active members (membership list)
34. available to anyone except pursuant to the provi-
35. sions of Article 37, Section 9 of this Constitution.

36. **Section 9.** The Financial Secretary shall keep
37. an inventory of all records and property of the Lo-
38. cal Union, the same to contain, when possible, date
of purchase and amount paid for each article. S/He
39. shall notify all members in arrears of the amount
40. of their indebtedness and turn over her/his books
41. to the Trustees for audit and approval when called
42. to do so. S/He shall, on the demand of the Interna-
43. tional Secretary-Treasurer, produce her/his books
44. for examination and audit and shall comply with
45. the provisions of this Constitution.

46. **Section 10.** Should it be proven that any Local
47. Union inancial Secretary has willfully and inten-
48. tionally failed to report monthly the full member-

1. ship of her/his Local Union to the International
2. Secretary-Treasurer; or should it be proven that any
3. Local Union President, Treasurer and/or Financial
4. Secretary willfully and intentionally refuses to sign

5. a check to send in the full amount of per capita tax
6. on the same number of members who have paid
7. dues to the Local Union, the Local Union may be
8. suspended from all privileges and benefits until the
9. deficiency is made good and the officer or officers
10. responsible for such failure shall not be allowed to
11. again hold office in the organization for a period
12. of two (2) years.

Treasurer

13. **Section 11.** The Treasurer shall give a receipt
14. for all monies received from the Financial Secre-
15. tary. The monies received must be deposited in such
16. bank as the Local Union Trustees may direct for
17. the several funds provided for in this Constitution
18. and such other funds as the Local Union may set
19. up in the name and number of the Local Union.
20. S/He shall sign all checks, which must be counter-
21. signed by the Preseident. S/He shall report in writ-
22. ing every month at a regular meeting of the Local
23. Union the total receipts and total expenditures for
24. the Local Union for the previous calendar month
25. and the amount of money still on deposit. The Trea-
26. surer shall deliver to her/his successor all monies
27. and other property of the Local Union. S/He shall,
28. on demand of the International Union or Trustees
29. of the Local Union, produce her/his books for ex-
30. amination and audit.

Trustees

31. **Section 12.** The Trustees shall have general su-
32. pervision over all funds and property of hte Local
33. Union. They shall audit or cause to be audited by a
34. Certified Public Accountant selected by the Local
35. Union Executive Board, the records of the Finan-
36. cial Officers of the Local Union semiannually as
37. provided herein, using duplicate forms provided
38. by the International Union, a copy of which shall
39. be forwarded to the international Secretary-Trea-

40. surer immediately thereafter. It shall also be their
41. duty to see that the Financial Officers of the Local
42. Union are bonded in conformity with the laws of
43. the International Union. The Trustees shall see that
44. all funds be deposited in a bank subject to an
45. order signed by the President and Treasurer and/or
46. Financial Secretary. In Local Unions where safety
47. deposit boxes are used, Trustees shall see that

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1. the signature of the President, Treasurer and one
2. (1) of the Trustees are required before admittance
3. to the safety deposit box are permitted. In the event
4. the books are not received for audit within fifteen
5. (15) days after the end of each six-month period,
6. the Chairperson of the Trustees shall make a re-
7. port to the next meeting of the Local Union for
8. action.

Sergeant-at-Arms

9. **Section 13.** It shall be the duty of the Sergeant-
10. at-Arms to introduce all new members and visi-
11. tors and assist the President in preserving order
12. when called upon to do so. S/He shall also take
13. charge of all property of the Local Union not oth-
14. erwise provided for and perform such other duties
15. as may be assigned to her/him from time to time.

Guide

16. **Section 14.** It shall be the duty of the Guide to
17. maintain order, inspect the membership receipts,
18. satisfy her/himself that all present are entitled to
19. remain in the meeting of the Local Union and per-
20. form such other duties as are usual to the office.

21. **Section 15.** All Local Union officers, commit-
22. tees, stewards and other members handling funds

23. or other property of the Local Union shall, at the
24. completion of their duties, turn over all papers,
25. documents, funds, and/or other Local Union prop-
26. erty to the properly constituted Local Union offic-
27. ers.

ARTICLE 41

Duties of Local Union Members

28. **Section 1.** It shall be the duty of each member
29. to conscientiously seek to understand and exem-
30. plify by practice the intent and purpose of her/his
31. obligation as a member of this International Union.

32. **Section 2.** It shall be the duty of each member
33. to render aid and assistance to brother or sister
34. members in cases of illness, death or distress, and
35. in every way acquit her/himself as a loyal and de-
36. voted member of the International Union.

37. **Section 3.** It shall be the duty of each member
38. to participate in all local, state, provincial and fed-
39. eral elections through registration and balloting.

ARTICLE 42

Opening and Closing Ceremonies

1. "I now declare this meeting of Local Union No.
2.of the International Union, UNITED AUTOMO-
3. BILE, AEROSPACE AND AGRICULTURAL
4. IMPLEMENT WORKERS OF AMERICA (UAW)
5. open for the transaction of such business as may
6. properly come before it."

7. The following order of business is suggested,
8. but it may be altered to suit the requirements of
9. each Local Union:
 10. 1. Roll call of officers
 11. 2. Reading of the minutes of the previous
 12. meeting
 13. 3. Applications for membership
 14. 4. Voting on applications
 15. 5. Initiation of Candidates
 16. 6. Report of Financial Secretary and/or Trea-
 17. surer
 18. 7. Reports of officers, committees and del-
 19. egates.
 20. 8. Communications and bills
 21. 9. Unfinished business

22. 10. Good and Welfare

23. 11. Does anyone know of a member out of
24. work or in distress

25. 12. New business

26. 13. Closing (All questions of parliamentary
27. nature shall be decided by Robert's Rules
28. of Order.)

ARTICLE 43

Initiation Ceremony

29. The President shall say to the Guide:
30. "You will now place the candidate before me
31. for the obligation." The Guide advances with the
32. candidate and places her/him in front of the
33. President's station. All newly elected members
34. before being admitted to full membership shall
35. subscribe to the following obligation:
36. "I
37. pledge my honor to faithfully observe the Consti-

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1. tution and laws of this Union and the Constitution
2. of the United States (or Canada, as the case may
3. be); to comply with all the rules and regulations
4. for the government thereof; not to divulge or make
5. known any private proceedings of this Union; to
6. faithfully perform all the duties assigned to me to
7. the best of my ability and skill; to so conduct my-
8. self at all times as not to bring reproach upon my
9. Union, and at all times to bear true and faithful
10. allegiance to the International Union, UNITED
11. AUTOMOBILE, AEROSPACE AND AGRICUL-
12. TURAL IMPLEMENT WORKERS OF
13. AMERICA (UAW)."

ARTICLE 44

Local Union Committees

14. The Local Union shall have the following stand-
15. ing committees: Constitution and Bylaws, Union
16. Label, Education, Conservation and Recreation,
17. Community Services, Civil Rights, Citizenship and
18. Legislative, Consumer Affairs, Veterans, a Local
19. Union Women's Committee where such member-
20. ship exists, and such other committees as they deem
21. necessary. All committees should be appointed or
22. elected, subject to the discretion of the Local Union
23. or Unit Workplace Organization in the case of an
24. Amalgamated Local Union.

ARTICLE 45

Stewards and Committeepersons

25. **Section 1.** The Bargaining Committee may but
26. does not necessarily have to consist of the mem-
27. bers of the Executive Board of the Local Union.

28. **Section 2.** All Stewards and/or Com-
29. mitteepersons shall be democratically elected for
30. three (3) year terms. **A Local Union or unit of an**
31. **Amalgamated Local Union may have, after July**
32. **1, 1998, a shorter term, of no less than two (2)**
33. **years, only by affirmative membership action,**
34. **and permission granted by the International**
35. **Executive Board. Stewards and Commit-**
36. **teepersons shall be required to take the oath of**
37. **office as provided in Article 39.**

38. **Section 3.** A Steward or Committeeperson may
39. be recalled by the members s/he represents for fail-
40. ure to perform the duties of the office. A valid pe-
41. tition setting forth specific complaints of the Stew-
42. ards or Committeeperson's failure to perform the

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1. duties of the office shall be signed by the members
2. s/he represents. The Steward or Committeeperson
3. so complained against shall receive notification of
4. the specific complaints. Upon the filing of such a
5. petition with the Local Union, a special meeting
6. for recall shall be held, of which due notification
7. shall be given. A two-thirds (2/3) vote of the mem-
8. bership present at such special meeting shall be re-
9. quired to recall. Each Local Union or unit of an
10. Amalgamated Local Union shall establish in its by-

11. laws the number of petitioners required for a re-
12. call and the quorum necessary to establish such
13. recall meeting.

14. **Section 4.** Upon application to and approval of
15. the International Executive Board, Stewards and/
16. or Committeepersons may be elected exclusively
17. by and from appropriate groups (as specified in
18. Article 19, Section 3) in keeping with the policy
19. resolution adopted by the Sixteenth (16th) Consti-
20. tutional Convention.

21. **Section 5.** No protest to an election shall be
22. considered unless raised within seven (7) days of
23. the closing of the polls or as the next membership
24. meeting, whichever is later. **A protest must either**
25. **be in writing, or made at the membership meet-**
26. **ing. If written, the protest must be actually re-**
27. **ceived by the Local Union Recording Secretary**
28. **before the deadline.** If a new election for
29. Committeeperson or Steward is ordered as the re-
30. sult of a protest and this order is appealed, no such
31. election shall be held until the matter has been sub-
32. mitted to and an order thereon received from the
33. International President.

ARTICLE 46

Local Union Finances

34. **Section 1.** The funds of each Local Union shall
35. be used to defray all necessary expenses which
36. must be approved by the Local Union in regular
37. meeting.

38. **Section 2.** All appeals by Local Unions to other
39. Local Unions for funds must be approved by the
40. respective Regional Directors before they shall be
41. recognized. Such appeals must be promptly ap-
42. proved or disapproved.

ARTICLE 47

Local Union Dues

1. **Section 1.** A Local Union or unit of an Amal-
2. gamated Local Union may establish membership
3. dues in an amount exceeding the minimum pre-
4. scribed by Article 16, Section 2; or, if the dues ex-
5. ceed the minimum prescribed by Article 16, Sec-
6. tion 2, may decrease membership dues to an
7. amount not less than said minimum. Such action
8. by a Local Union or unit of an Amalgamated Lo-
9. cal Union shall require ratification by a majority
10. vote of the votes cast by secret ballot at a Local
11. Union or unit meeting, due notice of the intended
12. action of which has been given to the membership
13. at least seven (7) days prior to the date of said
14. meeting and shall be subject to the approval of the
15. Regional Director whose approval must be ob-
16. tained before such dues are charged.

17. **Section 2.** A Local Union or unit of an Amal-
18. gamated Local Union is empowered to provide for
19. the forfeiture of the membership of a delinquent
20. member for the non-payment of dues without the
21. necessity for proceeding by the filing of charges
22. and the conducting of a trial.

ARTICLE 48

Local Union Audits

23. **Section 1.** The fiscal year of the Local Union
24. shall be from January 1st through December 31st.

25. **Section 2.** It shall be the duty of the Trustees of
26. each Local Union, as provided for in Article 40,
27. Section 12, to audit or cause to be audited by a
28. Certified Public Accountant the books and finan-
29. cial affairs of their Local Union semi-annually on
30. the forms supplied by the International Union; and
31. this semi-annual report shall be made to the Local
32. Union and a copy forwarded to the International
33. Secretary-Treasurer of the International Union and
34. to the Local Union's Regional Director.

35. **Section 3.** Should inaccuracies or discrepan-
36. cies appear to exist in a Local Union, the Interna-
37. tional Secretary-Treasurer, upon the approval of
38. the International President or the International
39. Executive Board, shall have the authority to des-
40. ignate a representative to take charge of and audit
41. all financial books, records and accounts of said
42. Local Union and/or may employ a Certified Pub-

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1. lic Accountant to audit same.

2. **Section 4.** The report and findings of the repre-
3. sentative or the Certified Public Accountant shall
4. be filed with the President of the Local Union and
5. the International Secretary-Treasurer of the Inter-
6. national Union.

7. **Section 5.** (a) If upon investigation by the Im-
8. ternational Union or as the result of an audit it
9. should appear that any member, alone or in con-
10. cert with others, has received Union funds improp-
11. erly, has spent Union funds improperly or other-
12. wise has engaged in financial misconduct, the In-
13. ternational Secretary-Treasurer shall set forth the
14. specifics in writing to the International President.
15. These shall include the exact nature of the alleged
16. offense, the amount involved and the time during
17. which such alleged offenses occurred.

18. (b) The International President shall within fif-
19. teen (15) days of receipt of such specifics, forward
20. a copy of them to the involved member by re-
21. ceipted, registered or certified mail. If the member
22. then makes restitution or otherwise corrects the fi-
23. nancial misconduct and in the judgement of the In-
24. ternational President no purpose would be served
25. by further proceedings, the International President
26. may terminate the investigation. However, if the
27. member fails or refuses to make restitution or oth-
28. erwise correct the financial misconduct, or if in
29. the judgement of the International President further
30. proceedings are warranted due to the nature of the
31. alleged financial misconduct, the International
32. President shall within twenty (20) days after noti-
33. fication of the member, appoint a member or mem-
34. bers of the International Executive Board or a staff
35. member to conduct a hearing into the alleged fi-
36. nancial misconduct. Within ten (10) days after the
37. selection of a hearing officer/s, the member shall
38. be notified in writing by the hearing officer/s, of
39. the time and place of the hearing and her/his right
40. to appear and to present evidence, witnesses and
41. her/his position. Similar notice shall be given the
42. International Secretary-Treasurer. The hearing must
43. be held not less than fifteen (15) days nor more
44. than thirty (30) days after notification to the mem-
45. ber and the Secretary-Treasurer. The hearing shall
46. be held as close as practical to the locality in which
47. the member lives. The Secretary-Treasurer and the

48. member (or their representatives) shall be notified
49. to appear before the hearing officer/s with such

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1. counsel and witnesses as they may choose.
2. The hearing officer/s shall conduct a fair hearing
3. to illuminate the facts and issues. The hearing of-
4. ficer/s shall make a written report to the Interna-
5. tional President within twenty-one (21) days of the
6. close of the hearing.

7. (c) The International President shall decide the
8. case based on the files and record, briefs which
9. may have been submitted and the recommenda-
10. tion of the hearing officer/s. If the International
11. President decides that there is convincing evidence
12. of improper receipt or expenditure or other finan-
13. cial misconduct, s/he may order reimbursement
14. and, in her/his discretion, may summarily suspend
15. the member from any office s/he may hold or the
16. right to seek any Union office. Said member shall
17. be promptly notified.

18. (d) Within thirty (30) days of such notification,
19. the member may appeal the President's decision
20. or action, in which case her/his appeal shall be pro-
21. cesses in the same manner as appeals to the Inter-
22. national Executive Board from decisions of sub-
23. ordinate bodies under Article 33 of this Constitu-
24. tion.

25. (e) Any appealed suspension shall automatically
26. be lifted unless the International Executive Board
27. has rendered its decision within one hundred twenty
28. (120) days of the day the appealing member com-
29. mences her/his appeal. If the suspended member
30. fails to appeal from the suspension within the thirty
31. (30) days allowed, or if the International Execu-
32. tive Board upholds the suspension by a two-thirds
33. (2/3) vote, the member shall be considered removed
34. from any office or position s/he may have held, as

35. well as from the privilege of seeking election or
36. appointment to any office or position, and s/he shall
37. not thereafter be eligible to hold any office or po-
38. sition unless and until the removal has been lifted
39. by a two-thirds vote of the International Ex-
40. ecutive Board and then only when the member has
41. made full restitution. Any member so suspended,
42. whose appeal has been denied by the International
43. Executive Board, may further appeal the suspen-
44. sion either to the Public Review Board or the Con-
45. vention Appeals Committee as provided for in Ar-
46. ticle 33 of this Constitution.

47. (f) The procedure provided in this Section shall
48. be in addition to and exclusive of any other action
49. which may be taken against such member. Under

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1. no circumstances shall a sum found to have been
2. improperly received or spent be written off the
3. books of a Local Union or a final settlement of
4. same be made without the approval of the Interna-
5. tional Secretary-Treasurer.

6. **Section 6.** If it is claimed that a member owes
7. non-dues money to her/his Local Union, the Inter-
8. national Union or the International Strike Insur-
9. ance Fund, and that s/he has failed to meet the ob-
10. ligation, a fair hearing shall be held to determine if
11. s/he owes the obligation. The member shall receive
12. written notice of the hearing setting forth the
13. Union's claim as to the nature of the obligation
14. and the amount owed. If, as a result of the hearing
15. a determination is made that the member owes the
16. money, the member shall be so notified in writing
17. and given thirty (30) days to pay the money owed.
18. If the member fails to meet an obligation to pay
19. the amount owed within the thirty (30) days, the
20. determination and documentation shall then be
21. forwarded to the International President. If the fore-
22. going provisions have been complied with, the In-

23. International President shall advise the member and
24. her/his Local Union that the member is not eligible
25. to participate in the affairs of the Union until the
26. obligation is paid. In the event the member dis-
27. agrees with the decision of the International Presi-
28. dent, the member shall have the right to appeal
29. under Article 33 of this Constitution.

ARTICLE 49

Fraud in Local Union Elections

30. Any member convicted of misrepresenting re-
31. turns, altering, mutilating or destroying deposited
32. ballots, voting fraudulently or of intimidating oth-
33. ers by threats or otherwise interfering with a mem-
34. ber in the exercise of her/his right to cast a ballot
35. in Local Union elections and strike balloting, shall
36. be punished in accordance with the Trial Proce-
37. dure outlined in this Constitution. The member so
38. convicted shall be disqualified for either elective
39. or appointive office within the jurisdiction of the
40. International Union for a period of not less than
41. two (2) years or more than five (5) years.

ARTICLE 50

Strikes

1. **Section 1.** (a)When a dispute exists between
2. an employer and a Local Union concerning the
3. negotiation of a collective bargaining agreement
4. or any other strikeable issue the Local Union or
5. the International Executive Board may issue a call
6. for a strike vote. All members must be given due
7. notice of the vote to be taken and it shall require a
8. two-thirds (2/3) majority vote by secret ballot of
9. those voting to request strike authorization from
10. the International Executive Board. Only members
11. in good standing shall be entitled to vote.

12. (b)Where a different ratification procedure for
13. a Local Union or an Intra-Corporation Council has
14. been properly applied for under terms of Article
15. 19, Section 3, and after the International Execu-
16. tive Board has approved such ratification proce-
17. dure, the method for accepting or rejecting con-
18. tract changes and the taking of strike votes shall
19. be governed by the terms of the procedure approved
20. by the International Executive Board for that Lo-
21. cal Union or Intra-Corporation Council.

22. **Section 2.** If the Local Union involved is un-
23. able to reach an agreement with the employer with-
24. out strike action, the Recording Secretary of the
25. Local Union shall prepare a full statement of the
26. matters in controversy and forward the same to the
27. Regional Director and International President. The
28. Regional Director or her/his assigned representa-
29. tive in conjunction with the Local Union commit-
30. tee shall attempt to effect a settlement. Upon fail-
31. ure to effect a settlement s/he shall send the Inter-
32. national President her/his recommendation of ap-

33. proval or disapproval of a strike. Upon receipt of
34. the statement of matters of controversy from the
35. Regional Director, the International President shall
36. prepare and forward a copy thereof to each mem-
37. ber of the International Executive Board together
38. with a request for their vote upon the question of
39. approving a strike of those involved to enforce their
40. decision in relation thereto. Upon receipt of the
41. vote of the members of the International Execu-
42. tive Board, the International President shall forth-
43. with notify in writing the Regional Director and
44. the Loacl Union of the decision of the International
45. Executive Board.

46. **Section 3.** In case of an emergency where de-
47. lay would seriously jeopardize the welfare of those

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1. involved, the International President, after consul-
2. tation with the other International Officers, may
3. approve a strike pending the submission to and
4. securing the approval of the International Execu-
5. tive Board, providing such authorization shall be
6. in writing.

7. **Section 4.** Neither the International Union nor
8. any Local Union, nor any subordinate body of the
9. International Union, nor any officer, member, rep-
10. resentative or agent of the International Union,
11. Local Union or subordinate body shall have the
12. power or authority to instigate, call, lead or en-
13. gage in any strike or work stoppage, or to induce
14. or encourage employees of any employer to en-
15. gage in a strike or concerted refusal in the course
16. of their employment to use, manufacture, process,
17. transport or otherwise handle or work on any goods,
18. articles, materials, or commodities, or to perform
19. any services, except as authorized by the interna-
20. tional Executive Board or the International Presi-
21. dent in conformity with the provisions of this Con-
22. stitution. Such power and authority resides exclu-

23. sively in the International Executive Board and the
24. International President, and may be exercised only
25. by collective action of the International Executive
26. Board as provided in Section 2 of this Article or
27. by emergency action of the International Executive
28. Board as provided in Section 3 of this Article.

29. **Section 5.** Before a strike shall be called off, a
30. special meeting of the Local Union shall be called
31. for that purpose, and it shall require a majority vote
32. by secret ballot of all members present to decide
33. the question either way. Wherever the International
34. Executive Board decides that it is unwise to no
35. longer continue an existing strike, it will order all
36. members of Local Unions who have ceased work
37. in connection therewith to resume work and there-
38. upon and thereafter all assistance from the Inter-
39. national Union shall cease.

40. **Section 6.** Any Local Union engaging in a strike
41. which is called in violation of this Constitution and
42. without authorization of the International President
43. and/or the International Executive Board, shall
44. have no claim for financial or organizational as-
45. sistance from the International Union or any affili-
46. ated Local Union.

47. **Section 7.** The International President, with the
48. approval of the International Executive Board, shall
49. be empowered to revoke the Charter of and Local

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1. Union engaging in such unauthorized strike action,
2. thereby annulling all privileges, powers and rights
3. of such Local Union under this Constitution.

4. **Section 8.** In cases of great emergency, when
5. the existence of the International Union is involved,
6. together with the economic and social standing of
7. our membership, the International President and
8. the International Executive Board shall have au-

9. thority to declare a general strike within the indus-
10. try by a two-thirds (2/3) vote of the International
11. Executive Board, whenever in their good judgement
12. it shall be deemed proper for the purpose of pre-
13. serving and perpetuating the rights and living stan-
14. dards of the general membership of our Interna-
15. tional Union, provided, under no circumstances
16. shall it call such a strike until approved by a refer-
17. endum vote of the membership.

18. **Section 9.** In case of a general strike, it shall
19. require a majority vote of the International Execu-
20. tive Board before the strike is officially called off.

ARTICLE 51

Board of International Trustees

21. **Section 1.** A three (3) member International
22. Board of Trustees shall be created, charged with
23. the duty of safeguarding all funds and property of
24. the International Union by causing the books and
25. accounts of the International Secretary-Treasurer
26. to be audited semi-annually. The Board of Trust-
27. ees shall designate a Certified Public Accountant
28. to make such audits and shall incorporate same in
29. their report to the International Officers, Board
30. Members, and all affiliated Local Unions as soon
31. as completed. The Board of Trustees shall report
32. its activities semi-annually to the International Ex-
33. ecutive Board and to the International Convention.
34. It shall make recommendations to the Board and
35. to the Convention for improving the handling of
36. the finances of the International Union and for safe-
37. guarding its funds and property.

38. **Section 2.** Members of the Board of Trustees
39. shall devote the time necessary to the performance
40. of their duties not to exceed a maximum of thirty
41. (30) days in any six (6) months. Members of the
42. Board of Trustees shall be compensated on the basis
43. of maximum International Representative's salary
44. and expenses.

45. **Section 3.** Nominations and elections of Trust-

1. ees shall take place in the regular order of business
2. of the International Convention. Candidates shall
3. be nominated and elected in one election. The can-

4. didates shall be nominated for a three (3) term trust-
5. eeship, for a two (2) term trusteeship, and for a
6. one (1) term trusteeship. The candidate receiving
7. the highest number of votes for each of these three
8. (3) positions, respectively, shall be declared elected.
9. At each Constitutional Convention, a Trustee shall
10. be elected for a three (3) term period.

11. **Section 4.** A member of the Board of Trustees
12. shall not, while holding such position, be employed
13. by the International Union as an International Rep-
14. resentative or in any other capacity whatsoever.

ARTICLE 52

Family Auxiliaries

15. **Section 1.** The International Union, UAW, long
16. ago made a commitment to the concept of a family
17. involvement in the activities of this Union

18. Where there is a desire on the part of the fami-
19. lies of UAW members of any Local Union of the
20. International Union to elevate the conditions, main-
21. tain and protect the interests of the UAW, and fos-
22. ter a better understanding within the family of the
23. Union's goals and activities, a Charter for a Fam-
24. ily Auxiliary shall be granted when application is
25. made upon a form furnished by the International
26. Secretary-Treasurer of this International Union.

27. **Section 2.** The Charter fee shall be ten dollars
28. (\$10.00) for Charter and initial supplies.

29. **Section 3.** Dues to maintain such Auxiliary shall
30. not be more than fifty cents (.50) per month. No
31. per capita tax shall be charged by this International
32. Union from dues so collected.

33. **Section 4.** The Auxiliary shall establish such
34. laws as do not conflict with the bylaws of their
35. Local Union and this Constitution and shall sub-
36. mit same to the International Executive Board for
37. ratification.

38. **Section 5.** So long as the Auxiliary adheres to
39. the provisions of this Constitution and the Local
40. Union bylaws and does not adopt a policy con-
41. trary to that of the International Union or Local
42. Union and adheres to the conditions of its Charter,

1. it shall remain in full force; but upon infraction
2. thereof or upon request of the Local Union, the
3. International Executive Board may revoke the
4. Charter, thereby annulling all privileges secured
5. thereunder.

6. **Section 6.** The Family Auxiliary shall be ad-
7. ministered through the International President's
8. Office, in a cooperative effort with Education, CAP,
9. Community Services, Family Education Center and
10. other appropriate departments.

11. **Section 7.** The President of the International
12. Union shall appoint the director to direct, coordi-
13. nate and supervise the activities of the Family Aux-
14. iliaries.

15. **Section 8.** The director of the Family Auxilia-
16. ries may call regional conferences of the Auxilia-
17. ries.

18. **Section 9.** It is the duty of the Family Auxilia-
19. ries to educate the families of the workers to the
20. principles and ideals of trade unionism; to adhere
21. to the principles and policies of their Local Union
22. and the International Union; to assist their Local
23. Unions in time of need and during labor disputes;
24. to assist Local Unions in social affairs when called
25. upon by their respective Local Union; to provide
26. educational and cultural activities for the children
27. of the workers. It shall be the duty of the Local
28. Unions to assist in the formation of Local Family
29. Auxiliaries; the Regional Director shall assist the
30. director of the Family Auxiliaries in their respec-
31. tive regions. The Family Auxiliaries shall not cam-
32. paign for or against candidates seeking office in
33. Local Unions. The Family Auxiliaries shall not
34. interfere with affairs of the Local Union unless
35. officially called upon by their Local Union. Each

36. respective Local Union shall select a committee
37. of not more than three (3) to assist the National
38. and Regional Directors in supervising and formu-
39. lating policies for their respective Auxiliaries.

40. **Section 10.** No one shall be eligible for mem-
41. bership in the Family Auxiliaries who holds mem-
42. bership in any Local Union under the jurisdiction
43. of the UAW.

ARTICLE 53

Canadian Local Unions

1. **Section 1.** The International Executive Board
2. may upon application, exempt in whole or in part,
3. all Local Unions in Canada from application of any
4. provisions of this Constitution adopted to provide
5. for conformity with United States legislation.

6. **Section 2.** The International Executive Board
7. shall have the authority to:

8. (a) Transfer and assign to National Automobile,
9. Aerospace and Agricultural Implement Work-
10. ers Union, CAW-Canada ("CAW-Canada")
11. jurisdiction over certain Local Unions and
12. certain bargaining rights, collective agree-
13. ments and administrative powers and respon-
14. sibilities of the International Union, all of
15. which are administered or serviced in Canada
16. by Canadian Region, District 7;

17. (b) Permit the separation of certain Local Unions
18. in Canadian Region, District 7, as an operat-
19. ing group;

20. (c) Transfer and assign to CAW-Canada certain
21. employee benefit plans, rights, properties and
22. liabilities of the International Union;

23. (d) Make a contribution to CAW-Canada.

24. All as provided for in an agreement made as of
25. the 28th day of May, 1986, between UAW and the
26. new Canadian Trade Union, to be known as CAW-
27. Canada (the "Agreement"); and

28. Take and do all other necessary steps and pro-
29. cedures as it, in irs sole discretion, deems to be
30. necessary to implement the transactions contem-
31. plated in the Agreement.

32. **Section 3.** The International Union shall have
33. the authority to negotiate, enter into and execute
34. the agreement.

35. **Section 4.** The 28th Constitutional Convention
36. hereby ratifies the Agreement and the negotiations
37. which led to the Agreement.

ARTICLE 54

Union Label

38. **Section 1.** The International Union shall have
39. a Union label and stamp.

40. **Section 2.** It shall be the duty of the Interna-

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1. tional Secretary-Treasurer to copyright and protect
2. said Union label and stamp.

3. **Section 3.** It shall be the policy of the Interna-
4. tional Union and subordinate bodies to insist that
5. all parts, stampings, tools, dies, machinery, fixtures,
6. accessories and supplies used in the manufacture
7. of articles under the jurisdiction of this Interna-
8. tional Union, bear the Union label or Union stamp
9. of the International Union, or any other bonafide
10. labor union.

11. **Section 4.** It shall be the duty of all representa-
12. tives, business agents and Union officials to insist
13. that the above provisions be written into all con-
14. tracts between employers and the International
15. Union subject to approval of the International Ex-
16. ecutive Board.

17. **Section 5.** No manufacturer of products pro-
18. duced by workers under the jurisdiction of this In-
19. ternational Union shall be permitted to use the
20. Union label or Union stamp, unless the workplace
21. is holding a contract approved by the International
22. Executive Board with the International Union.

23. **Section 6.** It shall be the duty of the Local Union
24. Label Committee to see that the International Union
25. label shall be molded, stamped or affixed to all parts
26. manufactured, assembled or finished products
27. where provided.

28. **Section 7.** The above provisions shall in no case
29. be used as a basis for the violation of existing agree-
30. ments.

31. **Section 8.** All Local Unions shall have an ap-
32. pointed or elected Union Label Committee that
33. must function.

34. **Section 9.** At all Conventions of the Interna-
35. tional Union, a necessary qualification of delegates
36. shall be the possession and wearing of at least three
37. (3) Union-made garments.

38. **Section 10.** The International Executive Board
39. shall set up a Union Label Committee from mem-
40. bers of the International Union to coordinate the
41. activities of Local Union Label Committees
42. throughout the International Union. It shall be the
43. duty of this Committee to work in conjunction with
44. the Education Department of the International
45. Union.

ARTICLE 55

Retirees

1. The International Executive Board shall estab-
2. lish a retiree structure within the International
3. Union as follows:
4. **Section 1. Local Union Retired Workers**
5. Chapetrs
6. (a)A Local Union having twenty-five (25) retired
7. members or more shall establish a Local Union
8. Retired Workers Chapter which shall hold a
9. regular general membership meeting at least
10. once a month.
11. (b)The retired members of the Local Union Chap-
12. ter shall elect a retired member to be a mem-
13. ber of the Local Union Executive Board with
14. voice and vote. The election of such retiree
15. board member shall be pursuant to Article 38,
16. Section 5 of this Constitution.
17. (c)The Local Union President or her/his desig-
18. nee shall serve as a member of the governing
19. board of the Local Union Retired Workers
20. Chapter with voice abd vote.
21. (d)Each Local Union shall amend its bylaws to
22. provide for the above measures and such other
23. measures concerning the Retired Workers
24. Chapter as it deems appropriate.
25. (e)Local Union Retired Workers Chapters shall
26. conform to the policies of the International
27. Union.

28. **Section 2. Area Retired Workers Councils**

29. (a) Each Regional Director shall establish Area
30. Retired Workers Councils in designated geo-
31. graphic areas, or by combination of designated
32. Local Unions, or on any other reasonable ba-
33. sis.

34. (b) Additional Area Retired Workers Councils
35. may be established by the International Ex-
36. ecutive Board as needed to permit retired
37. members to participate in those areas in which
38. they have settled in considerable numbers.

39. (c) Area Retired Workers Councils may be either
40. membership or delegate bodies, as the Re-
41. gional Director shall direct. If such a Council
42. is constituted as a membership body, all re-
43. tired members within its jurisdiction may join
44. the Council.

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1. (d) The President of each Local Union within the
2. jurisdiction of an Area Retired Workers Coun-
3. cil shall be entitled to designate one (1) del-
4. egate to the Area Council.

5. **Section 3. Regional Retired Workers Council**

6. (a) Each Regional Director shall establish a Re-
7. gional Retired Workers Council in her/his
8. Region.

9. (b) Representation to the Council shall be as
10. follows:

11. (1) Each Local Union Retired Workers Chap-
12. ter shall be entitled to one (1) retiree del-
13. egate.

14. (2) Each Local Union Retired Workers Chap-
15. ter having more than one thousand
16. (1,000) retired members shall be entitled
17. to one (1) additional retiree delegate for
18. each one thousand (1,000) retired mem-
19. bers or major fraction thereof; provided,
20. however, that where appropriate the In-
21. ternational Executive Board may approve
22. additional representation.

23. (3) Each Area Retired Workers Council
24. established by the Regional Director shall
25. be entitled to three (3) retiree delegates,
26. and each additional Area Retired Work-
27. ers Council established by the Interna-
28. tional Executive Board shall be entitled
29. to one (1) retired delegate.

30. (4) Each Local Union shall be entitled to one
31. (1) delegate to be designated by the Presi-
32. dent of the Local Union.

33. **Section 4. International Retired Workers**
34. **Advisory Council.**

35. (a) An International Retired Workers Advisory
36. Council shall be established.

37. (b) Representation to the Council shall be as
38. follows:

39. (1) One (1) retiree delegate from each of the
40. Regional Retired Workers Councils.

41. (2) One (1) retiree delegate from the Area
42. Councils within a region as established
43. by the International Executive Board.
44. Regions with fifteen (15) or more Area
45. Councils shall have one (1) additional
46. retiree delegate.

1. (3) Area Council delegates to the Regional
2. Council shall have voice and vote on all
3. matters in the Council, except that such
4. delegates shall not be eligible to vote or
5. be a candidate for the Advisory Council
6. delegate position from Regional Coun-
7. cils.

8. (c)Each delegate to the International Retired
9. Workers Advisory Council shall be elected by
10. the members of the delegate's Region or Area
11. Retired Workers Council pursuant to the Elec-
12. tion procedures established by the bylaws of
13. the Regional or Area Retired Workers Coun-
14. cil.

15. (d)The International Retired Workers Advisory
16. Council shall elect a Chairperson, Vice Chair-
17. person and a Secretary From among its del-
18. egates.

19. (e)The International Executive Board shall con-
20. sult with representatives of the International
21. Retired Workers Advisory Council concern-
22. ing retired workers programs and policies and
23. such other matters as affect the welfare of re-
24. tired members

25. (f)Each elected member of the International Re-
26. tired Workers Advisory Council shall auto-
27. matically be a delegate to the UAW Constitu-
28. tional Convention with voice and one (1) vote.
29. Each appointed member of the International
30. Retired Workers Advisory Council may attend
31. UAW Constitutional Conventions as a guest.

32. **Section 5. Memership and Dues**

33. (a)Membership in the Retired Workers bodies
34. provided for in this Article is open to any mem-

35. ber entitled to retired membership status, as
36. provided in Article 6, Section 19 of this Con-
37. stitution. Members are eligible for full partici-
38. pation in such Retired Workers Bodies.

39. (b)Retirees will not be required to pay member-
40. ship dues during the period of retirement, in
41. accordance with Article 6, Section 19 of this
42. Constitution. To assist in financing these ac-
43. tivities, a two dollar (\$2.00) per month volun-
44. tary retired membership dues is hereby estab-
45. lished. All UAW retirees are eligible to par-
46. ticipate in the two dollar (\$2.00) voluntary
47. retired membership dues.

48. (c)Dues shall be allowcated as follows:

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- 1. (1) International Retired Workers
- 2. Fund.....40%
- 3. (2) Regional Retired Workers
- 4. Fund.....25%
- 5. (3) Local Union Retired Workers
- 6. Chapter.....35%

7. Distribution of funds from the International
8. Retired Workers Fund and each Regional Retired
9. Workers Council Fund shall be determined by the
10. Officers of the International Union and Re-
11. gional Director respectively. Each Local Union
12. Retired Workers Chapter Fund shall be held by the
13. Local Union for disbursement upon the request of
14. the Retired Workers Chapter.

15. **Section 6.** Retired Workers Council Bylaws

16. Each Regional and Area Retired Workers Coun-
17. cil shall enact bylaws consistent with and subject

18. to the approval of the International Union.

19. **Section 7. Associate Status**

20. The spouse or surviving spouse of any retired
21. member may request and receive associate status
22. in a Local Union Retired Workers Chapter, with
23. full rights of participation in its activities. Such
24. associate, however, shall not have the rights of a
25. member of the Local Union as set out in Article 6
26. -"Membership." nor those described in Article
27. 6, Section 19 which addresses retired UAW mem-
28. bers. The administrative procedures for Retired
29. Workers Chapter associate status shall be estab-
30. lished by the International Executive Board.

UAW ETHICAL PRACTICES CODES

Democratic Practices

The UAW is proud of its democratic heritage. Its Constitution is carefully designed to insure each member her/his full democratic right, both as an individual and through her/his elected representatives, to express her/himself freely and to participate at all levels in the decisions governing the Union. Moreover, individual rights as a UAW member are protected against infringement or abuse, for a member may appeal complaints concerning the administration of the Union, to the Local Union, the International Executive Board and the Constitutional Convention; and has the right to submit her/his appeal to the UAW Public Review Board, comprised of citizens with national reputations outside the labor movement, whose decisions are final and binding.

The democratic principles which have always governed the International Union, UAW, and its Local Unions are:

1. Each member shall be entitled to a full share in Union self-government. Each member shall have full freedom of speech and the right to participate in the democratic decisions of the Union. Subject to reasonable rules and regulations, each member shall have the right to run for office, to nominate and to vote in free, fair and honest elections. In a democratic union, as in a democratic society, every member has certain rights but s/he also must accept certain corresponding obligations. Each member shall have the right freely to criticize the policies and personalities of Union officials; however, this does not include the right to undermine the Union as an institution; to vilify other members of the Union and its elected officials or to carry on activities with complete disregard of the rights of other members and the interests of the Union; to subvert the Union in collective bargaining or to advocate or engage in dual unionism.

2. Membership meetings shall be held regularly, with proper notice of time and place and shall be conducted in an atmosphere of fairness.

3. All Union rules and laws must be fairly and uniformly applied and disciplinary procedures, including adequate notice, full rights of the accused and the right to appeal, shall be fair and afford full due process to each member.

4. Each Local Union shall maintain adequate safeguards so that all of its operations shall be conducted in a democratic and fair manner. No corruption, discrimination or anti-democratic procedure shall ever be permitted under any circumstances.

Financial Practices

Union funds are held in sacred trust for the benefit of the membership. The membership is entitled to assurances that Union funds are not dissipated and are spent for proper purposes. The membership is also entitled to be reasonably informed as to how Union funds are invested or used.

1, The International Union and its Local Unions shall conduct their proprietary functions, including all contracts for purchase or sale or for rendering housekeeping services in accordance with the practice of wellrun institutions, including the securing of competitive bids for major contracts.

2. The International Union and its Local Unions shall not permit and of their funds to be invested in a manner which results in the personal profit or advantage of any officer or representative of the Union.

3. There shall be no contracts of purchase or sale or for rendering services which will result in the personal profit or advantage of any officer or representative of the Union. Nor shall any officer, representative or employee of the International Union or any Local Union accept personal profit or special advantage from a business with which the Union bargains collectively.

4. Neither the International Union nor any of its Local Unions shall make loans to its officers, representatives, employees or members, or members of their families, for the purpose of financing the private business of such persons.

Health, Welfare and Retirement Funds

1. No official, representative or employee of the International Union or a Local Union shall receive fees or salaries of any kind from a fund established for the provision of health, welfare or retirement benefits, except for reasonable reimbursement provided for in a collective bargaining agreement and expressly approved by the International Executive Board.

2. No official, employee or other person acting as agent or representative of the International Union or a Local Union, who exercises responsibilities or influence in the administration of health, welfare and retirement programs or the placement of insurance

contracts, shall have any compromising personal ties, direct or indirect, with outside agencies such as insurance carriers, brokers, or consultants doing business with the health, welfare and retirement plans.

3. Complete records of the financial operations of all UAW health, welfare and retirement funds and programs shall be maintained in accordance with the best accounting practice. Each such fund shall be audited regularly.

4. All such audit reports shall be available to the members of the Union covered by the fund.

5. The trustees or administrators of such funds shall make a full disclosure and report to the members covered by the fund at least once each year.

Business and Financial Activities of Union Officials

Any person who represents the UAW and its members, whether elected or appointed, has a sacred trust to serve the best interests of the members and their families. Therefore, every officer and representative must avoid any outside transaction which even gives the appearance of a conflict of interest. The special fiduciary nature of Union office requires the highest loyalty to the duties of the office.

1. The mailing lists of the Union are valuable assets. In order to protect the interests of our entire membership, Union officers and representatives shall not, under any circumstances, turn over a Union mailing list to an outsider for use in the promotion or sale of any goods or services that benefit an individual or a private concern. Mailing lists are to be used only to promote the necessary legitimate functions of the Local Union and for no other purpose. It is improper for any official or representative of either the International Union or Local Union to permit the use of any mailing list by any third party to promote the sale of furniture, appliances, automobiles, insurance, eyeglasses or any other item, or to enable professionals to solicit the membership.

2. No officer or representative shall have a personal financial interest which conflicts with her/his Union duties.

3. No officer or representative shall have any substantial financial interest (even in the publicly-traded, widely-held stock of a corporation except for stock-purchase plans, profit sharing or nominal amounts of such stock), in any business which the UAW bargains. An officer or representative shall not have any substantial interest in a business with which the UAW bargains collectively.

4. No officer or representative shall accept "kickbacks," under-the-table payments,

valuable gifts, lavish entertainment or any personal payment of any kind, other than regular pay and benefits for work performed as an employee from an employer with which the Union bargains or from a business or professional enterprise with which the Union does business.

5. The principles of this Code, of course, apply to investments and activities of third parties, where they amount to a subterfuge to conceal the financial interests of such officials or representatives.

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