

Greetings:

The Constitution of the UAW is the highest law of our union. It not only provides the basis of the day-to-day operations of the UAW, but equally important, it sets forth the rights, guarantees and responsibilities of all UAW members.

Additionally, the UAW's Constitution expresses our union's values and vision of a democratic society that ensures economic and social justice for all people. It is those values and vision that unite us as our diversity and solidarity strengthen our union.

This document, adopted at the UAW's 34<sup>th</sup> Constitutional Convention, will continue to encourage and enable the UAW membership and leadership to forge our union's future.

In solidarity,

A handwritten signature in black ink, appearing to read "Ron Gettelfinger". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Ron Gettelfinger  
President  
International Union, UAW

# CONSTITUTION

of the

## INTERNATIONAL UNION

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



*Adopted at the 34<sup>th</sup>  
UAW Constitutional Convention  
Las Vegas, Nevada  
June, 2006*

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# CONSTITUTION of the International Union

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

Note: Amendments adopted by the **2006** Constitutional Convention appear in **bold type**. Where a portion of a section has been deleted, the entire section, as amended, appears in bold type. The **2006** Convention provided that where the meaning of one article is changed, all related articles are automatically changed to carry out the intent of the change.

### PREAMBLE

1 We hold these truths to be self-evident; expressive  
2 of the ideals and hopes of the workers who come un-  
3 der the jurisdiction of this INTERNATIONAL UN-  
4 ION, UNITED AUTOMOBILE, AEROSPACE AND  
5 AGRICULTURAL IMPLEMENT WORKERS OF  
6 AMERICA (UAW): "that all men and women are  
7 created equal, that they are endowed by their Creator  
8 with certain inalienable rights, that among these are  
9 life, liberty and the pursuit of happiness. That to se-  
10 cure these rights, governments are instituted among  
11 men and women, deriving their just powers from the  
12 consent of the governed." Within the orderly processes  
13 of such government lies the hope of the worker in  
14 advancing society toward the ultimate goal of social  
15 and economic justice.

16 The precepts of democracy require that workers  
17 through their union participate meaningfully in making  
18 decisions affecting their welfare and that of the com-  
19 munities in which they live.

20 Managerial decisions have far reaching impact  
21 upon the quality of life enjoyed by the workers, the  
22 family, and the community. Management must recog-  
23 nize that it has basic responsibilities to advance the  
24 welfare of the workers and the whole society and not  
25 alone to the stockholders. It is essential, therefore, that  
26 the concerns of workers and of society be taken into  
27 account when basic managerial decisions are made.

1 The structure of work established by management  
2 is designed to make of the workers an adjunct to the  
3 tool rather than its master. This, coupled with the au-  
4 thoritarian climate of the workplace, robs the worker  
5 of her/his dignity as an adult human being. This belie-  
6 the democratic heritage we cherish as citizens in a  
7 society rooted in democratic values.

8 Essential to the UAW's purpose is to afford the op-  
9 portunity for workers to master their work environ-  
10 ment; to achieve not only improvement in their eco-  
11 nomic status but, of equal importance, to gain from  
12 their labors a greater measure of dignity, of self-  
13 fulfillment and self-worth.

14 Workers must also participate meaningfully in po-  
15 litical and legislative action because government im-  
16 pacts importantly on their lives and on their communi-  
17 ties. If government is to be the means by which people  
18 achieve a humanitarian and equitable society, it must  
19 be a responsible and accountable government.

20 Therefore, the UAW has the duty and responsibility  
21 to promote real and meaningful participatory democ-  
22 racy through its members and their families, so that  
23 free people and their institutions may be heard in the  
24 councils of government and so that officeholders are  
25 guided by principle alone.

26 To achieve these wholesome objectives:

27 • Management must accept union organization and  
28 collective bargaining as an essential and constructive  
29 force in our democratic society;

30 • The workers must be provided a meaningful voice  
31 in maintaining a safe and healthful workplace with  
32 decent working conditions, and must enjoy secured  
33 rights, together with a satisfactory standard of living  
34 and maximum job security;

35 • The workers must have a voice in their own des-  
36 tiny and the right to participate in making decisions  
37 that affect their lives before such decisions are made;

38 • The UAW must play an active role at all levels of  
39 government to protect the lives and rights of its mem-  
40 bers and their families. We must work constantly on  
41 the political and legislative problems facing the whole  
42 society;

43 • Union members must take seriously their  
44 responsibilities as citizens and workers, through their  
45 union and individually, to realize the goals of partici-

1 patory democracy and responsible and accountable  
2 government.

## ARTICLE 1

### Name

3 This Organization shall be known as the "Interna-  
4 tional Union, UNITED AUTOMOBILE, AERO-  
5 SPACE AND AGRICULTURAL IMPLEMENT  
6 WORKERS OF AMERICA (UAW)," hereinafter re-  
7 ferred to as the International Union. This document  
8 shall be officially known as the Constitution and By-  
9 laws of said International Union, and it shall also be  
10 the Constitution of every affiliated subordinate body.

## ARTICLE 2

### Objects

11 **Section 1.** To improve working conditions, create a  
12 uniform system of shorter hours, higher wages, health  
13 care and pensions; to maintain and protect the interests  
14 of workers under the jurisdiction of this International  
15 Union.

16 **Section 2.** To unite in one organization, regardless  
17 of religion, race, creed, color, sex, political affiliation  
18 or nationality, age, disability, marital status or sexual  
19 orientation, all employees under the jurisdiction of this  
20 International Union.

21 **Section 3.** To improve the safety and working con-  
22 ditions of employment within the workplace and in the  
23 accomplishment of these necessary reforms, we pledge  
24 ourselves to utilize the conference room and joint  
25 agreements; or if these fail to establish justice for the  
26 workers under the jurisdiction of this International  
27 Union, to advocate and support strike action.

28 **Section 4.** To educate our membership in the his-  
29 tory of the Labor Movement and to develop and main-  
30 tain an intelligent and dignified membership; to vote  
31 and work for the election of candidates and the pas-  
32 sage of improved legislation in the interest of all labor.  
33 To enforce existing laws; to work for the repeal of  
34 those which are unjust to Labor; to work for legisla-  
35 tion on a national scale, having as its object the estab-  
36 lishment of real social and unemployment insurance,  
37 the expense of which to be borne by the employer and  
38 the Government.

39 **Section 5.** To engage in legislative, political, edu-  
40 cational, civic, welfare and other activities which fur-  
41 ther, directly or indirectly, the joint interests of the

**Art. 2-3**

1 membership of this organization in the improvement  
2 of general economic and social conditions in the  
3 United States of America, Canada, the Commonwealth  
4 of Puerto Rico and generally in the nations of the  
5 world.

6       **Section 6.** (a) To work as an autonomous Interna-  
7 tional Union affiliated with the Canadian Labour Con-  
8 gress (CLC), American Federation of Labor and Con-  
9 gress of Industrial Organizations (AFL-CIO) together  
10 with other International Unions, for solidification of  
11 the entire Labor Movement; provided, however, that  
12 the International Executive Board may at any time  
13 alter the Union's relationship to such bodies in any  
14 way it deems appropriate. To provide assistance, fi-  
15 nancial and otherwise, to labor and other organizations  
16 in the United States, Canada and other parts of the  
17 world having purpose and objectives similar or related  
18 to those sought by this organization.

19       (b) The International Executive Board is authorized  
20 to take whatever action is required to enable the UAW  
21 to mobilize, assist and work with other organizations,  
22 alone or in combination, toward the objective of meet-  
23 ing the urgent problems which confront society and  
24 the Labor Movement in this 21<sup>ST</sup> Century period of  
25 rapid and accelerating technological and social  
26 change.

27       (c) The International Union shall seek to affiliate  
28 groups of employees, whether by agreement or  
29 merger. To do so, and better accomplish this objective,  
30 the International Executive Board is authorized to  
31 allow necessary deviations from specific provisions of  
32 this Constitution, provided however, that any such  
33 affiliations must be ratified not later than the next  
34 regular convention.

**ARTICLE 3**  
**Constitution**

35       This Constitution as amended at the Las Vegas,  
36 Nevada Convention convened on **June 12, 2006** and  
37 as may hereafter be amended, shall be the supreme law  
38 of the International Union, UNITED AUTOMOBILE,  
39 AEROSPACE AND AGRICULTURAL IMPLE-  
40 MENT WORKERS OF AMERICA (UAW), and  
41 can be amended only by a majority vote of the dele-  
42 gates at succeeding regular Constitutional or Special  
43 Conventions.

ARTICLE 4

**International Union Headquarters**

1 The headquarters of the International Union shall  
2 be Solidarity House, 8000 East Jefferson Avenue, in  
3 the City of Detroit, State of Michigan 48214.

ARTICLE 5

**Jurisdiction**

4 The International Union, United Automobile,  
5 Aerospace and Agricultural Implement Workers of  
6 America (UAW), shall take in and hold jurisdiction  
7 over all employees in workplaces engaged in the  
8 manufacture of parts (including tools, dies, etc.), and  
9 the assembly of these parts into farm, automobile,  
10 automotive propelled products, aerospace and agricul-  
11 tural implements, including employees engaged in  
12 office work, sales, distribution and maintenance  
13 thereof. Its jurisdiction shall also encompass service,  
14 technical, office and/or professional workplaces,  
15 whether public or private, and others as the Interna-  
16 tional Executive Board shall decide. The jurisdiction  
17 of this International Union shall be full and final.

ARTICLE 6

**Membership**

18 **Section 1.** The International Union shall be com-  
19 posed of workers eligible for membership in the Inter-  
20 national Union, UNITED AUTOMOBILE, AERO-  
21 SPACE AND AGRICULTURAL IMPLEMENT  
22 WORKERS OF AMERICA (UAW).

23 **Section 2.** (a) Any person eligible to become a  
24 member of the International Union who is not affili-  
25 ated with any organization whose principles and phi-  
26 losophy are contrary to those of this International Un-  
27 ion as outlined in the Preamble of this Constitution,  
28 may apply for membership to the Local Union having  
29 jurisdiction over the workplace in which s/he is em-  
30 ployed. The applicant must, at the time of application,  
31 be an actual worker in and around the workplace. All  
32 applicants for membership in any Local Union of the  
33 International Union shall fill out an official application  
34 provided by the International Union, answering all  
35 questions contained in such application, and sign a  
36 promise to abide by all laws, rules and regulations and  
37 the Constitution of the International Union. All appli-  
38 cations thus received shall be referred to the Local  
39 Union for consideration and shall be acted upon as  
40 soon as possible, but not later than sixty (60) days



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1 from the date the application is received by the Finan-  
2 cial Secretary of the Local Union.

3 (b) Notwithstanding any other provisions in this  
4 Constitution, applicants working for unorganized em-  
5 ployers, or in those units not yet under the jurisdiction  
6 of a UAW Local Union may become members of the  
7 International Union directly by signing an application  
8 for membership in a form approved by the Interna-  
9 tional Executive Board and by the payment of the sum  
10 of one dollar (\$1.00) (or such other amount deter-  
11 mined by the International Executive Board), toward  
12 initiation fees and dues. Once a Local Union is char-  
13 tered in, or awarded jurisdiction over the unit in which  
14 such member is working, s/he shall automatically be-  
15 come a member of that Local Union.

16 **Section 3.** Notwithstanding any other provisions of  
17 this Constitution, whenever an International Officer or  
18 International Representative is a member of a Local  
19 Union which is disbanded or goes out of existence, or  
20 whose charter is revoked, said Officer or International  
21 Representative may apply for membership in another  
22 Local Union in the same region. If accepted as a  
23 member by membership action of such Local Union,  
24 the International Officer or International Representa-  
25 tive shall be considered to have remained in continu-  
26 ous good standing in the International Union during  
27 the period between the cessation of the existence of  
28 her/his original Local Union and her/his acceptance by  
29 the membership of the new Local Union.

30 **Section 4.** Upon acceptance of the application,  
31 membership shall date from the first day of the month  
32 for which dues are paid or dues check-off is author-  
33 ized.

34 **Section 5.** Applications for membership rejected by  
35 the Local Union shall not be reconsidered until thirty  
36 (30) days have elapsed.

37 **Section 6.** Unless waived by the Local Union, or  
38 unit of an Amalgamated Local, any candidate failing  
39 to present her/himself for initiation within four (4)  
40 weeks after notification of her/his being accepted to  
41 membership without good and sufficient reason being  
42 given, shall forfeit all money paid by her/him.

43 **Section 7.** The original application signed by each  
44 member shall be retained by the Local Union for its  
45 record and official receipt shall be given to each new  
46 member for all monies paid. All receipts shall be made  
47 out in duplicate, the original to be given to the mem-

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1 ber, the duplicate to be retained by the Local Union  
2 and made available to the International Union upon  
3 request. These duplicate receipts may be destroyed  
4 after a Local Union audit upon written approval of the  
5 International Secretary-Treasurer.

6 **Section 8.** No new member will be recorded at the  
7 International Office nor will initiation fee or per capita  
8 tax be accepted for new members until a monthly re-  
9 port is received from the Financial Secretary of the  
10 Local Union.

11 **Section 9.** Any Local Union or International Union  
12 Trial Committee expelling any member for cause shall  
13 notify the International Secretary-Treasurer and the  
14 latter shall notify all Local Unions of this fact forth-  
15 with. A person who has been suspended or expelled by  
16 any Local Union or International Union Trial Commit-  
17 tee shall not be eligible for membership in any other  
18 Local Union until all claims or charges against such  
19 person have been satisfactorily settled with the Local  
20 Union or International Union Trial Committee sus-  
21 pending or expelling and written notice to this effect  
22 furnished the Local Union to which such person seeks  
23 admission.

24 **Section 10.** No member shall be allowed to hold  
25 membership in more than one (1) Local Union of the  
26 International Union at the same time, except by per-  
27 mission of the International Executive Board. No  
28 member of the Union who is fully employed in one (1)  
29 workplace under the jurisdiction of the UAW shall  
30 accept work in any other workplace under the jurisdic-  
31 tion of the UAW. Any member violating this Section  
32 may be subjected to charges of conduct unbecoming a  
33 union member.

34 The above shall not apply in the case of members  
35 of a Local Union or unit of an Amalgamated Local  
36 Union who are conducting an authorized strike and  
37 have received written approval from the Local Union  
38 officers to obtain employment elsewhere.

39 **Section 11.** No application shall be accepted from  
40 the one designated as the head of a department, direct-  
41 ing company policy or having the authority to hire and  
42 discharge workers. Members of the Union who are  
43 promoted to such positions shall be issued a with-  
44 drawal card immediately by the Local Union in con-  
45 formity with Article 17 of this Constitution. Members  
46 promoted to minor positions where they work with  
47 their co-workers and do not have the power of disci-  
48 pline by hiring or discharging employees, may retain

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1 their membership in the Local Union at the discretion  
2 of the Local Union.

3 **Section 12.** The names of all applicants for admis-  
4 sion about whose applications there is the least doubt  
5 may be published in the "official publication." No  
6 applicants whose names have been published shall be  
7 received into membership until thirty (30) days after  
8 the date of such publication. However, applications  
9 for membership from an unorganized or newly organ-  
10 ized workplace shall be held in confidence.

11 **Section 13.** Any member in good standing who  
12 shall have become totally incapacitated by accident or  
13 illness may, at the discretion of her/his Local Union,  
14 be granted a gratuitous membership, continuing during  
15 incapacity. Appropriate cards denoting such member-  
16 ship shall be prepared by the International Union and  
17 furnished to Local Unions upon request and at cost.

18 **Section 14.** All members of the Local Union are  
19 also members of this International Union and subject  
20 to the orders, rulings and decisions of this Interna-  
21 tional Union and the properly constituted authorities of  
22 the same.

23 **Section 15.** The International Union and the Local  
24 Union to which the member belongs shall be her/his  
25 exclusive representative for the purpose of collective  
26 bargaining in respect to rates of pay, wages, hours of  
27 employment or other conditions of employment; and  
28 for the negotiation and execution of contracts with  
29 employers covering all such matters, including con-  
30 tracts requiring membership or the continuance of  
31 membership in the Union as a condition of employ-  
32 ment or continued employment; and contracts requir-  
33 ing the employer to deduct, collect, or assist in collect-  
34 ing from her/his wages any dues, initiation fees,  
35 reinstatement fees, payable to the International Union  
36 or her/his Local Union.

37 **Section 16.** The International Union and the Local  
38 Union to which the member belongs, and each of  
39 them, are by her/him irrevocably designated, author-  
40 ized and empowered exclusively to appear and act for  
41 the member and in her/his behalf before any board,  
42 court, committee or other tribunal in any matter affect-  
43 ing her/his status as an employee or as a member of  
44 her/his Local Union or the International Union; and  
45 exclusively to act as the member's agent to represent  
46 and bind her/him in the presentation, prosecution, ad-  
47 justment and settlement of all grievances, complaints

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1 or disputes of any kind or character arising out of the  
2 employer-employee relationship, as fully and to all  
3 intents and purposes as s/he might or could do if per-  
4 sonally present.

5 **Section 17.** A member of a Local Union may re-  
6 sign or terminate membership only by written com-  
7 munication, signed by the member, to the Financial  
8 Secretary of the Local Union, and such resignation or  
9 termination of membership shall be effective upon  
10 receipt by the Financial Secretary of the Local Union;  
11 provided that if the employer of such person has been  
12 authorized by such person individually or by the Col-  
13 lective Bargaining Agreement between the employer  
14 and the Local Union to check off any amounts from  
15 the wages of such person, such resignation or termina-  
16 tion of membership shall not relieve such person from  
17 the obligations arising from such check off obligation.  
18 (See Special Note p. 173.)

19 **Section 18.** A member who resigns or terminates  
20 her/his membership shall have no right or interest in  
21 any property of the Local Union or of the International  
22 Union, including any dues or other financial obliga-  
23 tions paid by the member in advance of the effective  
24 date of such resignation or termination.

25 **Section 19.** Any member in good standing who is  
26 retired, shall be entitled to a "retired membership  
27 status" which, without being required to pay member-  
28 ship dues during the period of such retirement, shall  
29 entitle her/him to all of the privileges of membership  
30 except the right to vote in elections conducted pursu-  
31 ant to Article 19, Section 3; Article 45, Section 2; and  
32 Article 50, Sections 1 and 5. Appropriate cards denot-  
33 ing such membership status shall be prepared by the  
34 International Union and furnished to Local Unions  
35 upon request and at cost. The regular withdrawal-  
36 transfer provisions of this Constitution shall be appli-  
37 cable if such retired member returns to active em-  
38 ployment.

39 **Section 20.** Non-members covered by an agency  
40 shop clause in a UAW contract shall receive all the  
41 material benefits to which members are entitled but  
42 shall not be allowed other membership participation in  
43 the affairs of the Union.

44 Membership in the Union shall be at all times  
45 available to such non-members on the same terms and  
46 conditions applicable to other members.

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**ARTICLE 7**

**Powers of Administration**

1     **Section 1.** The International Union shall be gov-  
2     erned by its membership in the following manner:

3     (a) The highest tribunal shall be the International  
4     Convention composed of delegates democratically  
5     elected by the membership of Local Unions.

6     (b) Between Conventions the highest authority  
7     shall be the International Executive Board. The Board  
8     shall hold regular quarterly meetings and such special  
9     meetings as are required.

10    (c) Between meetings of the International Execu-  
11    tive Board the administrative authority of the Interna-  
12    tional Union shall be vested in the International Presi-  
13    dent. The International President shall be responsible  
14    to the International Executive Board for the admini-  
15    stration of the Union between International Executive  
16    Board meetings, according to the Constitution, the  
17    actions of the International Convention and the deci-  
18    sions of the International Executive Board. On all mat-  
19    ters of major importance s/he shall consult the other  
20    International Executive Officers. S/He shall report  
21    her/his actions to the International Executive Board for  
22    its approval or rejection.

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

27    **Section 2.** To achieve the objectives and purposes  
28    of this organization as set forth in this Constitution,  
29    the funds of this organization are authorized to be  
30    managed, invested, expended or used under this Arti-  
31    cle and Constitution not only for the purposes and  
32    objectives expressly set forth in Article 2 and other-  
33    wise in this Constitution, but also for any additional  
34    purposes and objectives not inconsistent therewith as  
35    may be contained at any time in the resolutions and  
36    programs adopted and/or ratified by any International  
37    Convention or which the International Executive  
38    Board believes will further the general interest and  
39    welfare of the membership of this organization or any  
40    substantial part thereof.

**ARTICLE 8**

**Conventions**

41    **Section 1.** The 35<sup>th</sup> Constitutional Convention shall  
42    be held during the month of **May, 2010**, provided that

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1 the date of holding such Convention may be advanced  
2 or delayed two (2) months upon a resolution to that  
3 effect adopted by the International Executive Board.

4 **Section 2.** The business of the International Con-  
5 vention shall proceed in the following order unless  
6 otherwise ordered by the Convention:

- 7 (1) Call to Order.
- 8 (2) Report on Credentials.
- 9 (3) Reading of Convention Rules.
- 10 (4) Appointing Committees.
- 11 (5) Communications and Bills.
- 12 (6) Resolutions, etc.
- 13 (7) Reports of Committees.
- 14 (8) Report of Officers and International Executive  
15 Board.
- 16 (9) Nomination and Election of Officers and In-  
17 ternational Trustee.
- 18 (10) Unfinished Business.
- 19 (11) New Business.
- 20 (12) Adjournment.

21 **Section 3.** Twenty-five (25) percent of all of the  
22 delegates seated at any International Convention shall  
23 constitute a quorum. No business shall come before or  
24 be considered by the Convention at any session unless  
25 a quorum is present. In the event the Chairperson of  
26 the Convention is unable to obtain a quorum on the  
27 last day of the Convention, all unfinished business of  
28 the Convention shall be referred to the International  
29 Executive Board.

30 **Section 4.** Special Conventions of the International  
31 Union shall be called by the International President:

- 32 (1) When so instructed by a two-thirds (2/3) vote of  
33 the International Executive Board or in the event of  
34 the failure of the International President to do so, by  
35 such other Board Members as the Board may desig-  
36 nate; (2) by a referendum vote of the membership ini-  
37 tiated upon the written request of at least fifteen (15)  
38 Local Unions from five (5) different states or prov-  
39 inces having an aggregate membership of not less than  
40 twenty (20) percent of the total membership as re-  
41 ported to the preceding Convention. The Local Unions  
42 demanding a Special Convention must state the reason  
43 or reasons why such Convention is desired, the place  
44 and date for the Convention and the dates for mailing  
45 out and returning the ballots. It shall be the duty of the  
46 International President, or the person designated by the  
47 International Executive Board, to send out the Call, to  
48 state such reason or reasons and the place and dates

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1 involved in transmitting the proposal to Local Unions  
2 for a referendum vote. The reasons for and against  
3 such Convention shall be published and forwarded to  
4 all Local Unions. Such Convention shall not have au-  
5 thority to consider any matter other than that which is  
6 specifically stated in the Call to the Convention. It  
7 shall be mandatory that all Local Unions hold a secret  
8 vote on the question of calling a Special Convention.  
9 All Local Unions shall vote their decision on the ques-  
10 tion involved, through Local Union procedure, by  
11 secret ballot. Local Union election boards shall tabu-  
12 late the ballots and send the Local Union's vote to the  
13 International Secretary-Treasurer, who, within thirty  
14 (30) days after the setting of a deadline of a return  
15 date, shall publish the "yes" and "no" vote of each  
16 Local Union in the "official publication." If a majority  
17 of all the members voting in all Local Unions is in  
18 favor of a Special Convention, a Special Convention  
19 shall be mandatory. When the International Executive  
20 Board has directed the calling of a Special Convention  
21 pursuant to the provisions of (1) the first sentence of  
22 this Section, the delegates from each Local Union who  
23 had been elected to the preceding regular Constitu-  
24 tional Convention shall serve as delegates to the Spe-  
25 cial Convention. Each Local Union shall carry the  
26 same total vote as it carried at such previous regular  
27 Constitutional Convention. If the purpose, or one of  
28 the purposes, of a Special Convention is collective  
29 bargaining policies, the President (and Bargain-  
30 ing/Negotiating Committee Chairperson, if it is a dif-  
31 ferent individual), if not delegates under this provision  
32 may, by Local Union membership action, be made  
33 special delegates at such Special Convention with the  
34 right to be present on the Convention floor with voice  
35 but without any vote. Under the same circumstances in  
36 units of Amalgamated Local Unions, with membership  
37 in excess of one thousand (1,000), the Unit Chairper-  
38 son may, by unit membership action, be made such a  
39 special delegate. If there are vacancies in the voting  
40 delegation, they shall be filled in the following man-  
41 ner:

42 (a) By alternates where the same were elected to  
43 the preceding regular Constitutional Convention;

44 (b) If the number of delegates is insufficient after  
45 applying (a), by reapportioning the votes of the Local  
46 Union among the remaining delegates to the extent  
47 permitted by Section 7 of this Article;

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1 (c) If the number of delegates is insufficient after  
2 applying (a) and (b) and the purpose or one of the pur-  
3 poses, of the Special Convention is collective bargain-  
4 ing policies, by including any special delegates which  
5 the Local Union or unit membership may have pro-  
6 vided for in accordance with this paragraph, with the  
7 President of the Local Union to precede the Bargain-  
8 ing/Negotiating Committee Chairperson;

9 (d) If the number of delegates is insufficient after  
10 applying (a), (b) and (c), by electing additional dele-  
11 gates, these additional delegates to be nominated and  
12 elected by secret ballot at successive membership  
13 meetings; the required notices for such nomination and  
14 election being those set forth in Sections 22, 23 and 24  
15 of this Article.

16 This foregoing procedure shall be disregarded in  
17 the event of any Special Convention directed to be  
18 called by referendum vote pursuant to (2) of the first  
19 sentence of this Section, in which event the vote of  
20 each Local Union and the election of delegates from  
21 each Local Union shall be the same as provided for in  
22 this Article for regular Constitutional Conventions;  
23 except that in applying Section 9 of this Article to  
24 determine the average monthly per capita taxes paid  
25 by a Local Union, a twenty-four (24) month period  
26 concluding with the sixth (6th) month prior to the  
27 month in which the Special Convention is to convene  
28 shall be used.

29 **Section 5.** Each Local Union shall have one (1)  
30 delegate for two hundred (200) members or less and  
31 one (1) additional delegate for the next three hundred  
32 (300) members or major fraction thereof, and one (1)  
33 additional delegate for each additional eight hundred  
34 (800) members or major fraction thereof, except  
35 Amalgamated Local Unions which elect as many  
36 delegates as they have units who average two hundred  
37 (200) dues-paying members or more, and that those  
38 units who have two hundred (200) members or more  
39 may elect their own delegates to the Convention and  
40 those with less than two hundred (200) shall be  
41 grouped together and vote as a miscellaneous group.  
42 In the event the miscellaneous group within an Amal-  
43 gamated Local Union has less than two hundred (200),  
44 the International Secretary-Treasurer shall allocate  
45 such membership to some other unit of the Local Un-  
46 ion in such a manner as will result in the maximum  
47 number of delegates.



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1       **Section 6.** Each unit of an Amalgamated Local Un-  
2       ion shall be allotted its share of the number of dele-  
3       gates in proportion to the amount of per capita tax paid  
4       by the unit through the Amalgamated Local Union.  
5       Any fractions remaining from the units following such  
6       allocations shall be allotted to the Local Union's Joint  
7       Council, where such body exists. Delegates represent-  
8       ing the total of all fractions shall be elected on the  
9       basis of one (1) for each eight hundred (800) or major  
10      fraction thereof. Any member of the Local Union who  
11      has qualified may be nominated and elected by the  
12      Joint Council, provided s/he has not accepted nomina-  
13      tion in her/his unit. In order to be eligible for nomina-  
14      tion as a delegate representing a unit of an Amalga-  
15      mated Local Union, s/he must be a member of such  
16      unit.

17      **Section 7.** Each Local Union shall have one (1)  
18      vote for the first one hundred (100) members or less  
19      and one (1) additional vote for each additional one  
20      hundred (100) members or major fraction thereof, but  
21      no delegate shall have more than eight (8) votes. The  
22      votes shall be equally apportioned among the elected  
23      delegates of each Local Union, except that an Amalga-  
24      mated Local Union may apportion its votes in such  
25      manner as the Local Union decides with no delegate  
26      having more than eight (8) votes. The total number of  
27      votes of the units of an Amalgamated Local Union  
28      shall not exceed the total votes which the Local Union  
29      is entitled to under Section 9 of this Article of the  
30      Constitution.

31      **Section 8.** Local Unions may elect alternate dele-  
32      gates if they so desire. The number of alternates may  
33      be less but not more than the number of regular dele-  
34      gates. Local Unions shall determine the manner and  
35      order in which an alternate will replace a regular dele-  
36      gate and shall so advise the Credentials Committee.  
37      Regular delegates may be replaced only if recalled by  
38      their Local Union in the manner they were elected or if  
39      unable to serve.

40      **Section 9.** The number of members in each Local  
41      Union, for the purpose of this Article, shall be deter-  
42      mined by the average number of monthly per capita  
43      taxes paid by the Local Union to the International Un-  
44      ion for the period from and including the sixth month  
45      preceding that in which the last quadrennial Conven-  
46      tion was held to not less than six (6) months nor more  
47      than seven (7) months prior to the next Convention for  
48      which representation is to be determined. Per capita

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1 from Local Unions shall be accepted in the regular  
2 manner.

3 Local Unions or units of Amalgamated Local Un-  
4 ions which have engaged in authorized strikes or in  
5 lockouts shall have their representation to the Interna-  
6 tional Convention determined by having subtracted  
7 from the base period the months of such authorized  
8 strikes or lockouts in which the membership of the  
9 Local Union or unit of an Amalgamated Local Union  
10 did not work in the workplace forty (40) or more  
11 hours.

12 **Section 10.** Not less than ninety (90) days previous  
13 to the convening of the Regular Convention, the Inter-  
14 national Secretary-Treasurer shall issue the Call to the  
15 Convention and shall furnish all Local Unions with  
16 credentials and alternate credential forms in contrast-  
17 ing colors, in duplicate, which must be attested as re-  
18 quired on the forms. The original of each credential  
19 and alternate credential shall be retained by the dele-  
20 gate or alternate delegate and the duplicate copies shall  
21 be forwarded to the International Secretary-Treasurer.  
22 No credentials shall be accepted later than twenty-one  
23 (21) days prior to the date for the convening of the  
24 Convention. In convening Special Conventions, not  
25 less than thirty (30) days shall be required to issue the  
26 Call.

27 **Section 11.** No member is eligible to serve as a  
28 delegate from her/his Local Union unless s/he has  
29 been in continuous good standing in this International  
30 Union for twelve (12) months immediately preceding  
31 the first day of the month in which the Convention is  
32 held and shall also have been a member of the Local  
33 Union electing her/him for three (3) months immedi-  
34 ately preceding the first day of the month in which the  
35 Convention is held. For the purpose of this Section of  
36 the Constitution, members must pay their dues or se-  
37 cure out-of-work receipts in accordance with the pro-  
38 visions of this Constitution.

39 **Section 12.** Local Unions in order to be entitled to  
40 representation at the Convention shall have been af-  
41 filiated with the International Union for at least three  
42 (3) months prior to the holding of the Convention.  
43 New Local Unions shall have paid at least two (2)  
44 months' full per capita tax prior to the month in which  
45 the Convention is to be held. If such newly chartered  
46 Local Union has been in existence since the preceding  
47 Convention, it shall be entitled to its full quota of  
48 delegates based upon the average number of months

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1 per capita tax paid to the International Union during  
2 the period of time since the preceding Convention.  
3 With respect to newly chartered Local Unions who  
4 received their charter subsequent to the last Conven-  
5 tion, representation shall likewise be based upon the  
6 per capita tax paid to the International Union, aver-  
7 aged over the period of time from the preceding Con-  
8 vention. In the case of an Amalgamated Local Union  
9 where a workplace has been organized for over a year  
10 and secures a separate charter, it shall not be consid-  
11 ered a new Local Union. Members representing Local  
12 Unions or unit organizations within Amalgamated  
13 Local Union which have not been in existence for  
14 twelve (12) months prior to the Convention, shall be  
15 exempt from the provisions of Section 11 of this Arti-  
16 cle, provided they become members of their Local  
17 Union or unit organization not later than thirty (30)  
18 days after the issuance of or acceptance under the  
19 charter thereof.

20 **Section 13.** Each member of the International Re-  
21 tired Workers Advisory Council shall automatically be  
22 a delegate to the UAW Constitutional Convention with  
23 voice and one (1) vote, as provided in Article 55, Sec-  
24 tion 4(f) of this Constitution.

25 **Section 14.** International Officers and International  
26 Representatives of the International Union shall have a  
27 voice but no vote in the Convention of the Interna-  
28 tional Union unless they are duly accredited delegates  
29 from Local Unions. Any member who is eligible may  
30 be elected to office whether or not s/he is a delegate to  
31 the International Convention.

32 **Section 15.** Copies of all resolutions and constitu-  
33 tional amendments to be considered by the Convention  
34 must be approved by the Local Union membership and  
35 sent to the International Secretary-Treasurer not later  
36 than six (6) weeks prior to the date set for the Conven-  
37 tion. These will then be sorted and distributed by the  
38 International Secretary-Treasurer among the chairper-  
39 sons of the various and proper committees. Protests of  
40 delegate elections must be received by the Interna-  
41 tional Secretary-Treasurer by whichever of the follow-  
42 ing dates occurs first: (1) Not more than seven (7) days  
43 after the Local Union delegate election or (2) not less  
44 than twenty-one (21) days prior to the convening of  
45 the Convention. These protests shall be referred to the  
46 Credentials Committee and the Credentials Committee  
47 may waive failure to comply with the foregoing time  
48 limitation where the interests of justice would require.

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1     **Section 16.** The International Executive Board  
2 shall select from the credentials of the delegates pre-  
3 sented, a Constitution Committee, which shall assem-  
4 ble at least two (2) weeks prior to the meeting of the  
5 Convention at the place designated. It shall be the duty  
6 of said Committee to take up all recommendations  
7 concerning changes or additions to the Constitution  
8 submitted by the International Officers, International  
9 Executive Board and Local Unions to act thereon. This  
10 Committee shall have authority to originate amend-  
11 ments to the Constitution.

12     **Section 17.** (a) The International Executive Board  
13 shall select from the credentials of delegates a Creden-  
14 tials Committee, which shall assemble at least ten (10)  
15 days prior to the meeting of the Convention. The  
16 Committee shall examine all credentials received at  
17 the International Office and investigate the standing of  
18 the delegates and the Local Unions they represent;  
19 they shall receive the original credentials of the dele-  
20 gates elected to attend the Convention, and be in a  
21 position to report at the opening of the Convention.

22     (b) All election protests regarding the election of  
23 any delegate to the Convention must be filed with the  
24 Credentials Committee not more than seven (7) days  
25 after the Local Union delegate election or not less than  
26 twenty-one (21) days prior to the convening of the  
27 Convention, whichever occurs first, absent a waiver of  
28 those limits by the Credentials Committee. The pro-  
29 test must be filed by a member of the Local in ques-  
30 tion, or may be raised by any member of the Creden-  
31 tials Committee itself. The protest may raise any  
32 subject related to the election of the Local's delegates,  
33 including the conduct of the campaign, or use of union  
34 or employer assets.

35     (c) All other election protests of elections held un-  
36 der Article 10 (International Officers and Regional  
37 Director), *even though not touching the election of an*  
38 *identifiable delegate(s)*, must also be filed with the  
39 Credentials Committee, which has *exclusive* jurisdic-  
40 tion. Thus, any protest of the conduct of the campaign  
41 for these offices, or the alleged use of union or em-  
42 ployer funds in the campaign, *or of any other matter*  
43 *said to affect the election*, must be filed with the Cre-  
44 dentials Committee. Any such protest must be made  
45 in writing, as soon as possible, even though the Cre-  
46 dentials Committee is already in session. Such a pro-  
47 test may be made by any UAW member, or the issue

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1 may be raised directly by any member of the Creden-  
2 tials Committee itself.

3 (d) If, prior to the holding of an election of dele-  
4 gates, a clear violation of the International Constitu-  
5 tion or the Local Union's Bylaws occurs in the pre-  
6 election procedures, the International President shall  
7 have the authority to order a correction of the violation  
8 prior to the holding of the election. Such action by the  
9 International President is subject to appeal to the Cre-  
10 dentials Committee.

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

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

34 (g) If the Convention approves the Credentials  
35 Committee's report and recommendation on the initial  
36 election, the delegates elected in the rerun shall be  
37 seated if confirmed by the Credentials Committee and  
38 Convention. If the Convention should reverse the  
39 Credentials Committee and approve the initial elec-  
40 tion, the delegates elected in such initial election shall  
41 be seated and the International Union shall reimburse  
42 the Local Union for the cost of rerunning the election.

43 **Section 18.** The International Executive Board  
44 shall select from the credentials of delegates to each  
45 International Convention a Resolutions Committee of  
46 not less than seven (7) members, which shall assemble  
47 at least ten (10) days prior to the convening of the

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1 Convention. It shall be the duty of the said Committee  
2 to consider such resolutions as may be properly re-  
3 ferred to it under this Constitution. This Committee  
4 shall have authority to originate resolutions to be pre-  
5 sented at the Convention.

6 **Section 19.** The International Executive Board  
7 shall select from the credentials of delegates to each  
8 International Convention, the several other committees  
9 necessary to successfully promote and execute the  
10 efficient operation of the Convention. Such commit-  
11 tees shall convene not later than two (2) days prior to  
12 the opening of the Convention.

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

16 **Section 21.** Following the issuance of the Conven-  
17 tion Call by the International Secretary-Treasurer,  
18 each Local Union shall issue a Call for the nomination  
19 of its delegates to the Convention. In the absence of a  
20 democratically elected standing Election Committee  
21 (Article 38, Section 10), an Election Committee shall  
22 be nominated and elected by the Local Union at a  
23 regular or a specially called meeting for that purpose  
24 of which at least seven (7) days' notice shall be given.  
25 The Election Committee shall handle all the details  
26 insofar as they relate to the procedure of the election,  
27 and adopt such safeguards as are necessary to insure a  
28 fair 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, but in  
32 either case at least seven (7) days' notice shall be  
33 given. After the deadline on accepting nominations has  
34 expired, no election of so-called "sticker" or "write-in"  
35 candidates shall be considered legal. A list of nomi-  
36 nees shall be available to the membership. Candidates  
37 shall not serve on the Election Committee or as chal-  
38 lengers or observers.

39 **Section 23.** Delegates to the International Conven-  
40 tion shall be elected by secret ballot of the Local Un-  
41 ion of which they are members and in no case shall be  
42 appointed.

43 Elections for Convention Delegates must take place  
44 no later than thirty (30) days prior to the convening of  
45 the Convention.

46 **Section 24.** At least seven (7) days shall elapse be-  
47 tween the time of nomination of delegates and the date

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

9 **Section 25.** Local Union action to instruct a dele-  
10 gate does not serve to commit or bind the delegate on  
11 any issue s/he may vote on at the Convention.

ARTICLE 9

**Political Requirements of Union Officials**

12 International Officers, International Board Mem-  
13 bers, International Representatives and Local Union  
14 Officers shall, from the date of taking office, be re-  
15 quired to register and vote in elections for civil offi-  
16 cers in the area in which their homes are located, pro-  
17 vided they are eligible under the laws of the area and  
18 that it is a physical possibility for them to do so. Vio-  
19 lation of this Section shall subject the person charged  
20 to discipline, in pursuance of the procedure provided  
21 for in this Constitution.

ARTICLE 10

**Officers and Elections**

22 **Section 1.** The elective officers of the International  
23 Union shall be one (1) International President, one (1)  
24 International Secretary-Treasurer, five (5) Interna-  
25 tional Vice Presidents, who shall be elected by the  
26 Convention, and such International Executive Board  
27 Members as provided in Section 21 of this Article. **In**  
28 **the event of the death, removal, or resignation of**  
29 **any of the five (5) Vice Presidents at any time after**  
30 **July 1, 2006, the International Executive Board**  
31 **shall have the authority to reduce the number of**  
32 **Vice Presidents from five (5) to four (4).** The duties  
33 of the Vice Presidents shall be to assist the Interna-  
34 tional President.

35 **Section 2.** Within the geographical districts as de-  
36 termined by the International Constitution, the Interna-  
37 tional Executive Board Members shall be nominated  
38 and elected in the regions as established by the Inter-  
39 national Executive Board and existing on the actual  
40 day any such election commences. Only the delegates  
41 from the Local Unions in such regions shall nominate  
42 and vote for their International Board Members. Any

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1 member in continuous good standing for one (1) year,  
2 and who has worked at least ninety (90) working days  
3 in a workplace(s) located within the region, whose  
4 Local Union is located within the region can be nomi-  
5 nated and elected. It shall require a two-thirds (2/3)  
6 vote of the International Executive Board to change  
7 the composition of any region within a geographical  
8 district.

9 **Section 3.** The term of office of all elective officers  
10 shall be for the period up to the next Convention and  
11 the term of office shall begin immediately upon instal-  
12 lation. The term of office of the Trustees shall be as  
13 provided for in Article 51.

14 **Section 4.** Nomination and election of all elective  
15 officers and Trustees shall take place in the regular  
16 order of business of the Convention and election shall  
17 be determined by a majority vote of the delegates vot-  
18 ing. Candidates shall be elected to various offices by  
19 one (1) roll-call vote. In the election of the Vice  
20 Presidents each delegate may vote for up to five (5)  
21 candidates. If there are ten (10) or more nominees for  
22 the five (5) offices and less than five (5) candidates  
23 receive a majority vote, the candidate receiving the  
24 lowest number of votes shall be eliminated from the  
25 run-off election, and in each successive run-off elec-  
26 tion the candidate receiving the lowest number of  
27 votes shall be eliminated, unless such elimination  
28 would result in reducing the number of candidates in  
29 nomination to a figure equal to the remaining vacancy  
30 or vacancies.

31 **Section 5.** All elections of International Officers  
32 and International Executive Board Members shall be  
33 by roll-call vote. In any election for International  
34 President, International Secretary-Treasurer, Interna-  
35 tional Executive Board Member, or International Trus-  
36 tee where there are three (3) or more candidates and,  
37 on the first ballot no such candidate receives a major-  
38 ity, there shall be a run-off between the two (2) candi-  
39 dates who received the highest number of votes on the  
40 first ballot.

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

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



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1 this International Union or any Local Union in this  
2 International Union if s/he is a member of or subservi-  
3 ent to any political organization, such as the Commu-  
4 nist, Fascist or Nazi Organization which owes its alle-  
5 giance to any government other than the United States  
6 or Canada, directly or indirectly.

7     **Section 8.** No member of any Local Union shall be  
8 eligible to hold any elective or appointive position in  
9 the International Union, or any Local Union, if s/he is  
10 affirmatively engaged in the promotion, implementa-  
11 tion, furtherance, or support of organized workplace  
12 rackets, such as numbers, bookmaking, etc.

13     **Section 9.** The acceptance of an elective or ap-  
14 pointive office or position or of nomination to an elec-  
15 tive office or position by any member who is ineligible  
16 under Sections 7 or 8 of this Article is an offense  
17 against the Union punishable by a penalty up to and  
18 including expulsion.

19     **Section 10.** When a charge is preferred that a  
20 member is violating Section 9 of this Article, it shall  
21 be made and the accused member shall be tried ac-  
22 cording to the appropriate provisions of Articles 30  
23 and 31. Resignation from an elective office or appoint-  
24 ive position, or withdrawal of candidacy by any mem-  
25 ber charged with violation of Section 9 shall not re-  
26 quire the dismissal of such charges.

27     **Section 11.** Upon conviction of a member by a  
28 Trial Committee of a Local Union or by an Interna-  
29 tional Union Trial Committee of violation of Section 9  
30 of this Article, any elective or appointive office or  
31 position then held by such member shall be automati-  
32 cally vacated regardless of any other penalty imposed.

33     **Section 12.** No member of any Local Union shall  
34 be eligible to hold or seek any elective or appointive  
35 position in the International Union, or in any Local  
36 Union, if s/he affirmatively engaged in: the promotion,  
37 implementation, furtherance or support of any other  
38 union or collective bargaining group with the purpose  
39 or intent of supplanting the International Union, or any  
40 subordinate body thereof, as the recognized collective  
41 bargaining agent; in efforts to decertify the Interna-  
42 tional Union or any subordinate body thereof as the  
43 recognized collective bargaining agent; or aiding or  
44 abetting an employer or another Union to thwart orga-  
45 nizing efforts by the UAW to become the bargaining  
46 agent. If, upon investigation by the International Un-  
47 ion, it should appear by convincing evidence that any

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1 member is in violation of this Section, the Interna-  
2 tional President, or the International Executive Board,  
3 may summarily suspend that member from any office  
4 or position, or the right to seek such office or position.  
5 Said suspended member shall be promptly notified  
6 and, within thirty (30) days of such notification, may  
7 appeal the suspension, in which case the member's  
8 appeal shall be processed in the same manner as ap-  
9 peals to the International Executive Board from deci-  
10 sions of subordinate bodies under Article 33 of this  
11 Constitution; provided that the suspension shall auto-  
12 matically be lifted unless the International Executive  
13 Board has rendered its decision within one hundred  
14 twenty (120) days of the day the appealing member  
15 commences an appeal.

16 If the suspended member fails to appeal from the  
17 suspension within the thirty (30) days allowed, or if  
18 the International Executive Board upon review up-  
19 holds the suspension by a two-thirds (2/3) vote, the  
20 member shall be considered removed from any office  
21 or position s/he may have held, as well as from the  
22 privilege of seeking election or appointment to any  
23 office or position, and the member shall not thereafter  
24 be eligible to hold any office or position unless and  
25 until the removal has been lifted by a two-thirds (2/3)  
26 vote of the International Executive Board. Any mem-  
27 ber so suspended, who has taken an appeal to the In-  
28 ternational Executive Board without having the sus-  
29 pension lifted, may appeal the suspension either to the  
30 Public Review Board or the Convention Appeals  
31 Committee as provided for in Article 33 of this Consti-  
32 tution. The procedure provided in this Section shall be  
33 in addition to, and exclusive of any other action which  
34 may be taken against such member.

35 **Section 13.** No member removed from office or  
36 position by reason of a conviction of any offense enu-  
37 merated in Section 17 of Article 31 by a Local Union  
38 Trial Committee, shall be restored to office or position  
39 by reason of a reversal of such conviction by the body,  
40 which elected the Trial Committee, until after the  
41 lapse of sixty (60) days following such reversal, with-  
42 out a review having been ordered by the International  
43 Executive Board.

44 **Section 14.** Whenever any member removed from  
45 elective office or position by reason of having been  
46 convicted of an offense shall have taken an appeal  
47 under Article 33, and whenever a review of any such  
48 conviction shall have been ordered by the International

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1 Executive Board under Section 18 of Article 31, the  
2 vacancy in office or position may be filled according  
3 to the applicable provisions of Section 14 of Article 38  
4 or Section 15 of this Article, but any successor in such  
5 office or position shall hold the office or position sub-  
6 ject to the right of restoration of the removed officer  
7 upon reversal of her/his conviction, subject to Section  
8 13 of this Article.

9 **Section 15.** No member shall be entitled as a matter  
10 of right to restoration to any appointive position by  
11 reason of acquittal or reversal of a conviction.

12 **Section 16.** Incoming elective officers of the Inter-  
13 national Union shall be obligated and installed imme-  
14 diately after being elected. The obligation shall be the  
15 same as that provided for Local Union officers.

16 **Section 17. Unless the International Executive**  
17 **Board exercises the authority to reduce the number**  
18 **of Vice Presidents as described in Article 10, Sec-**  
19 **tion 1,** in the event of the death, removal or resig-  
20 nation of the International President, International Secre-  
21 tary-Treasurer, or any of the International Vice  
22 Presidents, the officer shall be replaced by majority  
23 vote of all members of the International Executive  
24 Board by a member eligible to be a candidate in ac-  
25 cordance with Section 6 of this Article.

26 In the event of the death, removal or resignation of  
27 an International Trustee, the International Executive  
28 Board shall elect a replacement to serve until the next  
29 regular Constitutional Convention.

30 **Section 18.** In the event a vacancy occurs on the  
31 International Executive Board because of the death,  
32 removal, promotion of a member or other cause, the  
33 International Executive Board shall, within thirty (30)  
34 days, call a special regional convention for the region  
35 which the International Executive Board Member rep-  
36 resented. Such vacancy shall be filled by a member  
37 elected by the delegates from the Local Unions in the  
38 region. In the event of such vacancy occurring within  
39 sixty (60) days before a regular Constitutional Con-  
40 vention, no election shall take place and the office  
41 shall remain vacant. In any such special regional con-  
42 vention, the delegates from each Local Union who had  
43 been elected to the preceding regular Constitutional  
44 Convention shall serve as delegates to the Special  
45 Convention. Each Local Union shall carry the same  
46 total vote as it carried at such previous regular Consti-  
47 tutional Convention.

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1 If there are vacancies in the voting delegation, they  
2 shall be filled in the following manner:

3 (a) By alternates where the same were elected to  
4 the preceding Constitutional Convention;

5 (b) If the number of delegates is insufficient after  
6 applying (a), by reapportioning the votes of the Local  
7 Union among the remaining delegates to the extent  
8 permitted by Section 7 of Article 8;

9 (c) If the number of delegates is insufficient after  
10 applying (a) and (b), by electing additional delegates,  
11 these additional delegates to be nominated and elected  
12 by secret ballot at successive membership meetings;  
13 the required notices for such nomination and election  
14 being those set forth in Sections 22 and 24 of Article  
15 8.

16 **Section 19.** The International Executive Board  
17 shall consist of the International Executive Board  
18 Members elected from the regions together with the  
19 International President, International Secretary-  
20 Treasurer and the International Vice Presidents.

21 **Section 20.** Voting strength of International Execu-  
22 tive Board Members:

23 (a) Questions coming before the International Ex-  
24 ecutive Board may be decided by unit vote of its  
25 members, but any member may demand a roll-call  
26 vote on any question.

27 (b) Each member of the International Executive  
28 Board shall have one (1) vote for each one thousand  
29 (1,000) members or major fraction thereof represented  
30 by the member in her/his region.

31 (c) Voting strength of each region shall be com-  
32 puted on the basis of average monthly per capita tax  
33 payments from each respective region through the  
34 period of twelve (12) months commencing thirteen  
35 (13) months preceding each quarterly meeting of the  
36 International Executive Board. The voting strength of  
37 Executive Board Members at special Executive Board  
38 Meetings shall be on the basis as at the preceding  
39 regular Executive Board Meeting.

40 (d) The International President, International Secre-  
41 tary-Treasurer and the International Vice Presidents,  
42 shall each carry the same number of votes, which shall  
43 be equal to the average of the votes cast by the remain-  
44 ing members of the International Executive Board.

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1 (e) Members of the International Executive Board  
2 may cast their votes by proxy.

3 **Section 21.** The geographical districts and the  
4 number of International Executive Board Members for  
5 each district of the International Union in the United  
6 States, Canada and Puerto Rico shall be as listed be-  
7 low.

- 8 1. Michigan, Canada .....Regions 1, 1A, 1C and 1D
- 9 2. Ohio .....Region 2B
- 10 3 Indiana, Kentucky ..... Region 3
- 11
- 12 4. Illinois, Iowa, Minnesota, Montana, Nebraska,  
13 North Dakota, South Dakota, Wisconsin, and  
14 Wyoming ..... Region 4
- 15 5. Alaska, Arizona, Arkansas, California, Colo-  
16 rado, Hawaii, Idaho, Kansas, Louisiana, Mis-  
17 souri, Nevada, New Mexico, Oklahoma, Ore-  
18 gon, Texas, Utah, and Washington ..... Region 5
- 19 8. Alabama, Delaware, the District of Columbia,  
20 Florida, Georgia, Maryland, Mississippi,  
21 North Carolina, Pennsylvania (counties of  
22 Adams, Cumberland, Franklin and York), and  
23 South Carolina, Tennessee, Virginia, West  
24 Virginia ..... Region 8
- 25 9. Commonwealth of Puerto Rico, Connecticut,  
26 Maine, Massachusetts, New Hampshire, New  
27 Jersey, New York, Pennsylvania (excluding  
28 the counties of Adams, Cumberland,  
29 Franklin and York), Rhode Island, and  
30 Vermont ..... Regions 9 and 9A

31 When an Executive Board Member vacancy occurs  
32 in any region, for any reason, and the International  
33 Executive Board determines that conditions and fac-  
34 tors exist comparable to those which necessitated the  
35 decisions in 1984 to combine the regions in the Detroit  
36 Area and in 1990 to combine the regions in the Ohio  
37 district (that is, Ohio, West Virginia, and those parts of  
38 Pennsylvania west of and including the counties of  
39 McKean, Cameron, Cambria and Somerset), and fur-  
40 ther, determines that it is in the overall best interest of  
41 the Union, then the region will be combined with one  
42 (1) of the other contiguous regions. The remaining  
43 Executive Board Member will have jurisdiction over  
44 the combined regions.

ARTICLE 11  
Salaries

1     **Section 1.** The International President, Interna-  
2 tional Secretary-Treasurer, International Vice Presi-  
3 dents and International Executive Board Members,  
4 shall receive a further three (3) percent increase in  
5 base salary effective March 1, 2007. In addition, the  
6 salaries may be adjusted quarterly in accordance with  
7 changes in the cost of living based on the current for-  
8 mula as developed by the International Executive  
9 Board.

10    **Section 2.** International Representatives shall re-  
11 ceive a further three (3) percent increase in base sal-  
12 ary effective March 1, 2007. In addition, the salaries  
13 may be adjusted quarterly in accordance with changes  
14 in the cost of living based on the current formula as  
15 developed by the International Executive Board.

16    **Section 3.** The salaries of the International Presi-  
17 dent, International Secretary-Treasurer, International  
18 Vice Presidents and International Executive Board  
19 Members in full for services rendered by each of said  
20 officers shall be the following sums:

21     International President, **one hundred and forty-**  
22 **four thousand, seven hundred and thirty-three dol-**  
23 **lars and forty-seven cents (\$144,733.47)** per annum.

24     International Secretary-Treasurer, **one hundred**  
25 **and thirty-three thousand, eight hundred and**  
26 **ninety-one dollars and thirty-two cents**  
27 **(\$133,891.32)** per annum.

28     International Vice Presidents, **one hundred and**  
29 **twenty-nine thousand, six hundred and fifty-six**  
30 **dollars and nine cents (\$129,656.09)** per annum.

31     International Executive Board Members, **one hun-**  
32 **dred and eighteen thousand, eight hundred and**  
33 **thirteen dollars and ninety cents (\$118,813.90)** per  
34 annum.

35     Salaries shall be payable in biweekly installments.

36    **Section 4.** The International President, Interna-  
37 tional Secretary-Treasurer, International Vice Presi-  
38 dents and International Executive Board Members  
39 shall devote their full time to their duties and shall not  
40 serve as an officer of a Local Union, District Council  
41 or any other subordinate body, except UAW-CAP  
42 Councils, beyond ninety (90) days after being elected  
43 as an International Officer.

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1     **Section 5.** An International Executive Board Mem-  
2 ber shall serve under the general direction of the Inter-  
3 national President, subject to the decisions of the In-  
4 ternational Executive Board.

5     **Section 6.** International Executive Board Members  
6 and International Representatives shall receive such  
7 expenses and allowances, including per diem allow-  
8 ances, as the International Executive Board shall from  
9 time to time by resolution determine to be necessary  
10 and appropriate to the discharge of their obligations to  
11 the Union.

12     **Section 7.** The International Executive Board shall  
13 from time to time by resolution determine the salary,  
14 expenses and allowances to be paid any member, in-  
15 cluding a temporary organizer, performing services for  
16 the International Union at its request; provided that  
17 such salary, expenses and allowances shall not exceed  
18 those prevailing for International Representatives ex-  
19 cept to the extent that such member's lost time would  
20 exceed the salary of an International Representative.

21     **Section 8.** The full salary for International Repre-  
22 sentatives shall be **ninety-seven thousand, nine hun-**  
23 **dred and sixty-five dollars and nineteen cents**  
24 **(\$97,965.19)** per annum. The initial salary for a newly  
25 appointed International Representative shall be fifteen  
26 hundred dollars (\$1,500.00) less than the classification  
27 rate for her/his assignment and shall be increased in  
28 six (6) equal increments, so that at the end of forty-  
29 eight (48) weeks s/he shall be receiving the full salary  
30 for her/his classification. The International Executive  
31 Board shall determine the salaries of International  
32 Representatives acting as professional specialists, key  
33 personnel and major and minor department heads.

34     Salaries shall be payable in biweekly installments.

35     **Section 9.** The International President, Interna-  
36 tional Secretary-Treasurer, International Vice Presi-  
37 dents and International Executive Board Members  
38 shall, on their first election, be entitled to traveling  
39 expenses for themselves and families and the moving  
40 of household goods from their home to their assigned  
41 location and also on return at the close of their official  
42 terms.

43     **Section 10.** International Officers, International  
44 Executive Board Members and International Repre-  
45 sentatives shall receive, in addition to their salaries,  
46 such fringe benefits as pensions, severance pay, medi-  
47 cal-surgical health insurance, sickness and accident

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1 insurance, life insurance, vacations, Supplemental  
2 Unemployment Benefits, etc., in such amounts and  
3 under such conditions as the International Executive  
4 Board shall from time to time by resolution determine  
5 to be necessary and appropriate.

6 **Section 11.** No person in the International Union  
7 who holds a paid full-time job in the Union shall hold  
8 any other paid position in the Union at the same time.

9 **Section 12.** The International Executive Board  
10 shall from time to time by resolution establish salaries,  
11 expenses, allowances and fringe benefits for clerical,  
12 custodial, maintenance and similar employees of the  
13 International Union.

14 **Section 13.** Upon completion of contract negotia-  
15 tions with the Staff Council of UAW International  
16 Representatives, the International Executive Board, by  
17 resolution, shall make appropriate wage adjustments  
18 for members of that bargaining unit. Further, the In-  
19 ternational Executive Board shall make wage adjust-  
20 ments for other employees not represented by the Staff  
21 Council (for example, Officers, International Execu-  
22 tive Board Members, technical and other employees)  
23 consistent with the changes made in the *UAW-Staff*  
24 *Council Agreement*.

**ARTICLE 12**

**Duties of the International Executive Board**

25 **Section 1.** The International Executive Board shall  
26 execute the instructions of the International Conven-  
27 tion and shall be the highest authority of the Interna-  
28 tional Union between Conventions, subject to the pro-  
29 visions of this Constitution, and shall have the power  
30 to authorize strikes, issue charters, and punish all sub-  
31 ordinate bodies for violation of this Constitution.

32 **Section 2.** In case of disputes or conditions within a  
33 subordinate body that might threaten its existence, the  
34 International Executive Board by majority vote, may  
35 reorganize the subordinate body by ordering a special  
36 election to be held within thirty (30) days after the  
37 members in good standing are notified by mail. Under  
38 no circumstances shall more than one (1) such special  
39 election be held within a year's period in any one (1)  
40 subordinate body. Under this provision, the elected  
41 officers of the subordinate body shall continue to hold  
42 office until the election and may run for re-election.  
43 The International Executive Board may have two (2)  
44 representatives to work with the elected Local Union  
45 Election Committee. The procedures of this Section



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1 shall be equally applicable to units of Amalgamated  
2 Local Unions.

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

4 (a) prevent or correct corruption or financial mal-  
5 practice;

6 (b) assure the performance of collective bargaining  
7 agreements or other duties as a bargaining representa-  
8 tive;

9 (c) restore democratic procedures within any char-  
10 tered subordinate body; or,

11 (d) otherwise assure carrying out the legitimate ob-  
12 jectives of this International Union by such subordi-  
13 nate body,

14 the International Executive Board by a two-thirds (2/3)  
15 vote of the entire Executive Board may, after a hear-  
16 ing, reorganize or disband the chartered subordinate  
17 body, revoke the charter, suspend any officer or offi-  
18 cers from office and/or take over supervision of the  
19 chartered subordinate body until its affairs have been  
20 properly adjusted. In such event, the Board shall des-  
21 ignate one of its members as administrator who shall  
22 have full authority over and supervision of all func-  
23 tions of the Local Union and may suspend any or all  
24 officers and officials of the Local Union and take over  
25 their functions either as directed by the Board or in  
26 her/his own discretion where s/he believes it necessary  
27 to accomplish the purposes of the administratorship.  
28 The administrator may utilize such staff assistants as  
29 s/he deems advisable to assist in supervising the affairs  
30 of the Local Union.

31 In any case of suspension of officers, an election of  
32 new officers shall take place within sixty (60) days  
33 from date of order whereupon the subordinate body  
34 shall be returned its autonomy under this Constitution;  
35 unless circumstances which necessitate an extension of  
36 time, in which event the Executive Board during said  
37 administratorship may specifically extend this period  
38 for a total of no more than one hundred twenty (120)  
39 additional days. The conduct of all elections during an  
40 administratorship shall be the responsibility of the  
41 administrator.

42 The procedures of this Section shall be equally ap-  
43 plicable to units of Amalgamated Local Unions insofar  
44 as appropriate.

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- 1     **Section 4.** In case of vacancy, the Board shall  
2 cause such vacancy to be filled until the next Conven-  
3 tion, in accordance with Article 10.
- 4     **Section 5.** It shall repeal any bylaws of any subor-  
5 dinate body which do not conform to this Constitution.
- 6     **Section 6.** It shall review and decide, between  
7 Conventions, all questions involving interpretation of  
8 this Constitution when any member or subordinate  
9 body wishes to appeal, or the Board on its own initia-  
10 tive wishes to consider the decision on any such ques-  
11 tion made (pursuant to Article 13, Section 8) by the  
12 International President.
- 13     **Section 7.** It shall pass upon all claims, grievances  
14 and appeals from the decisions of subordinate bodies  
15 of the International Union, in the manner provided by  
16 this Constitution.
- 17     **Section 8.** It shall transmit a report of the activities  
18 of the International Union and a summary and expla-  
19 nation of the actions of the International Executive  
20 Board relating to International finances to each Local  
21 Union of this International Union.
- 22     **Section 9.** If any elective officer is found guilty and  
23 removed from office through trial procedure, the va-  
24 cancy shall be filled in accordance with this Constitu-  
25 tion.
- 26     **Section 10.** Upon written request of three (3)  
27 members of the International Executive Board, the  
28 International Secretary-Treasurer, within forty-eight  
29 (48) hours of receipt of such a request shall poll the  
30 International Executive Board on the question of a  
31 Special Board Meeting. Upon a majority vote for such  
32 a meeting, the President shall convene the Board  
33 within five (5) days. In case the International President  
34 fails to convene the Board within the time allotted, the  
35 International Secretary-Treasurer or a Board Member  
36 previously designated by the Board shall convene the  
37 Board.
- 38     **Section 11.** Two-thirds (2/3) of the number of  
39 members comprising the International Executive  
40 Board present in person shall constitute a quorum of  
41 the International Executive Board. Notwithstanding  
42 the foregoing, when the International President calls a  
43 special meeting of the International Executive Board  
44 because s/he believes action under Sections 2 and 3 of  
45 this Article, or Sections 9 and 10 of Article 36, to be  
46 essential with regard to a specific dispute in any area  
47 with the objective of protecting the interests of a sub-

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1 ordinate body, or any part of the membership thereof,  
2 and less than the regular quorum answers such call,  
3 those members answering the call may act within the  
4 limited area described above provided they constitute  
5 a special quorum. Such special quorum shall in any  
6 event consist of not less than eight (8) members of said  
7 International Executive Board, present in person,  
8 which must include at least two (2) International Offi-  
9 cers and at least four (4) Board Members. Any such  
10 Special Board Meeting operating on the basis of such  
11 a special quorum shall be empowered to conduct any  
12 hearing and by a seventy-five (75) percent vote of its  
13 members, take any action, make any decision, or im-  
14 pose any penalty concerning said specific dispute  
15 which the full International Executive Board could  
16 take pursuant to any of the above noted applicable  
17 provisions of this Constitution which shall be binding  
18 until the last day of the next succeeding regular meet-  
19 ing of the International Executive Board. All proceed-  
20 ings of such Special Board Meeting shall be reported  
21 to the next regular meeting of the International Execu-  
22 tive Board, and any member or subordinate body feel-  
23 ing aggrieved by any such action, decision or penalty  
24 of such Special Board Meeting may file a protest with  
25 the International Executive Board and shall have the  
26 right to be heard in person by such International Ex-  
27 ecutive Board upon request. Whether or not any pro-  
28 test is taken, the International Executive Board shall  
29 review the action, decision or penalty taken or im-  
30 posed by the Special Board Meeting and shall, if satis-  
31 fied as to its propriety, affirm such action, decision or  
32 penalty. Any member or subordinate body feeling  
33 aggrieved by such decision of the full International  
34 Executive Board shall have the normal right of appeal  
35 pursuant to Article 33, Section 3, even though the  
36 member or subordinate body did not avail her/himself  
37 to the right hereinabove to file a protest from the ac-  
38 tion, decision, or penalty of the Special Board Meeting  
39 to the full International Executive Board.

40 **Section 12.** Only a majority of the International  
41 Executive Board can adjourn a Board Meeting.

42 **Section 13.** The International Executive Board  
43 shall set up such departments as provided for in this  
44 Constitution. It may, if voted by a two-thirds (2/3)  
45 vote, create additional departments for promoting the  
46 business of this International Union or the welfare of  
47 its membership. It may hire professional specialists not  
48 members of the International Union for such depart-  
49 ments if they are not available within the membership.

1     **Section 14.** If and when a strike has been approved  
2 by the International Executive Board, it shall be the  
3 duty of the International Executive Board to render all  
4 financial assistance to the members on strike consis-  
5 tent with the resources and responsibilities of the In-  
6 ternational Union.

7     **Section 15.** Financial Officers (including Presi-  
8 dents) of the Local Unions of this International Union  
9 shall be bonded by such methods and agencies and in  
10 such amounts as the International Executive Board  
11 may determine, but in no case shall the bond be for  
12 less than the amount required by law.

13     **Section 16.** The International Executive Board  
14 shall have power to adjust disputes between employers  
15 and employees and to make contracts with employers  
16 in accordance with this Constitution. In addition, the  
17 International Executive Board shall have power to  
18 adjust jurisdictional disputes between Local Unions.

19     **Section 17.** Where the International Executive  
20 Board has established a satisfactory administrative arm  
21 for the handling of members' appeals relating to the  
22 processing of collective bargaining grievances, a deci-  
23 sion by such administrative arm may be appealed to  
24 the International Executive Board by the procedures  
25 set forth in Article 33, Section 3.

26     **Section 18.** The International Executive Board may  
27 rescind, reverse or repeal any action of any of the In-  
28 ternational Officers or Representatives.

29     **Section 19.** Verbatim minutes shall be taken at all  
30 meetings of the International Executive Board (except  
31 when the Board, by a seven-eighths (7/8) vote of those  
32 present, decides that the best interests of the Union  
33 would be served by an informal discussion of the  
34 membership of the Board in session as a committee of  
35 the whole, in which event the Board shall confine it-  
36 self to discussion but shall take no formal action, and  
37 no minutes shall be taken). Such minutes shall be tran-  
38 scribed immediately and copies thereof shall be dis-  
39 tributed to all elected officers of the International Un-  
40 ion as soon as completed. Such copies shall be made  
41 available to any interested member in good standing  
42 for inspection at the offices of the International Secre-  
43 tary-Treasurer and of each International Executive  
44 Board Member. In addition, the Secretary-Treasurer  
45 shall prepare a summary of official International Ex-  
46 ecutive Board action after each International Executive

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1 Board Meeting, which shall be sent to each Local Un-  
2 ion.

3 **Section 20.** The International Executive Board  
4 shall create and operate a Political Action Committee  
5 to be known as UAW Voluntary Community Action  
6 Program Committee (UAW V-CAP). This Committee  
7 shall be authorized to make policy decisions concern-  
8 ing expenditures and contributions involving federal  
9 elections and to make expenditures and contributions  
10 from a fund established by voluntary contributions  
11 from UAW members, their families and friends. Once  
12 each year a summary report of income and disburse-  
13 ments in federal elections by category shall be made.

ARTICLE 13  
**DUTIES OF INTERNATIONAL OFFICERS**

**International President**

14 **Section 1.** The International President shall preside  
15 at all sessions of the International Convention and all  
16 sessions of the International Executive Board. The  
17 International President shall perform such other duties  
18 as are necessary to protect and advance the interests of  
19 the International Union, and shall report her/his activi-  
20 ties to all Local Unions and the general membership  
21 through the official publication. The International  
22 President shall report her/his activities to the quarterly  
23 meeting of the International Executive Board for ap-  
24 proval or rejection and to the International Conven-  
25 tion.

26 **Section 2.** Between sessions of the International  
27 Executive Board, the International President shall exe-  
28 cute the instructions of the International Executive  
29 Board and have full authority to direct the working of  
30 this organization within the provisions of this Consti-  
31 tution and shall report her/his acts to the regular quar-  
32 terly meeting of the International Executive Board.

33 **Section 3.** As set forth in this Constitution or voted  
34 by the International Executive Board, the International  
35 President shall assign any elected officer to represent  
36 or direct the workings of this International Union.

37 **Section 4.** The International President shall have  
38 power to withdraw any field assignment made to any  
39 elected officer when s/he becomes convinced that the  
40 officer has been derelict in her/his duty or been guilty  
41 of a dishonest act. Such withdrawal of assignment  
42 shall not act to suspend the vote or pay of such an  
43 officer, which power lies only in the International Ex-

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1 executive Board as provided in this Constitution. Any  
2 officer whose assignment is withdrawn may follow the  
3 procedure outlined in Article 12, Section 10, to con-  
4 vene the International Executive Board. If the Interna-  
5 tional Executive Board reaffirms the original assign-  
6 ment, then the President shall not again suspend this  
7 assignment.

8 **Section 5.** The International President shall appoint  
9 such Representatives as s/he may deem necessary  
10 from time to time such appointments to be pending the  
11 approval of the International Executive Board. The  
12 International President may remove from the payroll  
13 any Representative derelict in the performance of any  
14 duty, guilty of any dishonest act, or to conserve the  
15 finances of this International Union, pending the ap-  
16 proval of the International Executive Board at its next  
17 session.

18 **Section 6.** After submitting recommendations to  
19 the International Executive Board, the International  
20 President shall hire such legal, technical or profes-  
21 sional help as is necessary to efficiently operate such  
22 departments of this International Union, except in the  
23 department of the International Secretary-Treasurer.

24 **Section 7.** The International President shall fill by  
25 appointment all vacancies occurring in the Interna-  
26 tional Office Staff, except in the department of the  
27 International Secretary-Treasurer as otherwise pro-  
28 vided for in this Constitution.

29 **Section 8.** The International President shall decide  
30 disputes or questions in controversy, including all  
31 questions involving interpretation of this Constitution,  
32 except such cases as follow the procedure and condi-  
33 tions as outlined in this Constitution; all her/his deci-  
34 sions being subject to appeal, first to the International  
35 Executive Board and then to the Convention. Notice in  
36 writing of appeal of any decision of the International  
37 President must be filed with the International Secre-  
38 tary-Treasurer and the International President within  
39 thirty (30) days from date of decision.

40 **Section 9.** International President shall have au-  
41 thority to call special meetings of Councils or Local  
42 Unions whenever s/he deems such meetings necessary  
43 to protect the interests of its membership, after proper  
44 notification or consultation with officers of subordi-  
45 nate bodies involved. The International President shall  
46 have the authority to delegate such duties to any Inter-  
47 national Officer or Representative s/he may name,  
48 provided such delegation of authority is written,

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1 signed by the International President and bears the seal  
2 of the International Union.

3 **Section 10.** The International President shall con-  
4 vene regular and special sessions of the International  
5 Executive Board whenever necessary.

6 **Section 11.** The International President shall be  
7 empowered to grant Local Unions or units dispensa-  
8 tions relating to initiation fees, per capita tax and/or  
9 Strike **Assistance** Fund dues, to the International Un-  
10 ion with the approval of the International Executive  
11 Board, when in the International Presidents judgement  
12 such dispensations will add to the growth of or con-  
13 serve the interests of this International Union.

14 **Section 12.** The International President shall de-  
15 vote all her/his time to the affairs of this International  
16 Union, executing the instructions of the International  
17 Executive Board and exercising general supervision  
18 over all departments of this International Union.

19 **Section 13.** During the International President's  
20 term of office s/he shall establish her/his residence in  
21 the metropolitan area of the city where the headquar-  
22 ters of this International Union is established.

**International Secretary-Treasurer**

23 **Section 14.** The International Secretary-Treasurer  
24 shall attend all sessions of the International Conven-  
25 tion and of the International Executive Board. The  
26 International Secretary-Treasurer shall cause to be  
27 recorded the proceedings of the International Conven-  
28 tion and meetings of the International Executive  
29 Board. The International Secretary-Treasurer shall  
30 have charge of and preserve all books, documents and  
31 effects of the International Office, except such records  
32 as properly belong to the Office of the International  
33 President. The International Secretary-Treasurer shall  
34 issue receipts for monies paid to the International Un-  
35 ion, pay all bills and current expenses, unless other-  
36 wise ordered by the International Executive Board. All  
37 expenditures shall be paid by checks countersigned by  
38 the International President when the latter is satisfied  
39 of their correctness. The International Secretary-  
40 Treasurer shall keep copies of all important corre-  
41 spondence sent out and received by her/his office.  
42 S/He shall submit expenses of each officer and em-  
43 ployee, together with a detailed statement of receipts  
44 and disbursements of all money belonging to the In-  
45 ternational Union, to the International Executive  
46 Board and the International Trustees.

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1       **Section 15.** The International Secretary-Treasurer  
2 shall be the custodian of the funds of this International  
3 Union. S/He shall deposit sufficient funds of the Inter-  
4 national Union in some responsible bank or banks to  
5 meet current obligations of the International Union  
6 and shall invest the remainder of the funds under pro-  
7 cedures and standards determined from time to time by  
8 resolution of the International Executive Board.

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

31       **Section 17.** The International Secretary-Treasurer  
32 shall give a bond, amount of which shall be deter-  
33 mined by the International Executive Board and paid  
34 for by the International Union to insure faithful dis-  
35 charge of her/his duties.

36       **Section 18.** The International Secretary-Treasurer  
37 shall perform such other duties as are herein provided  
38 for in this Constitution or may be assigned to the In-  
39 ternational Secretary-Treasurer by the International  
40 Executive Board.

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



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1     **Section 20.** The International Secretary-Treasurer  
2 shall keep a complete record of the membership of the  
3 International Union.

4     **Section 21.** The International Secretary-Treasurer  
5 shall, with the consent of the International Executive  
6 Board, employ such assistants as may be necessary to  
7 conduct the affairs of her/ his office.

8     **Section 22.** The International Secretary-Treasurer  
9 shall issue a standard "Work Permit" card which shall  
10 be furnished to Local Unions at cost. Such work per-  
11 mit shall be cancelled or renewed thirty (30) days fol-  
12 lowing the date contained thereon. The charge for each  
13 work permit or renewal by the Local Union shall be  
14 not less than the amount of the monthly dues set by the  
15 Local Union, one-half (1/2) of which shall be paid to  
16 the International Union. It shall be left to the discretion  
17 of the Local Union to determine the duration of the  
18 period for which work permits are issued. In no case,  
19 however, shall work permits be issued to any worker  
20 for a period of more than three (3) consecutive  
21 months.

**International Executive Board Members**

22     **Section 23.** An International Executive Board  
23 Member shall have direct supervision over all organ-  
24 izational activities within the region from which s/he is  
25 elected. In case a geographical district has more than  
26 one Regional Board Member, the Board Member's  
27 activity shall be confined within a definite area within  
28 her/his region, which area shall be clearly defined by  
29 the International Executive Board.

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

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

43     **Section 26.** Where district councils are established  
44 within her/his region, the International Executive  
45 Board Member shall attend their meetings when pos-  
46 sible and work in cooperation with such councils. The

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1 International Executive Board Member shall submit  
2 quarterly reports of organizational activity within  
3 her/his region to the International President and also to  
4 the International Executive Board fifteen (15) days  
5 prior to the convening of the quarterly meeting of the  
6 International Executive Board for its approval.

ARTICLE 14

**International Representatives**

7 **Section 1.** International Representatives' or tempo-  
8 rary organizers' commissions must be approved and  
9 signed by the International President and shall be  
10 countersigned by the International Secretary-Treasurer  
11 and be subject to the approval of the International Ex-  
12 ecutive Board.

13 **Section 2.** International Representatives or tempo-  
14 rary organizers shall work under the jurisdiction of the  
15 International President subject to the approval of the  
16 International Executive Board and under the direct  
17 supervision of the International Executive Board  
18 Member of the region to which s/he is assigned, unless  
19 otherwise commissioned.

20 **Section 3.** No person can be appointed an Interna-  
21 tional Representative unless s/he is a member in con-  
22 tinuous good standing of the International Union for a  
23 period of one (1) year. Temporary or part-time organ-  
24 izers must be UAW members but need not necessarily  
25 have been in continuous good standing for one (1)  
26 year.

27 **Section 4.** Appointed International Representatives  
28 or temporary organizers may be removed by the Inter-  
29 national President subject to the approval of the Inter-  
30 national Executive Board.

31 **Section 5.** An International Representative or tem-  
32 porary organizer shall not, while holding such posi-  
33 tion, be eligible as a candidate for, or hold any elective  
34 office or position in a Local Union, but an elected  
35 official may be appointed to act as an International  
36 Representative or temporary organizer on a part-time  
37 basis for parts of the day, or for full days not to exceed  
38 one hundred and eighty (180) in any calendar year.  
39 An International Representative or temporary organ-  
40 izer shall be eligible as a candidate for an elective of-  
41 fice in the International Union.

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**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 on  
3 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 which  
5 shall be considered as a Local Union fine, shall not be  
6 less than ten dollars (\$10.00) nor more than fifty dol-  
7 lars (\$50.00) for membership in a Local Union of the  
8 International Union. Five dollars (\$5.00) of such an  
9 initiation fee shall be set aside in a new member orien-  
10 tation fund, to be expended with the approval of the  
11 Regional Director.

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

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

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

24 **Section 2.** All dues are payable during the current  
25 month to the Financial Secretary of the Local Union.  
26 Minimum Union dues shall be a sum equivalent to two  
27 (2) hours straight time pay per month. For those mem-  
28 bers paid by the hour, day, week or month, the dues  
29 shall be based on the amount earned per straight time  
30 hour in the last payroll period worked before the dues  
31 are payable, including cost-of-living allowance and  
32 any other amounts normally considered as part of  
33 regular pay, but excluding shift premium. For those  
34 whose earnings vary, straight time earnings for the  
35 purpose of dues computation shall be based on the  
36 average earned per hour in the last month the member  
37 worked, including incentive earnings, cost-of-living  
38 allowance, clock hour add-ons and any other amounts  
39 normally considered as part of the regular pay, but  
40 excluding shift premium, overtime premium, Saturday,  
41 Sunday and holiday premiums.

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1 Dues income shall be distributed so that the Local  
2 Union shall receive thirty-eight (38) percent, the Inter-  
3 national Union Strike **Assistance** Fund shall receive  
4 thirty (30) percent, the General Administrative Fund of  
5 the International Union shall receive thirty-two (32)  
6 percent.

7 Nothing in this Article shall prevent any Local Un-  
8 ion or unit of an Amalgamated Local Union from es-  
9 tablishing, in accordance with the provisions of Article  
10 47, dues in a greater amount than provided for in this  
11 Article; and any Local Union or unit, which at the time  
12 when minimum monthly membership dues are in-  
13 creased pursuant to the provisions of this Article, has  
14 dues in a greater amount than the minimum monthly  
15 membership dues pre-existing, the change shall auto-  
16 matically increase its dues by the amount of the  
17 change without the necessity of any additional Local  
18 Union or unit membership action and such Local Un-  
19 ion dues shall continue until the Local Union's or unit's  
20 membership, pursuant to the provisions of Article 47,  
21 changes the Local Union's or unit's dues structure.

22 All dues established by this Article shall be uni-  
23 formly required of all its members by each Local Un-  
24 ion or unit of an Amalgamated Local Union except as  
25 specific exoneration or special arrangement, may be  
26 granted pursuant to Section 11 of Article 13, or Sec-  
27 tion 28 of this Article.

28 **Section 3.** (a) Where required by the necessities of  
29 collective bargaining, a Local Union, or an Intra-  
30 Corporation Council and its affiliates, may, with Inter-  
31 national Executive Board authorization, double their  
32 monthly dues in each of not more than four (4) months  
33 preceding the terminal date of the old contract, or fol-  
34 lowing the ratification of a new agreement.

35 (b) Each Local Union which is authorized to double  
36 its monthly dues shall be required to place half of such  
37 dues in trust for each month collected, until it has been  
38 determined by the International Executive Board  
39 whether such additional dues shall be applied to future  
40 dues, or refunded to each member.

41 **Section 4.** The International Union shall provide  
42 uniform monthly dues buttons, at not more than cost,  
43 of a different color for each month. It shall be manda-  
44 tory for Local Unions using dues buttons to use only  
45 those buttons provided by the International Union,  
46 which shall be supplied by the International Secretary-  
47 Treasurer to the Financial Secretaries of the Local

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1 Unions upon request. Local Unions covered by Union  
2 Shops or check-off agreements may, upon approval of  
3 the International Executive Board, use an annual  
4 membership button, membership card or other suitable  
5 identification of membership in lieu of monthly dues  
6 buttons.

7 **Section 5.** Upon acceptance of the application,  
8 membership shall date from the first day of the month  
9 for which dues are paid or dues check-off is author-  
10 ized.

11 **Section 6.** The Local Union shall set aside five  
12 cents (.05) of each month's dues payment as a Citizen-  
13 ship and Legislative Fund to be used for the purpose of  
14 strengthening democracy by encouraging members,  
15 and citizens generally, to register and vote in commu-  
16 nity, state, and national elections and to carry on or-  
17 ganizational and educational programs directed toward  
18 the achievement of an even higher understanding of  
19 citizenship responsibility and the need for active par-  
20 ticipation in the affairs of a free and democratic soci-  
21 ety. Local Unions are obligated to carry out such pro-  
22 grams in conjunction with city, county, and state  
23 (CAP) councils. Three cents (.03) of each month's  
24 dues payment must be laid aside by the Local Union as  
25 a special fund to be used only for educational or rec-  
26 reation-leisure time activities as outlined in Article 27  
27 of this Constitution, provided that two cents (.02) shall  
28 be apportioned to education and one cent (.01) appor-  
29 tioned to recreation-leisure time activities. One cent  
30 (.01) of each month's dues payment must be set aside  
31 by the Local Union as a Retired Members Fund to be  
32 used only to promote and support programs benefiting  
33 retired members. Local Unions are obligated to carry  
34 out this policy in conjunction with community groups,  
35 where community groups exist, for the purpose of  
36 promoting and supporting programs benefiting retired  
37 members and other retired workers.

38 **Section 7.** (a) Any member shall have the right to  
39 object to the expenditure of a portion of her/his dues  
40 money for activities or causes primarily political in  
41 nature. The approximate proportion of dues spent for  
42 such political purposes shall be determined by a com-  
43 mittee of the International Executive Board, which  
44 shall be appointed by the President, subject to the ap-  
45 proval of said Board. The member may perfect her/his  
46 objection by individually notifying the International  
47 Secretary-Treasurer of the objection by registered or  
48 certified mail; provided, however, that such objection

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1 shall be timely only during the first fourteen (14) days  
2 of Union membership and during the fourteen (14)  
3 days following each anniversary of Union member-  
4 ship. An objection may be continued from year-to-year  
5 by individual notifications given during each annual  
6 fourteen (14) day period.

7 (b) If an objecting member is dissatisfied with the  
8 approximate proportional allocation made by the  
9 committee of the International Executive Board or the  
10 disposition of her/his objection by the International  
11 Secretary-Treasurer, s/he may appeal directly to the  
12 full International Executive Board and the decision of  
13 the International Executive Board shall be appealable  
14 to the Public Review Board or the Convention Appeals  
15 Committee at the option of said member.

16 **Section 8.** Any member who has not paid her/his  
17 dues during the calendar month in which they are due  
18 shall automatically become delinquent except as oth-  
19 erwise provided in this Article. In order to regain good  
20 standing membership, s/he must fully reinstate  
21 her/himself in Accordance with Section 9 of this Arti-  
22 cle.

23 **Section 9.** The reinstatement fee established by a  
24 Local Union shall be not less than the regular initiation  
25 fee charged by the Local Union, plus the dues for each  
26 month of delinquency in dues up to either the date of  
27 automatic suspension or the date of reinstatement, as  
28 the Local Union in its discretion may determine, plus  
29 the current month's dues. Such reinstatement fee shall  
30 be uniformly applied to all delinquent members of the  
31 Local Union. Individuals suspended as a result of their  
32 failure to pay dues while employed in a workplace  
33 under the jurisdiction of another Local Union shall be  
34 dealt with in conformity with Article 17, Section 3.

35 **Section 10.** Local Unions may notify members of  
36 their delinquency. However, failure of the Local Un-  
37 ion to notify the member of delinquency shall not ex-  
38 onerate such a member from automatic suspension  
39 except as provided in Section 26 of this Article.

40 **Section 11.** (a) Each Local Union from each mem-  
41 ber's dues must remit to the International Secretary-  
42 Treasurer a monthly per capita tax of thirty-two (32)  
43 percent plus thirty (30) percent to the International  
44 Union Strike **Assistance** Fund. Each Local Union  
45 shall retain thirty-eight (38) percent from each mem-  
46 ber's dues. One dollar (\$1.00) of each reinstatement

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1 fee shall be forwarded to the International Secretary-  
2 Treasurer.

3 (b) **Beginning with July 2006 per capita taxes,**  
4 **and continuing thereafter unless and until the pro-**  
5 **visions of Subsections (c) and (d) are triggered, the**  
6 International Union will rebate to each Local Union  
7 from the International Strike **Assistance** Fund an addi-  
8 tional amount determined in accordance with Subsec-  
9 tion (b) (2). The International Union Operating Fund  
10 will receive an additional **amount** from the Interna-  
11 tional Strike **Assistance** Fund for the same period **as**  
12 **determined in accordance with Subsection (b) (2).**

13 (1) **For periods in which the rebate described in**  
14 **Subsection (b) is in effect, the International Union**  
15 **Strike Assistance Fund shall receive the lesser of (i)**  
16 **five (5) percent of each member's dues, or (ii) the**  
17 **amount expended in such month by the Interna-**  
18 **tional Union Strike Assistance Fund for the pur-**  
19 **pose of paying Strike Assistance Benefits for strik-**  
20 **ing members.**

21 (2) **The International Union shall rebate to Lo-**  
22 **cal Unions an amount that will result in all dues**  
23 **(other than the portion allocated to the Interna-**  
24 **tional Strike Assistance Fund in accordance with**  
25 **Subsection (b)(1) being allocated fifty-three (53)**  
26 **percent to Local Unions and forty-seven (47) per-**  
27 **cent to the International.**

28 (c) The rebate in Subsection (b) above will remain  
29 in effect, providing the International Strike **Assistance**  
30 Fund net worth is in excess of \$550 million.

31 (d) Any time the International Strike **Assistance**  
32 Fund's net worth falls below \$500 million, the rebate  
33 in Subsection (b) will stop until the International  
34 Strike **Assistance** Fund net worth reaches \$550 mil-  
35 lion. Once the International Strike **Assistance** Fund is  
36 in excess of \$550 million, the rebate in Subsection (b)  
37 will again resume.

38 (e) Local Unions must be in compliance with Arti-  
39 cle 16, Sections 16 and 24 of the International Consti-  
40 tution to receive rebates.

41 (f) No later than June 30, 2002, \$75 million shall be  
42 transferred from the net resources of the Strike **Assis-**  
43 **tance** Fund to a newly established Emergency Opera-  
44 tions Fund. The assets of the Emergency Operations  
45 Fund, including accrued interest and earnings on in-  
46 vestments, shall be available to finance operations of  
47 the International Union in the event Operating Fund

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1 resources are insufficient to sustain operations due to  
2 the effects of a protracted or expensive strike, a series  
3 of strikes, or other events posing a serious threat to the  
4 economic viability of the International Union.

5 **Section 12.** When a member has been suspended  
6 for non-payment of dues and the Financial Secretary  
7 or other officers of the Local Union accept such pay-  
8 ment thereafter, acceptance of her/his dues shall not  
9 operate to exonerate or reinstate the member or to  
10 waive the provisions of the Constitution relative to  
11 forfeiture and reinstatement of members.

12 **Section 13.** The provisions of Section 8 of this Ar-  
13 ticle shall not apply to a member who has entered the  
14 military service of the United Nations who shall be  
15 entitled to an honorable military service membership  
16 and whose membership in continuous good standing in  
17 the Local Union shall not be broken by such service,  
18 provided s/he reports to the Local Union at the time of  
19 entering such service or thereafter furnishes the neces-  
20 sary proof of military service. S/He shall become sub-  
21 ject to the provisions of this Section at the end of such  
22 military service.

23 **Section 14.** The International Union shall set aside  
24 all sums remitted by Local Unions as Union Strike  
25 **Assistance** Fund dues and the funds resulting shall be  
26 a special fund to be known as the International Strike  
27 **Assistance** Fund, to be drawn upon exclusively for the  
28 purposes of (1) aiding Local Unions engaged in au-  
29 thorized strikes and in cases of lock-outs, and (2) as-  
30 sisting by donations or loans other International Un-  
31 ions and non-affiliated Local Unions similarly  
32 engaged, and (3) meeting financial obligations or ex-  
33 penditures which this International Union or its affili-  
34 ated Local Unions incur as a result of authorized  
35 strikes or in cases of lockouts, and then only by two-  
36 thirds (2/3) vote of the International Executive Board.  
37 An amount, not in excess of seventy-five (75) percent  
38 of the interest and earnings on investments received by  
39 the International Strike **Assistance** Fund, may be set  
40 aside as the Organization, Education and Communica-  
41 tion Fund to be expended as authorized by the Interna-  
42 tional Executive Board for such purposes. **Beginning**  
43 **on July 1, 2006 and continuing thereafter, unless**  
44 **otherwise directed by the International Executive**  
45 **Board, the remaining twenty-five (25) percent of**  
46 **the interest and earnings on investments received**  
47 **by the International Strike Assistance Fund shall**  
48 **be allocated to the General Fund, the Organization,**



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1 **Education and Communication Fund or to such**  
2 **other purpose as the International Executive Board**  
3 **shall determine to be in the best interests of the**  
4 **UAW.** On June 20, 2006, the International Executive  
5 Board shall make a one-time transfer of fifty million  
6 dollars (\$50 million) from the International Strike  
7 **Assistance Fund** to the General Fund of the Interna-  
8 tional Union.

9 **The International Executive Board shall have**  
10 **the authority to make additional, limited with-**  
11 **drawals from the International Union Strike Assis-**  
12 **tance Fund, provided that (a) such additional with-**  
13 **drawals shall not exceed sixty million dollars (\$60**  
14 **million) between any two consecutive Constitu-**  
15 **tional Conventions, and (b) such withdrawals shall**  
16 **be permitted only to support specific purposes or**  
17 **projects such as major organizing drives or other**  
18 **initiatives intended to increase UAW membership,**  
19 **strengthen the UAW's ability to bargain effectively**  
20 **and/or promote the interests of the membership**  
21 **and working people generally.**

22 From the remainder of each member's monthly per  
23 capita tax, the International Union shall set aside:

- 24 1. Five cents (.05) which shall be expended only  
25 for **communication programs as described in**  
26 **Article 29, Section 1.**
- 27 2. One cent (.01) to the Civil **and Human Rights**  
28 Fund to be expended only for the support and  
29 promotion of the programs and activities of the  
30 International Union in support of fair employ-  
31 ment practices and in opposition to all discrimi-  
32 natory practices in employment.
- 33 3. Three cents (.03) as the International Union  
34 Education Fund to be expended only for the pro-  
35 grams and activities of the International Union  
36 Education Department.
- 37 4. One cent (.01) as the International Union Rec-  
38 reation Fund which fund shall be apportioned to  
39 each region on a per capita basis.
- 40 5. Five cents (.05) as the Special Citizenship Fund  
41 to be used for the purpose of strengthening de-  
42 mocracy by encouraging members and citizens  
43 generally to register and vote in community,  
44 state and national elections and to carry on or-  
45 ganizational and educational programs directed  
46 toward the achievement of an ever higher under-  
47 standing of citizenship responsibility and the

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1        need for active participation in the affairs of a  
2        free and democratic society.  
3        6. One cent (.01) for the International Union Re-  
4        tired Workers Fund, which one cent (.01) shall  
5        be used only to promote and support programs  
6        benefiting retired members including such pro-  
7        grams of the International Union relating to re-  
8        tired members as may be adopted from time to  
9        time, and to finance the operation of the Interna-  
10        tional Union Retired Workers Department.

11        **Section 15.** At least once each month the Interna-  
12        tional Secretary-Treasurer shall advise all Local Un-  
13        ions of the exact Strike Fund balance.

14        **Section 16.** All per capita taxes and all other mon-  
15        ies collected for the International Union shall be  
16        transmitted to the International Secretary-Treasurer by  
17        the twentieth of each month following collection. All  
18        such per capita taxes and other monies are strictly the  
19        property of the International Union and in no case  
20        shall any part thereof be used by Local Unions, except  
21        upon permission of the International Executive Board.

22        **Section 17.** The International Secretary-Treasurer  
23        will issue the official receipt of the Office of Secre-  
24        tary-Treasurer for all monies collected.

25        **Section 18.** Any member who has not worked forty  
26        (40) hours by reason of not having been scheduled to  
27        work forty (40) hours, or received benefits in lieu of  
28        work equivalent to forty (40) hours' pay within any  
29        calendar month, shall be entitled to exemption of  
30        payment of regular monthly dues.

31        Benefits in lieu of work shall include the following:  
32        Supplemental Unemployment Benefits (or any equiva-  
33        lent type layoff benefit), vacation pay, holiday pay,  
34        jury duty pay, bereavement pay, and paid absence  
35        allowance, but shall not include the following: pension  
36        benefits, sick and accident benefits, and Workers'  
37        Compensation. Effective January 1, 1982, if a member  
38        receives Supplemental Unemployment Benefits (or  
39        any equivalent type layoff benefit) equal to or greater  
40        than fifty (50) percent of her/his gross pay for a forty  
41        (40) hour week, less statutory deductions, within any  
42        calendar month, then the member's dues shall be one  
43        (1) hour straight time pay per month.

44        A member who has been laid off, is on leave of ab-  
45        sence, or is discharged from regular employment who  
46        is covered by check-off provisions under which man-  
47        agement notifies the Local Union of members who are

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1 on leave of absence, laid off, rehired, or discharged,  
2 shall automatically be considered as entitled to "out-  
3 of-work" credits, unless s/he has received benefits in  
4 lieu of work equivalent to forty (40) hours' pay as pro-  
5 vided in the second paragraph of this Section. Any  
6 member in order to be entitled to "out-of-work" credits  
7 shall report her/his layoff, leave of absence, or dis-  
8 charge, in person or otherwise, to the Financial Secre-  
9 tary of her/his Local Union within one month of the  
10 date such action became effective. Any discharged  
11 member or any member who is covered by check-off  
12 as set forth above shall report immediately to the Fi-  
13 nancial Secretary of her/his Local Union any other  
14 employment s/he may obtain during the period of the  
15 layoff, leave of absence, or discharge. Any member  
16 not covered by check-off shall report to the Financial  
17 Secretary of her/his Local Union the termination of the  
18 layoff, leave of absence, discharge, or any other em-  
19 ployment s/he may obtain during the period of the  
20 layoff, leave of absence, or discharge.

21 Any member who is entitled to "out-of-work" cred-  
22 its pursuant to this Section and Section 2 of Article 17  
23 shall be exempted from dues payment for the period of  
24 her/his entitlement.

25 **Section 19.** Any member who is entitled to "out-of-  
26 work" credits under Section 18 of this Article and who  
27 does not secure an honorable withdrawal transfer card,  
28 shall be presumed to continue to be entitled to "out-of-  
29 work" credits and thus remains in continuous good  
30 standing without the necessity of paying dues for the  
31 first six (6) months of such layoff or leave unless the  
32 member has had employment during this period which  
33 would necessitate her/his paying dues under the first  
34 paragraph of Section 18 of this Article or taking an  
35 honorable withdrawal transfer card under Article 17,  
36 Section 2. Unless any such member shall, during the  
37 last ten (10) days of such six (6) month period, certify  
38 in writing to the Local Union Financial Secretary, in  
39 person or by registered or certified letter, that s/he  
40 continues to be eligible for good standing membership  
41 without payment of dues pursuant to Section 18 of this  
42 Article and Article 17, Section 2, the member shall  
43 automatically be noted on the Local Union's records as  
44 having been issued an honorable withdrawal transfer  
45 card at the conclusion of said six (6) month period. If a  
46 member does certify as provided herein during the last  
47 ten (10) days of the six (6) month period, s/he shall  
48 continue to be eligible for "out-of-work" credits for  
49 each additional month if during the last ten (10) days

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1 of such month s/he similarly certifies. Such a member  
2 shall automatically be noted on the Local Union's re-  
3 cords as having been issued an honorable withdrawal  
4 transfer card on the first day of such a month in which  
5 the member fails to certify as provided herein.

6 **Section 20.** Any member becoming out of work  
7 because of illness or injury shall be exempt from the  
8 above section. Such member shall be automatically  
9 exonerated from the payment of dues and shall be  
10 issued "out-of-work" credits provided good and suffi-  
11 cient proof is submitted to substantiate illness or in-  
12 jury. The above shall not apply to those employees  
13 who receive salaries equivalent to forty (40) hours' pay  
14 within any calendar month.

15 **Section 21.** Any member who has paid dues by  
16 check-off for any month for which the member is ex-  
17 empted from payment of dues under Sections 18, 19 or  
18 20 of this Article shall be entitled to a refund of such  
19 dues if s/he claims the same in person or in writing  
20 from the Financial Secretary of the Local Union within  
21 two (2) months following the month for which the  
22 refund is due. Any member who has paid dues in ad-  
23 vance other than by check-off for any month for which  
24 the member is exempted from payment of dues under  
25 Sections 18, 19 or 20 of this Article shall, when s/he  
26 returns to work, be given credit on future dues for any  
27 such month.

28 **Section 22.** The Local Union shall use a receipt  
29 book or receipting register and form of official receipt  
30 furnished by the International Union. All receipts shall  
31 be made out in duplicate, the original to be given to  
32 the member, the duplicate to be retained by the Local  
33 Union and made available to the International Union  
34 upon request. The International Secretary-Treasurer  
35 may order the destruction of the duplicate receipts  
36 when they are no longer necessary.

37 **Section 23.** Local Unions covered by check-off  
38 agreements or having a check-off arrangement will be  
39 exempt from the provisions of the preceding Section,  
40 providing the company clearly shows on the check  
41 stub or pay envelope of each Union employee the  
42 amount of the deduction and the reason therefor.

43 **Section 24.** A Local Union failing to pay full per  
44 capita tax due the International Union within a two (2)  
45 month period, shall stand automatically suspended  
46 until the Local Union has been reinstated through  
47 payment of deficiency incurred, unless exonerated

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1 from payment of same as provided for in this Constitu-  
2 tion.

3 **Section 25.** A Local Union failing to pay all of its  
4 financial obligations due the International Union shall  
5 not be entitled to a voice or vote at the International  
6 Convention.

7 **Section 26.** The failure of a company to check off  
8 and pay to a Local Union the dues of a member as  
9 required by a contract will not make the member de-  
10 linquent if the member has signed a Dues Check-Off  
11 Authorization Card. Where a member has signed a  
12 Dues Check-Off Authorization Card authorizing the  
13 deduction of dues for a given month, the member shall  
14 be considered as having paid dues for that month even  
15 though the company fails to deduct the same. Upon the  
16 failure of the company to deduct dues, the Financial  
17 Secretary of the Local Union must notify the member  
18 to pay her/his dues. The member shall have thirty (30)  
19 days in which to pay her/his dues after being notified.  
20 Failure on the part of the Financial Secretary to so  
21 notify a member of her/his pending delinquency will  
22 not affect the member's standing and s/he shall be con-  
23 sidered in good standing in the Local Union.

24 **Section 27.** The International Executive Board  
25 shall be empowered, at its discretion, to arrange loans  
26 from Local Unions and other sources to supplement  
27 the Strike Fund where conditions dictate and in this  
28 connection, may use any or all of the International  
29 Union's real or personal property to secure any such  
30 loan or loans. At least once each month the Interna-  
31 tional Secretary-Treasurer shall advise all Local Un-  
32 ions of the exact Strike Fund balance. The Interna-  
33 tional Executive Board shall establish a program for  
34 strike relief which shall provide aid and assistance to  
35 members actively participating in an authorized strike  
36 or involved in a lockout and, as between such mem-  
37 bers, shall primarily base such aid and assistance upon  
38 the right of each member to participate in accordance  
39 with the member's family obligations.

40 **Section 28.** The International Executive Board on  
41 request of a Local Union or unit of an Amalgamated  
42 Local Union, shall have the power to make special  
43 arrangements with respect to the dues schedules estab-  
44 lished in this Article, where unusual circumstances  
45 justify such arrangements.

46 **Section 29.** Notwithstanding any other provision of  
47 this Constitution, the International Union and each

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1 Local Union shall each hold title to its respective share  
2 of the dues income and initiation fees immediately  
3 upon receipt of those monies by the Financial Secretary  
4 of the Local Union.

**ARTICLE 17**

**Honorable Withdrawal Transfer Cards**

5 **Section 1.** All honorable withdrawal transfer cards  
6 shall be supplied by the International Secretary-  
7 Treasurer; they shall be available to the Local Unions  
8 in duplicate form in pads and shall be sold at cost.

9 **Section 2.** Any member laid off from her/his work-  
10 place but regularly employed on jobs outside the juris-  
11 diction of the International Union shall take an honor-  
12 able withdrawal transfer card, or in order to maintain  
13 her/himself in good standing in her/his Local Union,  
14 shall pay dues in accordance with Article 16 and Article  
15 47.

16 Any member who has voluntarily separated from  
17 the jurisdiction of the UAW shall be issued a with-  
18 drawal card immediately by her/his Local Union. The  
19 above shall not apply to those members who are em-  
20 ployed by or officially represent the UAW.

21 **Section 3.** Any member in good standing at the  
22 time of leaving the jurisdiction of her/his Local Union  
23 shall establish her/his membership in another UAW  
24 Local Union by either of the following:

25 (a) By obtaining an honorable withdrawal transfer  
26 card and depositing same immediately in such other  
27 UAW Local Union. Failure to deposit the honorable  
28 withdrawal transfer card within one (1) calendar  
29 month and to pay dues which have accrued since com-  
30 ing within the jurisdiction of such other UAW Local  
31 Union will result in termination of the honorable with-  
32 drawal transfer card.

33 (b) By payment of an initiation fee and dues to such  
34 other UAW Local Union, in which case such mem-  
35 ber's good standing will start as of the date of such  
36 payment.

37 This shall not apply to members holding a Local  
38 Union constitutional office who involuntarily left the  
39 jurisdiction of their Local Union. However, while  
40 holding such office such member shall not be eligible  
41 to hold any constitutional office in, or be a delegate to  
42 the International Convention from any Local Union  
43 other than one which s/he involuntarily left.

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1     **Section 4.** When a member in good standing is  
2 transferred to another workplace as the result of trans-  
3 fer of operations or pursuant to a collective bargaining  
4 agreement, which plant is under the jurisdiction of  
5 another Local Union, her/his continuous good standing  
6 shall not be broken and shall be considered continuous  
7 good standing in the new Local Union.

8     **Section 5.** Any member who is laid off and subse-  
9 quently transfers to another UAW Local Union and  
10 returns to her/his original Local Union within the pe-  
11 riod of one year from the date of such layoff, shall be  
12 considered to have been in continuous good standing  
13 for the purpose of meeting the good standing member-  
14 ship requirements of the International Constitution or  
15 Local Union Bylaws as it relates to election eligibility;  
16 provided, however, that such member maintains  
17 her/his continuous good standing in accordance with  
18 the provisions of this Constitution while holding  
19 membership in such UAW Local Union.

20     **Section 6.** A member shall be entitled to an honor-  
21 able withdrawal transfer card provided s/he shall have  
22 her/his dues paid up to and including the current  
23 month, or out-of-work receipts, and there are no  
24 charges or debts owed to the Local Union.

25     **Section 7.** A member who is transferred to another  
26 Local Union and who has paid her/his current dues or  
27 dues in advance shall not be required to pay duplicate  
28 dues. The Local Union to which the advance dues  
29 payments have been made shall forward them to the  
30 Local Union to which the member is transferred or  
31 refund them to the member.

32     **Section 8.** When a holder of an honorable with-  
33 drawal transfer card loses the same, s/he can only re-  
34 ceive a duplicate thereof by applying to the Local Un-  
35 ion Financial Secretary who issued same. The  
36 Financial Secretary of the Local Union, after sufficient  
37 time has elapsed for an investigation to be made, will  
38 issue a duplicate honorable withdrawal transfer card  
39 upon receipt of the payment of one dollar (\$1.00) from  
40 the applicant.

41     **Section 9.** Honorable withdrawal transfer cards  
42 may be terminated by the Local Union issuing them or  
43 by International officers for good and sufficient rea-  
44 sons.

45     **Section 10.** A person who has deposited her/his  
46 honorable withdrawal transfer card and thus resumed  
47 membership in the Union, shall thereupon be subject

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1 to charges and trial for acts or conduct detrimental to  
2 the interests of the Union or its members committed  
3 while s/he was out of the Union on honorable with-  
4 drawal transfer card. The provisions of Article 31 shall  
5 be applicable in such cases.

6 **Section 11.** Whenever the International Union has  
7 a reciprocal arrangement with any other union  
8 whereby each agrees to honor the other's transfers, any  
9 member transferring from such other union to the In-  
10 ternational Union upon showing evidence of good  
11 standing membership in such other union by deposit-  
12 ing said evidence immediately upon coming within the  
13 jurisdiction of the UAW Local Union, but in no case  
14 later than the end of the first month in which forty (40)  
15 hours are worked, shall be admitted into the Interna-  
16 tional Union without payment of an initiation fee or  
17 any other type of entry fee. Failure to deposit such  
18 evidence within one (1) month and to pay dues which  
19 have accrued since coming within the jurisdiction of  
20 the International Union will result in the termination of  
21 transfer rights and the payment of an initiation fee.

22 **Section 12.** Any Local Union Officer, Bargain-  
23 ing/Negotiations Committee Member or Workplace  
24 Steward offered a position with management shall  
25 secure permission from her/his Local Union before  
26 accepting such position in order to be entitled to an  
27 honorable withdrawal transfer card. Members violat-  
28 ing this Section shall be subject to expulsion from the  
29 Union.

30 **Section 13.** Any International Officer, Regional Di-  
31 rector, International Representative or any other full-  
32 time employee of the International Union offered a  
33 personnel or labor relations position with manage-  
34 ment, shall secure permission from the International  
35 Executive Board before accepting such a position in  
36 order to be entitled to an honorable withdrawal trans-  
37 fer card. Members violating this Section shall be sub-  
38 ject to expulsion from the Union.

**ARTICLE 18**

**Unemployment and Welfare**

39 **Section 1.** The various regions where unemploy-  
40 ment is a major problem shall make provisions for  
41 handling the welfare and unemployment grievances of  
42 members laid off from the workplaces either on a lo-  
43 cal, district or regional basis.

44 **Section 2.** The International Executive Board, upon  
45 recommendation of the Regional Board Member, may



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1 appropriate funds to assist Local Unions or districts  
2 where their finances are insufficient to defray neces-  
3 sary expenses of Local Unions or their district, pro-  
4 vided the itemized expenses involved shall be submit-  
5 ted to the International Executive Board.

ARTICLE 19

**Contracts and Negotiations**

6 **Section 1.** It shall be the established policy of the  
7 International Union to recognize the spirit, the intent  
8 and the terms of all contractual relations developed  
9 and existing between Local Unions and employers,  
10 concluded out of conferences between the Local Un-  
11 ions and the employers, as binding upon them. Each  
12 Local Union shall be required to carry out the provi-  
13 sions of its contracts. No officer, member, representa-  
14 tive or agent of the International Union or of any Local  
15 Union or of any subordinate body of the International  
16 Union shall have the power or authority to counsel,  
17 cause, initiate, participate in or ratify any action which  
18 constitutes a breach of any contract entered into by a  
19 Local Union or by the International Union or a subor-  
20 dinate body thereof. Whenever a Local Union or a unit  
21 of an Amalgamated Local Union becomes a party to  
22 an agreement on wages, hours or working conditions,  
23 it shall cause such agreement to be reduced to writing  
24 and properly signed by the authorized representatives  
25 of all the parties to the agreement.

26 **Section 2.** When a grievance exists between a Lo-  
27 cal Union and management and negotiations are in  
28 progress and an International Union Officer or repre-  
29 sentative is participating by request of the Local Union  
30 involved, a committee selected by the Local Union  
31 shall participate in all conferences and negotiations.  
32 Copies of all contracts shall be filed with the Interna-  
33 tional Secretary-Treasurer.

34 **Section 3.** No Local Union Officer, International  
35 Officer or International Representative shall have the  
36 authority to negotiate the terms of a contract or any  
37 supplement thereof with any employer without first  
38 obtaining the approval of the Local Union. After nego-  
39 tiations have been concluded with the employer, the  
40 proposed contract or supplement shall be submitted to  
41 the vote of the Local Union membership, or unit  
42 membership in the case of an Amalgamated Local  
43 Union, at a meeting called especially for such purpose,  
44 or through such other procedure, approved by the Re-  
45 gional Director, to encourage greater participation of  
46 members in voting on the proposed contract or sup-

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1 plement. Should the proposed contract or supplement  
2 be approved by a majority vote of the Local Union or  
3 unit members so participating, it shall be referred to  
4 the Regional Director for her/his recommendation to  
5 the International Executive Board for its approval or  
6 rejection. In case the Regional Board Member recom-  
7 mends approval, the contract becomes operative until  
8 the final action is taken by the International Executive  
9 Board.

10 Upon application to and approval of the Interna-  
11 tional Executive Board, a ratification procedure may  
12 be adopted wherein apprenticeable skilled trades and  
13 related workers, production workers, office workers,  
14 engineers, and technicians would vote separately on  
15 contractual matters common to all and, in the same  
16 vote on those matters which relate exclusively to their  
17 group.

18 Before contract or supplemental demands affecting  
19 skilled workers are submitted to the employer, they  
20 shall be submitted to the Skilled Trades Department in  
21 order to effectuate an industry-wide standardization of  
22 agreements on wages, hours, apprenticeship programs,  
23 journeyman standards and working conditions.

24 **Section 4.** National agreements and supplements  
25 thereof shall be ratified by the Local Unions involved.

26 **Section 5.** The general meeting of the Local Union  
27 members of an establishment under the jurisdiction of  
28 an Amalgamated Local Union shall be the highest  
29 authority for handling problems within the establish-  
30 ment, in conformity with the bylaws of the Local Un-  
31 ion and this International Constitution.

32 **Section 6.** The International Executive Board shall  
33 protect all Local Unions who have succeeded in estab-  
34 lishing higher wages and favorable conditions and  
35 have superior agreements, so that no infringement by  
36 Local Unions with inferior agreements in workplaces  
37 doing similar work may be committed against the Lo-  
38 cal Union with advanced agreements.

39 **Section 7.** Each Local Union or unit of an Amal-  
40 gamated Local Union shall be required to maintain a  
41 complete and up-to-date schedule of job classifications  
42 and wage rates; a copy of which must be attached to  
43 each contract submitted to the International Union.

ARTICLE 20  
**National and Corporation  
Bargaining Councils**

1     **Section 1.** In cases where there are a number of  
2 Local Unions involved in negotiations and bargaining  
3 with a major corporation or an association of corpora-  
4 tions, the International Executive Board shall set up an  
5 Intra-Corporation Council. Such an Intra-Corporation  
6 Council shall be an administrative arm of the Interna-  
7 tional Union and not a subordinate body. Such Local  
8 Unions so involved shall be members and shall partici-  
9 pate through duly elected delegates. When the large  
10 corporation or national association has widely scat-  
11 tered branches, the Intra-Corporation Council shall set  
12 up Sub-Corporation Councils.  
13

14     **Section 2.** The International Executive Board shall  
15 determine the geographical districts or occupational or  
16 other groupings in which Sub-Corporation Councils  
17 shall be established. The Intra-Corporation Council  
18 shall be composed of delegates from the Sub-  
19 Corporation Council.

20     **Section 3.** Directors to work with such Councils  
21 shall be appointed by the President subject to the ap-  
22 proval of the International Executive Board.

23     **Section 4.** Voting at National Intra-Corporation  
24 Council meetings shall be based on per capita tax paid  
25 to the International Union by the various Local Unions  
26 participating.

27     **Section 5.** The purpose of the Intra-Corporation  
28 Council shall be to coordinate the demands of the  
29 separate members and to formulate policies in dealing  
30 with their common employer. The Intra-Corporation  
31 Council shall be convened not later than thirty (30)  
32 days prior to the opening of negotiations for a new  
33 national corporation agreement to formulate new con-  
34 tract demands. The Council shall deal only with mat-  
35 ters pertaining to problems arising in their immediate  
36 corporations. It shall be understood that such Intra-  
37 Corporation Council is not a legislative body of the  
38 International Union and shall not deal with policies of  
39 the International Union other than those concerning  
40 their own immediate corporation problems.

ARTICLE 21  
**National and Regional Wage-Hour Conferences**

41     **Section 1.** Upon the written request of a representa-  
42 tive number of Local Unions to the Competitive Shop

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1 Department and upon the approval of the International  
2 Executive Board, National and Regional Wage-Hour  
3 Conferences may be called for the purpose of facilitat-  
4 ing a discussion of problems related to wages, hours,  
5 production standards and other conditions of work  
6 within a competitive or allied group, and to assist in  
7 the establishment of uniform contractual provisions  
8 within the industry.

9 **Section 2.** Activities of both National and Regional  
10 Wage-Hour Conferences shall be coordinated through  
11 the offices of the Competitive Shop Department in  
12 cooperation with the Research Department of the In-  
13 ternational Union.

ARTICLE 22  
**NATIONAL AND REGIONAL WAGE-HOUR  
COUNCILS**

**National Wage-Hour Councils**

14 *National Wage-Hour Councils shall be established*  
15 *by the International Executive Board only in those*  
16 *cases where National Wage-Hour Conferences would*  
17 *prove inadequate in meeting the problem of organiz-*  
18 *ing the unorganized competitive workplaces and coord-*  
19 *inating the work of establishing uniform standards*  
20 *within a competitive group. Such National Wage-Hour*  
21 *Councils shall be administrative arms of the Interna-*  
22 *tional Union and not subordinate bodies. In the event*  
23 *such Wage-Hour Councils are established they shall*  
24 *be governed by the following provisions:*

25 **Section 1.** The National Wage-Hour Councils shall  
26 consist of duly elected representatives from the Re-  
27 gional Wage-Hour Councils and workplaces where  
28 there are no Regional Wage-Hour Councils of a single  
29 industry. In the absence of a Regional Wage-Hour  
30 Council of a single industry, representation to a Na-  
31 tional Wage-Hour Council from any one Local Union  
32 (including Amalgamated Local Unions) shall not ex-  
33 ceed two (2) delegates.

34 **Section 2.** It shall be the duty of the National  
35 Wage-Hour Council to assist and cooperate with the  
36 Competitive Shop Department and the International  
37 President in the organization of unorganized work-  
38 places.

39 **Section 3.** It shall be the duty of the National  
40 Wage-Hour Council to work in conjunction with the  
41 Competitive Shop Department and in cooperation with  
42 the Research Department of the International Union to

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1 standardize wages, hours and general working condi-  
2 tions of the organized workplaces in their industry,  
3 and to strive to get a single agreement covering their  
4 industry, nationally.

5 **Section 4.** In case competitive workplaces in a  
6 given industry start negotiations on a national agree-  
7 ment, they shall make use of the National Bargaining  
8 Council provisions.

**Regional Wage-Hour Councils**

9 *Regional Wage-Hour Councils shall be established*  
10 *by the International Executive Board only in those*  
11 *cases where wage-hour conferences would prove in-*  
12 *adequate in meeting the problems of organizing the*  
13 *unorganized competitive workplaces, and coordinat-*  
14 *ing the work of establishing uniform standards within*  
15 *a competitive group. Such Regional Wage-Hour*  
16 *Councils shall be administrative arms of the Interna-*  
17 *tional Union and not subordinate bodies. In the event*  
18 *such Wage-Hour Councils are established, they shall*  
19 *be governed by the following provisions:*

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

24 **Section 6.** It shall be the duty of the Regional  
25 Wage-Hour Council to gather and send to the Re-  
26 search Department of the International Union and the  
27 National Wage-Hour Council of which they are a part,  
28 all data on wages, hours and other working conditions  
29 of the workplaces of their industry in their region.

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

34 **Section 8.** It shall be the duty of the Regional  
35 Wage-Hour Council to work toward standardization of  
36 improved wages, hours and general working condi-  
37 tions of the organized workplaces of their industry in  
38 their region, and to strive to get a single agreement  
39 covering their industry in their region.

40 **Section 9.** It shall be the duty of the Regional  
41 Wage-Hour Council to send regular reports to the Na-  
42 tional Wage-Hour Council in their industry and to the  
43 Competitive Shop Department of the International  
44 Union.

1     **Section 10.** It shall be the duty of the Regional  
2 Wage-Hour Council to send delegates to, and assist in  
3 the formation of, a National Wage-Hour Council for  
4 their industry.

5     **Section 11.** It shall be understood that such Wage-  
6 Hour Councils are not legislative bodies of the Interna-  
7 tional Union and shall not deal with policies of the  
8 International Union other than those concerning com-  
9 petitive workplace problems.

10    **Section 12.** Regional Wage-Hour Councils may be  
11 formed by the Regional Director, acting at the request  
12 of Local Unions in the Region, to discuss special prob-  
13 lems affecting the small independent workplaces and  
14 the parts supplier industry. Local Unions or units of  
15 Amalgamated Local Unions to be included in the  
16 Council, and any financing of the Council, shall be by  
17 agreement between the Regional Director and partici-  
18 pating Local Unions. Where such a Council has been  
19 formed and has been in operation for a period of one  
20 year, affiliation with the Council may be made manda-  
21 tory upon approval of the International Executive  
22 Board. Any Local Union or unit of an Amalgamated  
23 Local Union may appeal its inclusion or exclusion to  
24 the International Executive Board under Article 33.

## ARTICLE 23

### Community Action Program Councils

25    **Section 1.** The objective and purpose of the UAW  
26 Community Action Program Councils are to develop,  
27 promote and implement policies and programs de-  
28 signed to improve and enrich the quality of American  
29 life. The UAW Community Action Program (hereinaf-  
30 ter referred to as CAP) shall engage in community,  
31 civic, welfare, educational, environmental, cultural,  
32 citizenship-legislative, consumer protection, commu-  
33 nity services and other activities to improve the eco-  
34 nomic and social conditions of UAW members and  
35 their families and to promote the general welfare and  
36 democratic way of life for all people.

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

42    **Section 2.** The UAW International Executive  
43 Board is authorized to implement and develop pro-  
44 grams and policies designed to achieve the purposes

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1 and objectives of the UAW Community Action Pro-  
2 gram, through its Councils.

3 **Section 3.** To assist in the development of these  
4 programs and policies, the International Executive  
5 Board is authorized to establish a National UAW  
6 Community Action Program Advisory Council, which  
7 shall meet at least once each year or as necessary and  
8 as determined by the International President or the  
9 International Executive Board.

10 (a) It shall be the duty of such Council to advise  
11 and counsel the International Executive Board on pro-  
12 grams and policies, including the per capita tax re-  
13 quirements of each Local Union to the CAP Councils.

14 (b) Representation to the UAW National CAP Ad-  
15 visory Council shall be determined by the Interna-  
16 tional President, subject to the approval of the Interna-  
17 tional Executive Board.

18 **Section 4.** It shall be mandatory that each Local  
19 Union affiliate with the appropriate State CAP Council  
20 and any city, county or area CAP Council established  
21 under this structure in accordance with the require-  
22 ments of Article 37, Sections 1 and 2 of this Constitu-  
23 tion.

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

32 **Section 6.** All state, city, county and area councils  
33 established under the UAW Community Action Pro-  
34 gram shall be subordinate bodies of the International  
35 Union.

36 **Section 7.** Membership in UAW CAP Councils  
37 shall be confined to UAW Local Unions, UAW Re-  
38 tired Workers Chapters and UAW Family Auxiliaries.

39 **Section 8.** Each CAP Council established shall be  
40 required to adopt bylaws governing said Council  
41 which shall require the approval of the International  
42 Executive Board. All bylaws established for CAP  
43 Councils must include a budget, which shall require  
44 the approval of the Regional Director(s) and the UAW  
45 CAP Department. All expenditures of CAP Councils  
46 are required to be made in accordance with the finan-

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1 cial guidelines for CAP Councils, as established by the  
2 International Executive Board and the National CAP  
3 Advisory Council.

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

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

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

26 **Section 12.** A CAP Council may make changes in  
27 its structure and/or operations subject to the approval  
28 of the International Executive Board when it is neces-  
29 sary in order to comply with election, labor or tax  
30 laws, whether state or federal.

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

37 **Section 14.** The International Union, through the  
38 CAP Council structure, may establish separate segre-  
39 gated funds or committees through which Local Un-  
40 ions, their membership and their families collectively  
41 make contributions and expenditures to influence the  
42 nomination and election of individuals to state, local  
43 and/or party office, or to influence any ballot issue.  
44 These funds or committees shall be required to adopt  
45 bylaws setting forth their structure and operations.



ARTICLE 24

**Competitive Shop Department**

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

4     **Section 2.** The International President shall appoint  
5 a director for the Competitive Shop Department, sub-  
6 ject to the approval of the International Executive  
7 Board, who is best qualified by experience and who  
8 now is and has been a member of the Union for at least  
9 two (2) years. The International Executive Board may  
10 remove the director of the Competitive Shop Depart-  
11 ment.

12     **Section 3.** It shall be the duty of the Competitive  
13 Shop Department to aid in organizing and calling Na-  
14 tional and Regional Wage-Hour Conferences. National  
15 and Regional Wage-Hour Conferences may be called  
16 by the director of the Competitive Shop Department  
17 after consultation with the Regional Director con-  
18 cerned, subject to the approval of the International  
19 Executive Board.

20     **Section 4.** It shall be the duty of the Competitive  
21 Shop Department to direct the organization of unor-  
22 ganized competitive shops by making recommenda-  
23 tions for assignment of organizers to the Regional  
24 Directors, the International President and the Interna-  
25 tional Executive Board.

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

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

ARTICLE 25

**Research Department**

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

39     **Section 2.** The President of the International Union  
40 shall appoint a director for the Research Department  
41 who shall be selected from the International Union, if

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1 possible, and who is competent and qualified by pre-  
2 vious experience and training to do such work; but  
3 such appointment shall not be considered final until it  
4 is approved by the International Executive Board at  
5 their next meeting. It shall be mandatory that the In-  
6 ternational Research Department shall be kept in-  
7 formed of changes in rates, working standards and so  
8 forth by all Local Unions.

9 **Section 3.** It shall gather and keep on file informa-  
10 tion on wages, hours and other conditions of employ-  
11 ment and any general information about the automo-  
12 tive, aerospace and agricultural implement industries.

13 **Section 4.** It shall gather and keep on file any other  
14 information which the International Executive Board,  
15 Regional Directors, Local Unions, Wage-Hour Coun-  
16 cils or any other subdivision of the International Union  
17 may require from time to time.

18 **Section 5.** It shall send to all International Execu-  
19 tive Board Members, International Representatives,  
20 Local Unions and Wage-Hour Councils a periodic  
21 bulletin on problems of general interest to the mem-  
22 bers of the Union.

23 **Section 6.** It shall submit to the International Ex-  
24 ecutive Board Meetings, a regular report on general  
25 conditions in the automotive, aerospace and agricul-  
26 tural implement industries which are of importance to  
27 the International Union.

28 **Section 7.** It shall submit a complete and thorough  
29 report to the Conventions of the International Union  
30 on the automotive, aerospace and agricultural imple-  
31 ment industries and the International Union.

32 **Section 8.** It shall supply Wage-Hour Councils  
33 with financial reports of employer(s) in their industry  
34 and such other material as they may request.

**ARTICLE 26**

**Civil and Human Rights Department**

35 **Section 1.** There is hereby created a department to  
36 be known as the Civil **and Human** Rights Department  
37 of the International Union.

38 **Section 2.** The International President shall appoint  
39 a committee composed of International Executive  
40 Board Members to handle the functions of this de-  
41 partment. S/He shall also appoint a director who shall  
42 be a member of the Union and approved by the Inter-  
43 national Executive Board. S/He shall also appoint a

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1 staff which shall be qualified by previous experience  
2 and training in the field of inter-racial, inter-faith and  
3 inter-cultural relations, to assist in the implementation  
4 of the policies of the International Union dealing with  
5 discrimination based on race, sex, religion, national  
6 origin, age and disability.

7 **Section 3.** One cent (.01) per month per dues-  
8 paying member of the per capita forwarded to the In-  
9 ternational Union by Local Unions shall be used as the  
10 **Civil and Human Rights Fund** of the International  
11 Union as provided in this Constitution.

12 **Section 4.** The Department shall be charged with  
13 the duty of implementing the policies of the Interna-  
14 tional Union dealing with discrimination, as these  
15 policies are set forth in the International Constitution  
16 and as they may be evidenced by action of the Interna-  
17 tional Executive Board and of International Conven-  
18 tions, and to give all possible assistance and guidance  
19 to Local Unions in the furtherance of their duties as set  
20 forth in this Article, and to carry out such further du-  
21 ties as may be assigned to it from time to time by the  
22 International President or the International Executive  
23 Board.

24 **Section 5.** It shall be mandatory that each Local  
25 Union set up a **Civil and Human Rights Committee**.  
26 The specific duties of this Committee shall be to pro-  
27 mote fair employment practices and endeavor to  
28 eliminate discrimination affecting the welfare of the  
29 individual members of the Local Union, the Interna-  
30 tional Union, the labor movement and the nation.

ARTICLE 27

**Education Department**

31 **Section 1.** Education shall be a mandatory part of  
32 the business of the International Union and of each  
33 Local Union, particularly education in labor history,  
34 labor problems, the objectives of the International  
35 Union and the problems of the International Union, its  
36 members and their families.

37 **Section 2.** The International President shall appoint  
38 an Education Director over the Education Department,  
39 and such appointment shall be subject to approval of  
40 the International Executive Board.

41 **Section 3.** Four cents (.04) per month per dues-  
42 paying member of the per capita forwarded to the In-  
43 ternational Union by Local Unions shall be used as the  
44 Educational and Recreational-Leisure Time Activities

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1 Fund of the International Union, as provided in this  
2 Constitution.

3 **Section 4.** Three cents (.03) of such per capita tax  
4 shall be used for educational purposes and one cent  
5 (.01) shall be used for recreation-leisure time activi-  
6 ties.

7 **Section 5.** It shall be mandatory that each Local  
8 Union set up an Education Committee. The duties of  
9 this Committee shall be to promote all branches of  
10 education affecting the welfare of the individual mem-  
11 bers, the Local Union, the International Union, and the  
12 labor movement. It shall be the duty of the Regional  
13 Director to see that this provision of the Constitution is  
14 carried out.

15 **Section 6.** There shall be established educational  
16 areas throughout the International Union to which  
17 educational representatives shall be assigned. These  
18 educational representatives shall be appointed by the  
19 President to work under the direction of the Interna-  
20 tional Education Director, and such appointments shall  
21 be approved by the Regional Director(s) in whose  
22 area(s) they shall serve.

ARTICLE 28

**Family Education Center Department**

23 **Section 1.** The International Executive Board shall  
24 create a Family Education Center Department.

25 **Section 2.** The International President shall appoint  
26 a director to supervise the activities of the Family  
27 Education Center Department and such appointment  
28 shall be subject to the approval of the International  
29 Executive Board. The President shall also appoint and  
30 assign a qualified staff to service the Department.

31 **Section 3.** The Family Education Center Depart-  
32 ment shall formulate and implement programs at Fam-  
33 ily Education Centers for the education and training of  
34 UAW members and their families through participa-  
35 tion in the Family Education Scholarship Program in  
36 order to bring about a better understanding of the  
37 UAW's programs, policies, aims and objectives and to  
38 broaden and enlighten participants with a view toward  
39 the improvement of the quality of life. The function of  
40 the Department shall be to develop a cadre of future  
41 leadership, with supportive family involvement for all  
42 levels of the UAW.

43 **Section 4.** It shall be the function of the Family  
44 Education Center Department to formulate and im-

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1 plement programs at Family Education Centers for the  
2 training of Local Union leadership and to develop  
3 among potential leaders and their families a clearer  
4 understanding of the Union and the complex problems  
5 facing our society.

6 **Section 5.** All subordinate bodies of the Interna-  
7 tional Union shall cooperate with the Department and  
8 assist in the promotion of the Department's programs  
9 and activities.

10 **Section 6.** The Department shall develop a com-  
11 prehensive program to encourage and promote the  
12 continuation, on the local level, of family interest and  
13 family participation in activities related to the UAW  
14 and the community, following participation in a Fam-  
15 ily Education Center Program. The Family Education  
16 Center Department shall be charged with the duty of  
17 providing an ongoing program to draw the family  
18 closer together around common interests and into con-  
19 tinuing Union and community programs to build a  
20 stronger labor movement and a better society.

ARTICLE 29  
**Communications**

21 **Section 1. The International Union shall engage**  
22 **in communication programs (through print, elec-**  
23 **tronic media or otherwise)** designed to educate the  
24 membership and to acquaint the membership with the  
25 activities of this International Union. Special **publica-**  
26 **tions or other communications** for all, or a particular  
27 segment, of the membership shall be **disseminated**  
28 from time to time as the International Executive Board  
29 may direct. The title of **any official print** publication  
30 shall be "Solidarity," or its successor designation, Of-  
31 ficial Publication of the International Union.

32 **Section 2.** "Solidarity" shall be under the supervi-  
33 sion of the International Executive Board who shall  
34 select a Publication Committee consisting of the Inter-  
35 national President and two other members of the Inter-  
36 national Executive Board. The Publication Committee  
37 shall be directly responsible to the International Ex-  
38 ecutive Board in carrying out the task of publishing  
39 "Solidarity." The editors of "Solidarity" shall be ap-  
40 pointed by the International President subject to the  
41 approval of the International Executive Board.

42 **Section 3.** The International Secretary-Treasurer  
43 shall allocate out of each per-capita tax, five cents  
44 (.05) for a special fund for **the communication pro-**  
45 **grams described in Article 29, Section 1.**

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1     **Section 4.** The subscription rate of "Solidarity"  
2 shall be sixty cents (.60) per annum, payable as pro-  
3 vided in this Constitution. Price of single copies shall  
4 be five cents (.05).

5     **Section 5.** This publication is to be sent through the  
6 United States mail to each member in good standing.

7     **Section 6.** To non-members, the rate shall be five  
8 dollars (\$5.00) per annum with postage additional for  
9 foreign subscribers.

10    **Section 7.** Local publications shall conform with  
11 the policies of the International Union and all Local  
12 Union Editors and/or Editorial Committees shall be  
13 responsible to the Officers and Executive Board of the  
14 Local Union who shall have authority to effectuate  
15 such conformity. Where a unit of an Amalgamated  
16 Local Union has a publication, such initial responsibil-  
17 ity shall be to the unit officers, but the Amalgamated  
18 Local Union Officers and Executive Board shall still  
19 have the ultimate authority of effectuating such con-  
20 formity.

**ARTICLE 30**

**Charges and Trials of International Officers**

21    **Section 1.** Charges against International Officers or  
22 International Executive Board Members may be filed  
23 in either of these manners:

24    (a) Upon written affidavit signed by five (5) or  
25 more Board Members and filed with the International  
26 Secretary-Treasurer.

27    (b) Upon written affidavit signed by a Local Union  
28 member and endorsed by the member's own Local  
29 Union and by at least ten (10) additional Local Unions  
30 in the International Union, or in the case of charges  
31 against an International Executive Board Member,  
32 upon written affidavit signed by the Local Union  
33 member and endorsed by the member's own Local  
34 Union and a majority of the Local Unions within the  
35 region from which the International Executive Board  
36 Member is elected.

37    **Section 2.** In case the charges to be filed are  
38 against the International Secretary-Treasurer, they  
39 shall be filed with the International President who  
40 shall in that case alone perform the duties with refer-  
41 ence to the trial procedure.

42    **Section 3.** Upon receipt of the charges the Interna-  
43 tional Secretary-Treasurer shall immediately send a

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1 copy of the charges by receipted registered or certified  
2 mail to the accused and copies to all International Ex-  
3 ecutive Board Members, notifying the accused that  
4 s/he has fifteen (15) days to prepare a defense and  
5 notifying the International Executive Board Members  
6 of a Special International Executive Board Meeting to  
7 be called ten (10) days following filing of the charges.

8 **Section 4.** Pending the trial, the International Offi-  
9 cer or International Executive Board Member accused  
10 shall continue to function in her/his elected capacity  
11 unless a Special International Executive Board Meet-  
12 ing is convened and votes by a two-thirds (2/3) vote  
13 for suspension as otherwise provided in this Constitu-  
14 tion.

15 **Section 5.** The first order of business at the Special  
16 International Executive Board Meeting shall be the  
17 setting up of an International Union Trial Committee.  
18 This Committee shall be chosen from among present  
19 members in good standing who were seated delegates  
20 at the preceding International Union Convention, but  
21 excluding any such who, at the time of selection of the  
22 Trial Committee panel, are officers or employees of the  
23 International Union or are members of the Interna-  
24 tional Executive Board. The name of each member  
25 qualified as aforesaid for service on the Trial Commit-  
26 tee shall be written on a slip of paper on which shall  
27 also appear the number and location of the Local Un-  
28 ion from which s/he was a delegate, the said slips be-  
29 ing all of uniform size and appearance. The said slips  
30 of paper shall be deposited in a box by the Secretary-  
31 Treasurer in the presence of the International Execu-  
32 tive Board and the box shall be sealed and thoroughly  
33 shaken. The International Secretary-Treasurer shall  
34 then open the container and the member of the Interna-  
35 tional Executive Board selected for that purpose and  
36 blindfolded shall draw the names of fifty (50) dele-  
37 gates, one by one. After these names are drawn they  
38 shall be read by the International Secretary-Treasurer  
39 in the presence of the International Executive Board  
40 and each name in succession shall be set opposite a  
41 number from one (1) to fifty (50).

42 **Section 6.** During the drawing of the names, the  
43 accused or her/his personal representative shall have  
44 the right to be present, as may the accuser or a repre-  
45 sentative of the accuser.

46 **Section 7.** Immediately following the drawing of  
47 the panel, the Trial Committee shall be chosen. The  
48 accused and the accuser shall each have the right to

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1 strike ten (10) names from the panel. Either may waive  
2 the right in whole or in part, striking in such case, less  
3 than ten (10) names, but the right of either party to  
4 strike ten (10) names shall not be affected by any such  
5 waiver by the other. The parties shall proceed alter-  
6 nately in striking names from the panel, beginning  
7 with the accused.

8 **Section 8.** After these challenges have been made,  
9 the first twelve (12) persons whose names remain on  
10 the list shall be notified to report to the International  
11 Office within five (5) days to proceed with the trial.  
12 Local Unions shall also be notified when any of their  
13 members' names are drawn for service on the Interna-  
14 tional Trial Committee.

15 **Section 9.** Such an order shall be mandatory upon  
16 any member of the Union receiving this notice. Should  
17 s/he fail to appear, unless her/his absence is excused  
18 by a signed affidavit of illness or Local Union emer-  
19 gency, attested to by the Executive Board of the mem-  
20 ber's Local Union, such a member may be subject to  
21 charges in her/his Local Union, and to expulsion.

22 **Section 10.** Upon a member's appearance at the In-  
23 ternational Office, each member of the Trial Commit-  
24 tee thus notified shall produce affidavit attesting  
25 her/his membership in good standing in her/his Local  
26 Union, signed by the Financial Secretary of the Local  
27 Union.

28 **Section 11.** In case one (1) or more members of the  
29 Trial Committee thus notified shall fail to appear for  
30 the above reasons or fail to produce such certificate of  
31 membership in good standing, the next member of the  
32 panel, numbering down from one (1) to fifty (50) shall  
33 be notified to report.

34 **Section 12.** The International Trial Committee  
35 shall go into session immediately upon arrival of the  
36 full panel and shall hear the charges brought by the  
37 accuser and all the witnesses named for substantiation,  
38 and shall hear the defense of the accused and all  
39 her/his witnesses for substantiation. The Trial Com-  
40 mittee shall decide its own rules of procedure relating  
41 to the conduct of the trial and may elect its own Chair-  
42 person and Secretary, providing that verbatim minutes  
43 of all evidence shall be reported by a court stenogra-  
44 pher. The accused and the accuser shall have a right to  
45 be represented by counsel.



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1       **Section 13.** The Trial Committee, upon completion  
2 of the hearing on the evidence and arguments, shall go  
3 into closed session to determine the verdict and pen-  
4 alty. A two-thirds (2/3) vote shall be required to find  
5 the accused guilty. In case the accused is found guilty,  
6 the Trial Committee may, by a majority vote, reprimand  
7 the accused or it may, by two-thirds (2/3) vote,  
8 suspend or remove the accused from office, or suspend  
9 or expel her/him from membership in the International  
10 Union.

11       **Section 14.** In case a Trial Committee finds the ac-  
12 cused innocent they may determine the honest or mali-  
13 cious intent of the accuser. If they find the accuser  
14 guilty of obvious malice in filing the charges, they  
15 may assess a penalty against her/him in accordance  
16 with Section 13 of this Article.

17       **Section 15.** Charges against an International Offi-  
18 cer or International Executive Board Member, con-  
19 cerning her/his own Local Union, shall not be filed  
20 according to Local Union trial procedures, but in ac-  
21 cordance with the above provisions.

ARTICLE 31  
**Trials of Members**

22       **Section 1.** A charge by a member or members in  
23 good standing that a member or members have vio-  
24 lated this Constitution or engaged in conduct unbe-  
25 coming a member of the Union must be specifically  
26 set forth in writing and signed by the member or  
27 members making the charges. The charges must state  
28 the exact nature of the alleged offense or offenses and,  
29 if possible, the period of time during which the offense  
30 or offenses allegedly took place. Two (2) or more  
31 members may be jointly charged with having partici-  
32 pated in the same act or acts charged as an offense or  
33 with having acted jointly in commission of such an  
34 offense and may be jointly tried.

35       **Section 2.** Charges must be submitted to the Re-  
36 cording Secretary of the Local Union or of the Unit  
37 Workplace Organization, as the case may be, within  
38 sixty (60) days of the time the complainant first be-  
39 came aware, or reasonably should have been aware, of  
40 the alleged offense; provided, that if the charges are  
41 against the Recording Secretary, they shall be submit-  
42 ted to the President of the Local Union or the chief  
43 executive officer of the Unit Workplace Organization,  
44 as the case may be, and provided further, that charges  
45 preferred against one for acts or conduct detrimental to

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1 the interest of the Union or its members, committed  
2 while s/he was out of the Union on withdrawal card,  
3 shall be submitted within sixty (60) days from the time  
4 of the deposit of her/his withdrawal card.

5 **Section 3.** Upon charges being submitted, it is  
6 mandatory that a trial be held unless the charges are  
7 withdrawn by the accuser or considered by the Union  
8 to be improper under this Article.

9 Prior to the notification to a member that charges  
10 have been filed against her/him, the Local Union Ex-  
11 ecutive Board or, in the case of an Amalgamated Local  
12 Union, the Unit Workplace Organization of which s/he  
13 is a member, shall review the charges and consider  
14 them improper if:

15 (a) The charges do not state the exact nature of the  
16 alleged offense as required by Section 1 of this Arti-  
17 cle;

18 (b) The charges are untimely under Section 2 of  
19 this Article;

20 (c) The act complained of does not sustain a charge  
21 of a violation of the Constitution or conduct unbecom-  
22 ing a member of the Union;

23 (d) The charges involve a question which should be  
24 decided by the membership at a membership meeting  
25 and not by the trial procedure.

26 (e) In all cases, an otherwise proper charge(s) must  
27 be supported by substantial direct evidence, as well as  
28 the evidence of at least one (1) corroborating witness,  
29 which, if not rebutted, would establish all elements of  
30 the charge(s).  
31

32 Both the accused and the accuser shall be notified  
33 in writing of the Executive Board's or Unit Workplace  
34 Organization's determination and either the accused or  
35 the accuser may appeal from such determination, pur-  
36 suant to Article 33, Section 3(d). Such an appeal must  
37 be limited to the question of whether the charges are  
38 proper or improper under items (a), (b), (c), (d) or (e)  
39 of this Section.

40 If a trial is ordered by the Local Union Executive  
41 Board and this order is appealed, no such trial shall be  
42 held until the matter has been submitted to, and an  
43 order thereon received, from the International Presi-  
44 dent.

45 **Section 4.** A member against whom proper charges  
46 have been filed shall be notified of such charges by

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1 received registered or certified mail within seven (7)  
2 days after the charges have been reviewed, as provided  
3 in Section 3 of this Article, by the Local Union Execu-  
4 tive Board or, in the case of an Amalgamated Local  
5 Union, by the Unit Workplace Organization of which  
6 s/he is a member.

7 **Section 5.** A member preferring charges, and a  
8 member against whom charges are preferred, shall be  
9 permitted representation by counsel of the member's  
10 own choice; such counsel, however, shall be required  
11 to abide by the Trial Procedure as established by the  
12 Trial Committee and as outlined in this Constitution.

13 **Section 6.** A member against whom charges have  
14 been filed may be suspended from any elective or ap-  
15 pointive office or position s/he may hold in her/his  
16 Local Union or Unit, as the case may be, pending trial,  
17 by a two-thirds (2/3) vote at such Local Union or Unit  
18 membership meeting.

19 **Section 7.** The accused member shall be tried by a  
20 Trial Committee selected by drawing names from the  
21 members attending the first Local Union or Amalga-  
22 mated Local Union unit meeting which is held at least  
23 five (5) days after the notification to the member  
24 charged. The presiding officer at the meeting shall  
25 cause uniform cards bearing the names of each mem-  
26 ber in attendance at that meeting (with the exception  
27 of the presiding officer, the presiding officer's desig-  
28 nee to draw the cards, the charging member, the  
29 charged member, and any representatives designated  
30 by either of them as counsel), to be placed in a con-  
31 tainer. A list of the names of members appearing on  
32 those cards shall be kept in the order in which they are  
33 drawn.

34 (a) In Local Unions or units of Amalgamated Local  
35 Unions with a membership of five hundred (500) or  
36 more, a total of nineteen (19) names shall be so drawn.  
37 The names shall be read off in the order in which  
38 drawn. It shall be an obligation of the membership for  
39 any member whose name has been drawn to serve on  
40 the Trial Committee; provided that any such member  
41 who feels that s/he cannot serve for good and suffi-  
42 cient reasons may state those reasons to the meeting  
43 and withdraw. If any of the nineteen (19) named  
44 members shall so withdraw, additional names shall be  
45 drawn so that the list shall again total nineteen (19).  
46 The charging member and charged member, or their  
47 designated counsel, shall each have the right to strike  
48 as many as five (5) names without stating any grounds

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1 or reasons, it being intended that each side be limited  
2 to five (5) challenges even though more than one (1)  
3 charged or charging party is involved. The Trial  
4 Committee shall consist of the seven (7) members  
5 whose names were first drawn, and neither withdrawn  
6 nor stricken, and the next two (2) members in order of  
7 drawing who have not been withdrawn nor stricken  
8 shall serve as alternates.

9 (b) In Local Unions authorized under Article 37,  
10 Section 4, to hold annual general membership meet-  
11 ings with monthly meetings of a workplace council,  
12 Trial Committees may be selected at the monthly  
13 meetings of the plant or workplace council.

14 (c) In Local Unions or units of Amalgamated Local  
15 Unions with a membership of more than two hundred  
16 (200) but less than five hundred (500), the same pro-  
17 cedure shall be followed except that the total names  
18 drawn shall be twelve (12). The Trial Committee shall  
19 consist of five (5) members and one (1) alternate, and  
20 the parties shall be limited to three (3) challenges.

21 (d) In Local Unions or units of Amalgamated Local  
22 Unions with a membership of two hundred (200) or  
23 less, the same procedure shall be followed except that  
24 the total names drawn shall be eight (8). The Trial  
25 Committee shall consist of three (3) members and one  
26 (1) alternate, and the parties shall be limited to two (2)  
27 challenges.

28 (e) If the size of a unit of an Amalgamated Local  
29 Union is such as to make application of Subsection (d)  
30 above impractical, the delegate body, or the member-  
31 ship of the Amalgamated Local Union if no delegate  
32 body exists shall be substituted for the unit member-  
33 ship as the body from which the Trial Committee is to  
34 be selected.

35 **Section 8.** Within seven (7) days after the Trial  
36 Committee has been selected, the accused member  
37 shall be notified of the time and place of the trial  
38 which shall be held not less than fifteen (15) days nor  
39 more than thirty (30) days from the date of the mem-  
40 ber's receipt of such notification. The Trial Committee  
41 shall submit its findings to the Local Union not later  
42 than sixty (60) days from the time such committee was  
43 selected.

44 All of the time periods provided herein may be ex-  
45 tended by the International President where, in her/his  
46 judgment, justice will be served by such an extension.

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1       **Section 9.** Any Officer, Executive Board Member  
2 or Joint Council delegate, where such council exists, if  
3 charged with a violation of the Amalgamated Local  
4 Union Bylaws or International Constitution or if  
5 charged with being derelict in performing her/his du-  
6 ties as a Local Union officer or failure to carry out the  
7 union obligation which s/he accepted, shall be tried by  
8 a Trial Committee selected either from the delegate  
9 body of such Amalgamated Local Union, where such  
10 delegate body exists, or from a general membership  
11 meeting where no delegate body exists. Any discipli-  
12 nary action taken by said Trial Committee against such  
13 Officer, Executive Board Member, or Joint Council  
14 delegate shall be limited to her/his membership in the  
15 Joint Council or governing body of the Amalgamated  
16 Local Union.

17       **Section 10.** The Trial Committee, upon completion  
18 of the hearing on the evidence and arguments, shall go  
19 into closed session to determine the verdict and pen-  
20 alty. A two-thirds (2/3) vote shall be required to find  
21 the accused guilty. In case the accused is found guilty,  
22 the Trial Committee may:

23       (a) By a majority vote, reprimand the accused; or

24       (b) It may, by a two-thirds (2/3) vote, suspend or  
25 remove the accused from office or suspend or expel  
26 her/him from membership in the International Union.

27       The Trial Committee may not apply more than one  
28 (1) of the above two (2) penalties against the accused.

29       **Section 11.** The Trial Committee shall thereupon  
30 report its verdict and judgment to the body from which  
31 it was selected at the membership meeting of that body  
32 next following the determination of the verdict and  
33 judgment of the Trial Committee, after giving the ac-  
34 cused written notification of its verdict and judgment  
35 and of said membership meeting. In case of a verdict  
36 of acquittal, such verdict and judgment shall become  
37 final upon being reported at said membership meeting  
38 and no further action may be taken, except as provided  
39 in Section 17 of this Article. In case of a verdict of  
40 guilty, such verdict and judgment shall become effec-  
41 tive upon approval by a majority vote taken by secret  
42 ballot at the membership meeting. In case of a verdict  
43 of guilty, the membership meeting may, by a majority  
44 vote taken by secret ballot, modify the verdict or order  
45 a new trial. The vote shall first be upon the verdict of  
46 guilty. If such verdict is not approved by such majority  
47 vote, the accused shall stand acquitted. If the verdict of

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1 guilty is approved by such majority vote, the vote shall  
2 then be upon the penalty recommended by the Trial  
3 Committee. This vote shall be conducted by first vot-  
4 ing by secret ballot upon the penalty recommended by  
5 the Trial Committee. If a majority vote supports the  
6 recommended penalty, it shall be considered approved.  
7 If a majority vote rejects the recommended penalty,  
8 the membership shall then decide upon an appropriate  
9 penalty by majority vote by secret ballot. The Re-  
10 cording Secretary shall notify the accused member in  
11 writing of the verdict and judgement resulting from  
12 that meeting.

13 **Section 12.** A member who is under suspension  
14 from membership, including a temporary suspension,  
15 shall be required to pay all dues during the period of  
16 suspension. Suspended members shall not be entitled  
17 to "Out-of-Work" credits. In the case of a workplace in  
18 which Union membership is a condition of employ-  
19 ment, suspension from membership, including tempo-  
20 rary suspension, shall not require removal from the  
21 job; provided that in cases of extreme emergency,  
22 removal from the job may be required by two-thirds  
23 (2/3) vote of the Local Union or unit membership sus-  
24 pending the member or approving the member's sus-  
25 pension. In the case of a workplace in which Union  
26 membership is a condition of employment, expulsion  
27 from membership shall require removal from the job.  
28 Application of this Section shall in all cases, however,  
29 be limited by applicable state or federal laws, and no  
30 provision of this Section shall be applied in any situa-  
31 tion where the application would violate any control-  
32 ling state or federal law.

33 **Section 13.** In case the Trial Committee finds the  
34 accused obviously innocent, it may determine the hon-  
35 est or malicious intent of the accuser. Should the Trial  
36 Committee tentatively conclude that the accuser was  
37 guilty of obvious malice, it shall so notify her/him in  
38 writing and afford the accuser an opportunity for a  
39 hearing. If, as a result of such hearing, it finds the ac-  
40 cuser guilty of obvious malice in filing the charges, it  
41 may assess a penalty against the accuser in accordance  
42 with Section 10 of this Article. The procedures of Sec-  
43 tions 10 and 11 of this Article shall be followed.

44 **Section 14.** In the event the charged party is acquit-  
45 ted on her/his trial, the Trial Committee may deter-  
46 mine whether the accuser should be reprimanded be-  
47 cause the charge was frivolous or insubstantial. Should  
48 the Trial Committee tentatively conclude that the

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1 charge was frivolous or insubstantial, it shall so notify  
2 the accuser in writing and afford the accuser an oppor-  
3 tunity for a hearing. If, as a result of such hearing, it  
4 finds that the charge was frivolous or insubstantial, it  
5 shall submit to the membership of the body from  
6 which it was selected, a recommendation that the ac-  
7 cuser who filed the frivolous or insubstantial charges,  
8 be assessed a penalty in accordance with Section 10 of  
9 this Article. Such verdict and penalty in relation to the  
10 accuser shall become effective only upon approval of  
11 that membership. The procedures of Sections 10 and  
12 11 of this Article shall be followed.

13 **Section 15.** Any higher body to which an appeal  
14 from the decision of the Trial Committee is made shall  
15 have the authority not only to accept or reject the ver-  
16 dict, but may modify such a verdict or order a new  
17 trial.

18 **Section 16.** Where a member against whom  
19 charges have been filed has been duly suspended in  
20 compliance with the provisions of Section 6 of this  
21 Article and has been found guilty by the Trial Com-  
22 mittee, s/he shall have the right to attend the meeting  
23 of the Unit Workplace Organization or of the Local  
24 Union, as the case may be, in which any verdict and  
25 judgment is presented for approval, and shall be af-  
26 farded full opportunity to present to the meeting  
27 her/his position on all matters bearing upon the trial,  
28 verdict and judgment.

29 **Section 17.** In any case in which a member shall  
30 have been tried upon charges alleging one or more of  
31 the following offenses:

32 (a) Illegally seeking or holding office or position in  
33 violation of Section 9 of Article 10;

34 (b) Misappropriation or embezzlement of Union  
35 funds;

36 (c) Fraud in a Local Union election as defined in  
37 Article 49;

38 (d) Any other offense concerning which the Inter-  
39 national Executive Board has the present authority to  
40 act under the emergency provisions of Article 31, Sec-  
41 tion 20;

42 an acquittal by the Trial Committee or by the Local  
43 Union, if appealed, shall be reviewed directly by the  
44 International Executive Board pursuant to the proce-  
45 dures of Article 33, Section 3. Such appeal must be  
46 taken within thirty (30) days by any member of the  
47 Local Union or the Regional Director.

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1 In case of a conviction, the penalty may be re-  
2 viewed by the International Executive Board upon an  
3 appeal taken within thirty (30) days by any member of  
4 the Local Union or the Regional Director on the  
5 ground that the penalty imposed is grossly dispropor-  
6 tionate to the gravity of the offense.

7 **Section 18.** Upon appeal from an acquittal, the In-  
8 ternational Executive Board shall review the record of  
9 the trial and subsequent proceedings in the Local Un-  
10 ion and such other matters relevant to the charges and  
11 the appeal as it feels necessary in order to assure jus-  
12 tice. The Board shall be empowered, if it finds that the  
13 verdict was against the great weight of the evidence, to  
14 set it aside and to order a new trial by an International  
15 Union Trial Committee in accordance with Sections  
16 22 and 23 of this Article.

17 Upon appeal from a penalty, the International Ex-  
18 ecutive Board may refer the penalty to an International  
19 Union Trial committee selected in accordance with  
20 Sections 22 and 23 of this Article. The International  
21 Union Trial Committee may in any such case prescribe  
22 any penalty provided by this Constitution but without  
23 reviewing the verdict of guilt.

24 Any decision by the International Executive Board  
25 pursuant to this Section shall be appealable through  
26 the normal procedures of Article 33, Section 3, but the  
27 action of any subsequent appellant body regardless of  
28 any other provisions of this Constitution shall be con-  
29 fined within the area of relief permitted by this Sec-  
30 tion.

31 **Section 19.** Any member expelled or suspended  
32 from membership for more than two (2) years may be  
33 reinstated to full membership or to membership with-  
34 out right to hold office or appointive position at any  
35 time after two (2) years following the final action  
36 which effected the member's expulsion or suspension.  
37 Such reinstatement may be ordered only by a majority  
38 vote of the body which initiated the action resulting in  
39 the member's expulsion or suspension; provided that if  
40 that body is subordinate to the International Executive  
41 Board, the reinstatement shall be effective only if and  
42 when it is approved by a majority vote of the Interna-  
43 tional Executive Board. If the body initially passing on  
44 the petition for reinstatement denies that petition in  
45 whole or in part, it shall be subject to the normal ap-  
46 peal procedure provided in Article 33 of this Constitu-  
47 tion; provided that if the initial expulsion or suspen-  
48 sion was approved by either a Convention of the



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1 International Union or the Public Review Board, any  
2 appeal from the decision of the International Executive  
3 Board in connection with the petition for reinstatement  
4 may be appealed only to whichever of the two (2)  
5 bodies (the Convention or the Public Review Board)  
6 passed on the initial expulsion or suspension.

7 **Section 20.** In cases of extreme emergency and  
8 when it appears to the International Executive Board  
9 that irreparable injury may result to the International  
10 Union or to a subordinate body from offenses punish-  
11 able under this Constitution recently committed or  
12 being committed by any member or members unless  
13 the Board shall intervene; and, without regard to the  
14 existence of a present emergency, in any case in which  
15 it shall appear to the Board that two (2) or more mem-  
16 bers have engaged at any time since the original adop-  
17 tion of this Section at the Twelfth Constitutional Con-  
18 vention in a conspiracy to commit an offense against  
19 the Union; the Board may, if two-thirds (2/3) of its  
20 members concur, prefer charges against such member  
21 or members for the violation of this Constitution or for  
22 conduct unbecoming a member of the Union, which  
23 charges shall be specifically set forth in writing and  
24 signed by the Secretary-Treasurer of the International  
25 Union. At the same session at which any such charges  
26 are voted, the Board shall select one (1) of its mem-  
27 bers who shall serve as the representative for the  
28 Board in the trial of the charges.

29 **Section 21.** If it shall be charged by the Interna-  
30 tional Executive Board that two (2) or more members  
31 have participated in the same act or acts charged as an  
32 offense or having acted jointly in the commission of  
33 an offense, or have engaged in a conspiracy to commit  
34 an offense punishable under this Constitution, any  
35 such members may be jointly tried.

36 **Section 22.** Charges preferred against a member or  
37 members by the International Executive Board shall be  
38 tried by an International Union Trial Committee cho-  
39 sen in the manner provided for the selection of such a  
40 committee in Article 30, Sections 5 through 12 inclu-  
41 sive, except that the accused and the representative for  
42 the International Executive Board shall each be enti-  
43 tled to strike only five (5) names from the panel. In  
44 cases where two (2) or more members are charged  
45 jointly, the panel drawn by the Secretary-Treasurer  
46 shall consist of a number of names equal of fifty (50),  
47 plus ten (10) times the number by which the number of  
48 accused exceeds one (1); so that if there are two (2)

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1 accused, sixty (60) names shall be drawn; if three (3)  
2 are accused seventy (70) names shall be drawn, and so  
3 on. Each of the accused shall be entitled to strike five  
4 (5) names and the representative for the International  
5 Executive Board shall be entitled to strike a number  
6 equal to five (5) times the number of accused. The  
7 accused shall proceed in striking names from the panel  
8 in the alphabetical order of their names and in the  
9 manner provided in Article 30, Section 7.

10 **Section 23.** Upon completion of the trial, the In-  
11 ternational Union Trial Committee shall go into closed  
12 session to determine the verdict and penalty. A two-  
13 thirds (2/3) vote shall be required to find the accused  
14 guilty. In the event the accused is found guilty, the  
15 International Union Trial Committee may impose the  
16 penalties provided by Section 10 of this Article. In the  
17 event the International Union Trial Committee finds  
18 the accused guilty, the accused may appeal the deci-  
19 sion to the Convention Appeals Committee or the Pub-  
20 lic Review Board in the same way as provided in Arti-  
21 cle 33 for an appeal from a decision of the  
22 International Executive Board. In the event the Inter-  
23 national Union Trial Committee finds the accused not  
24 guilty the decision shall be final.

25 **Section 24.** Whenever it is charged that a member  
26 is affirmatively engaged in the promotion, implemen-  
27 tation, furtherance or support of any other union or  
28 collective bargaining group with the purpose or intent  
29 of supplanting the International Union, or any subor-  
30 dinate body thereof, as the recognized collective bar-  
31 gaining agent, or if the member is affirmatively en-  
32 gaged in efforts to decertify the International Union or  
33 any subordinate body thereof as the recognized collec-  
34 tive bargaining agent, such charge will be filed with  
35 the International Executive Board and a copy shall be  
36 sent to such member. The member shall be subject to  
37 suspension or expulsion by the International Executive  
38 Board after hearing on such charges, with the Board  
39 designating a special committee to conduct a hearing  
40 and make recommendations in a manner similar to that  
41 provided for the operation of International Executive  
42 Board Appeals Committees under Article 33 of this  
43 Constitution.

44 The special committee shall make recommenda-  
45 tions to the International Executive Board which rec-  
46 ommendations shall be processed by the International  
47 Executive Board in the same manner that it processes  
48 recommendations of said Appeals Committees; pro-

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1 vided that if the special committee recommends that  
2 the charged member be suspended or expelled, it shall  
3 have the authority to temporarily suspend the charged  
4 member until the International Executive Board has  
5 taken action on the recommendations. The Interna-  
6 tional Executive Board, if it finds the member guilty of  
7 the offense charged by a two-thirds (2/3) vote, may  
8 suspend or expel the member. Any member suspended  
9 or expelled under this Section shall have the right to  
10 appeal such suspension or expulsion either to the Pub-  
11 lic Review Board or the Convention Appeals Commit-  
12 tee as provided in Article 33 of this Constitution. The  
13 procedure provided for in this Section shall be in addi-  
14 tion to and exclusive of, any other action which may  
15 be taken against such member.

ARTICLE 32  
**Public Review Board**

16 **Section 1.** For the purpose of ensuring a continua-  
17 tion of high moral and ethical standards in the admin-  
18 istrative and operative practices of the International  
19 Union and its subordinate bodies, and to further  
20 strengthen the democratic processes and appeal proce-  
21 dures within the Union as they affect the rights and  
22 privileges of individual members or subordinate bod-  
23 ies, there shall be established a Public Review Board  
24 consisting of impartial persons of good public repute  
25 not working under the jurisdiction of the UAW or  
26 employed by the International Union or any of its sub-  
27 ordinate bodies.

28 **Section 2.** The Public Review Board shall consist  
29 of seven (7) members, including the Chairperson.  
30 Their terms shall be for the period between Interna-  
31 tional Constitutional Conventions. At the Sixteenth  
32 (16th) International Constitutional Convention, and at  
33 the subsequent International Constitutional Conven-  
34 tions, the International President shall, subject to the  
35 approval of the International Executive Board, propose  
36 the names of the Chairperson and members of the Pub-  
37 lic Review Board for ratification by said International  
38 Constitutional Convention. Should any vacancy on the  
39 Public Review Board occur between International  
40 Constitutional Conventions, the vacancy shall be filled  
41 by appointment by the International President, subject  
42 to the approval of the International Executive Board,  
43 from a list of names submitted by the remaining mem-  
44 bers of the Public Review Board.

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1       **Section 3.** (a) The Public Review Board shall have  
2 the authority and duty to make final and binding deci-  
3 sions on all cases appealed to it in accordance with  
4 Article 33 of the International Constitution, and to deal  
5 with matters related to alleged violation of any UAW  
6 Ethical Practices Codes that may be adopted by the  
7 International Union.

8       (b) The Public Review Board shall have the author-  
9 ity and duty to make final and binding decisions on all  
10 cases appealed to it in accordance with Article 16,  
11 Section 7 of the International Constitution.

12       **Section 4.** Any complaint filed under Section 5(a)  
13 or (b) of this Article alleging violation of any UAW  
14 Ethical Practices Codes that may be adopted by the  
15 International Union, must be filed within sixty (60)  
16 days of the time the charging member first becomes  
17 aware or reasonably should have become aware of the  
18 alleged violation.

19       **Section 5.** To facilitate the orderly handling of  
20 complaints related to alleged violations of any UAW  
21 Ethical Practices Codes, the following procedures  
22 shall apply:

23       (a) If a complaint is against the operation of a sub-  
24 ordinate body or any officer or representative thereof,  
25 the complaint must be initiated by a member of that  
26 subordinate body who shall be obligated to first at-  
27 tempt to seek redress and correction of the matter  
28 complained of through appeal to the membership of  
29 the Local Union. Failing to get redress from the Local  
30 Union, the member shall submit her/his complaint to  
31 the International Executive Board through the Interna-  
32 tional President who shall forward a copy of the com-  
33 plaint directly to the Chairperson of the Public Review  
34 Board. The International Executive Board shall have  
35 the initial responsibility for investigating the com-  
36 plaint. The Chairperson of the Public Review Board  
37 will be kept advised of the case by the International  
38 Executive Board. Upon completion of the Interna-  
39 tional Executive Board's investigation and action, the  
40 Chairperson of the Public Review Board and the com-  
41 plaining member will be informed as to the disposition  
42 made of the case by the International Executive Board.  
43 In the event the complaining member is dissatisfied  
44 with the decision and action of the International Ex-  
45 ecutive Board, s/he may, within thirty (30) days, ap-  
46 peal such decision to the Public Review Board.

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1 In the absence of such an appeal, the Public Review  
2 Board may act on the matter if it concludes that there  
3 is substance to the original complaint and that the ac-  
4 tion of the International Executive Board does not  
5 satisfactorily meet the problem.

6 (b) If a complaint is against the operation of the In-  
7 ternational Union or any officer or representative  
8 thereof, the complaint must be made by a member of a  
9 Local Union and approved by membership action of  
10 that Local Union. The complaint and a certification of  
11 the approval shall be submitted to the International  
12 President who shall forward a copy of the complaint  
13 directly to the Chairperson of the Public Review  
14 Board. The complaint shall be processed by the Inter-  
15 national Executive Board and the Public Review  
16 Board in the same manner as a complaint under (a)  
17 above.

18 (c) However, if any member files a complaint un-  
19 der either subsection (a) or (b) above but does not seek  
20 approval, redress or action from the member's Local  
21 Union, s/he shall set forth the reasons for such failure  
22 to seek or obtain such approval, redress or action from  
23 the Local Union at the time s/he files the complaint  
24 with either the International Executive Board or the  
25 Public Review Board. When, in the judgment of the  
26 International Executive Board and/or the Public Re-  
27 view Board, there are valid and substantial reasons for  
28 the request to bypass the Local step, the matter may be  
29 processed without compliance with the Local step.

30 (d) Any matter within the coverage of this Section  
31 may be submitted to the Public Review Board by ma-  
32 jority action of the International Executive Board.

33 When a complaint is properly before the Public  
34 Review Board, the Public Review Board shall assume  
35 jurisdiction over the matter complained of and process  
36 the matter in accordance with the provisions of subse-  
37 quent Sections of this Article.

38 **Section 6.** The Public Review Board shall formu-  
39 late such rules of procedure and establish such prac-  
40 tices as are necessary to facilitate its proper function-  
41 ing. In order to minimize the time requirements and to  
42 expedite the disposition of cases, the Chairperson shall  
43 be authorized to create panels of not less than three (3)  
44 members of the Public Review Board to act for and in  
45 behalf of the Public Review Board. When, as a result  
46 of preliminary investigation, the Public Review Board  
47 or the panel thereof, concludes that the complaint fails  
48 to state allegations sufficiently serious and substantial

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1 to justify a hearing, or when it appears that there is no  
2 reasonable possibility that any substantial evidence in  
3 support of the allegations can be produced, the Board  
4 or the panel in its discretion may dismiss such matter  
5 without any hearing. The Public Review Board or the  
6 panel thereof, shall advise the complaining member,  
7 the International Union, and any subordinate body or  
8 bodies concerned of its decision or findings.

9 **Section 7.** In case the Public Review Board or the  
10 panel thereof finds that the accused is obviously inno-  
11 cent of any violation of the Ethical Codes, the Board  
12 or the panel thereof, may make judgment with respect  
13 to the lack of good faith of the accuser, and if the facts  
14 indicate that the accuser acted in bad faith or with  
15 malicious intent and in a willful effort to divide and  
16 disrupt the Union, the Public Review Board may as-  
17 sess a non-monetary penalty against the accuser; pro-  
18 vided, however, that such penalty shall be limited to  
19 suspension from membership for a period of not less  
20 than three (3) months.

21 **Section 8.** The Public Review Board shall prepare  
22 and submit to the membership an Annual Report of its  
23 activities, in which report it shall draw the attention of  
24 the membership to any situation or action which it has  
25 investigated upon complaint and found to be improper,  
26 and shall comment upon the steps that have been taken  
27 by the Union to correct such a situation. The Public  
28 Review Board shall further include a summary of all  
29 appeals it has handled during the year. Copies of the  
30 Public Review Board's Annual Report shall be mailed  
31 to all Local Unions and notice of this fact shall be  
32 published in the next edition of "Solidarity." Copies  
33 shall be available to members upon request and during  
34 convention years copies shall be distributed to all  
35 delegates. The Annual Report shall be made available  
36 to the public press and all other media of public com-  
37 munication. The Public Review Board may, in its dis-  
38 cretion, submit an Interim Report. Such an Interim  
39 Report shall also be made available to all members  
40 and the public in the same manner as the Annual Re-  
41 port.

42 **Section 9.** The International Executive Board is in-  
43 structed and authorized to provide for an annual oper-  
44 ating budget to insure the proper functioning of the  
45 Public Review Board. The International Secretary-  
46 Treasurer is instructed and authorized to deposit quar-  
47 terly, in a depository designated by the Public Review  
48 Board, to the account of the Public Review Board the

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1 necessary funds required by the budget submitted by  
2 them. Such a budget shall cover all necessary ex-  
3 penses, including office, staff, travel and operating  
4 expenses, and shall provide for reasonable compensa-  
5 tion to the members of the Public Review Board. The  
6 Public Review Board shall establish an office separate  
7 and apart from any Union building. The staff and of-  
8 fice personnel essential to the proper functioning of  
9 the Public Review Board shall be selected by the  
10 members thereof and shall be compensated out of its  
11 operating budget. The Chairperson of the Public Re-  
12 view Board shall be required to have its books and  
13 financial records audited annually; such audits and the  
14 summary of the financial transactions shall be submit-  
15 ted to the International Secretary-Treasurer, who in  
16 turn shall make such information available to the dele-  
17 gates at each Constitutional Convention.

**ARTICLE 33**

**Appeals**

18 **Section 1. WHAT MAY BE APPEALED.** Any  
19 subordinate body or member thereof shall have the  
20 right under this Article to appeal any action, decision,  
21 or penalty by any of the following, unless otherwise  
22 provided:

23 (a) The International Union, its International Ex-  
24 ecutive Board or any of its Officers, Regional Direc-  
25 tors or International Representatives;

26 (b) Any administrative arm of the International Un-  
27 ion, including its National Departments and Bargain-  
28 ing Councils;

29 (c) A Local Union, or any of its units, committees,  
30 officers, committeepersons or stewards; or

31 (d) Any other subordinate body of the International  
32 Union.

33 A failure or refusal to act by any of the foregoing,  
34 where it allegedly results in an injury, may also be  
35 appealed.

36 **Section 2. LEVELS OF APPEAL.** This Section  
37 specifies the levels of appeal for various types of  
38 cases.

39 (a) The normal route of appeal is: **FIRST**, to the  
40 membership or delegate body immediately responsible  
41 for the official, officer, action or decision under chal-  
42 lenge; **SECOND**, to the International Executive Board,  
43 unless the appeal begins there; and **THIRD**, to the  
44 Convention Appeals Committee or Public Review

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1 Board, as may be appropriate. This normal route of  
2 appeal shall be followed in all cases, except where this  
3 Constitution makes specific provision for an alternate  
4 route of appeal. For purposes of illustration, in the  
5 following common cases the normal route of appeal is  
6 as follows:

7 In any challenge to the handling or disposition of a  
8 grievance: Where the challenge is against a Local Un-  
9 ion committeeperson, steward, Bargaining Committee,  
10 officer or other Local Union official the levels of ap-  
11 peal are first to the unit of an Amalgamated Local  
12 Union, then to the Union; then to the International  
13 Executive Board and then to the Convention Appeals  
14 Committee, or where appropriate the Public Review  
15 Board. Where the challenge is against an International  
16 Representative, Regional Director, International Offi-  
17 cer or National Department the levels of appeal are  
18 first to the International Executive Board, and then to  
19 the Convention Appeals Committee, or where appro-  
20 priate to the Public Review Board.

21 For any decision of a Local Union, or unit of an  
22 Amalgamated Local Union, on a Trial Committee's  
23 recommendation the levels of appeal are first to the  
24 International Executive Board and then to the Con-  
25 vention Appeals Committee or the Public Review Board.  
26 For disputes or questions in controversy, including all  
27 questions involving interpretation of this Constitution  
28 by the International President under Article 13, Sec-  
29 tion 8 the levels of appeal are to the International Ex-  
30 ecutive Board and then to the next Constitutional Con-  
31 vention. For any decision of the International  
32 President under Article 48, Section 5 the levels of  
33 appeal are to the International Executive Board and  
34 then to the Convention Appeals Committee or the  
35 Public Review Board.

36 (b) In the types of cases listed below, the appeal  
37 shall be limited as specified:

38 For any action or decision by a national or corpo-  
39 rate bargaining council or sub-council, or by a national  
40 or regional wage-hour council or sub-council, the  
41 route of appeal shall be directly to the International  
42 Executive Board. There shall be no further appeal  
43 from the decision of the International Executive  
44 Board. For any action or decision pertaining to the  
45 following matters: sports and other recreational activi-  
46 ties; rulings of the Chair on procedural questions aris-  
47 ing during Local Union membership and other meet-  
48 ings; the appointment and/or removal of appointed



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1 officials on Local Union committees; and the sending  
2 of authorized members from a Local Union to any  
3 convention, conference, or other meeting, whether  
4 sponsored by the UAW or some other organization,  
5 except for the UAW's Constitutional Convention;  
6 unless Article 46, Section 1, or some other substantive  
7 provision of this Constitution is implicated, the appeal  
8 shall be to the membership of the Local Union, or in  
9 the case of an Amalgamated Local Union, first to the  
10 membership of the appellant's unit, if necessary, and  
11 then to the delegate body or general membership of  
12 the Amalgamated Local Union. There shall be no fur-  
13 ther appeal from the decision of the membership of the  
14 Local Union or Amalgamated Local Union.

15 For any action or decision pertaining to the seating  
16 of members at any conference or other meeting spon-  
17 sored by the UAW, if there is a Credentials Committee  
18 for the conference or meeting, the appeal shall be first  
19 to the Credentials Committee and then to the general  
20 delegate body of the conference or meeting. If there is  
21 no Credentials Committee for the conference or meet-  
22 ing, the route of appeal shall be directly to the Director  
23 of the National Department or Region responsible for  
24 the conference or meeting. There shall be no further  
25 appeal from the decision of the general delegate body  
26 or the Director of the National Department or Region,  
27 as the case may be. For any action or decision per-  
28 taining to the appointment or removal of special-  
29 purpose representatives, such as Benefit Representa-  
30 tives or Health and Safety Committee persons by a  
31 National Department under the provisions of a collec-  
32 tive bargaining agreement, the appeal shall be directly  
33 to the International Executive Board. There shall be no  
34 further appeal from the decision of the International  
35 Executive Board.

36 For any appeal of a Local Union decision pertain-  
37 ing to Skilled Trades Lines of Demarcation, the appeal  
38 shall be to the International Executive Board and there  
39 shall be no further appeal from that decision.

40 For an interpretation of a collective bargaining  
41 agreement by a National Department or Regional Di-  
42 rector, where the interpretation is so obviously correct  
43 that no purpose will be served by an appeal, and where  
44 it is consistent with other provisions of this Constitu-  
45 tion and International Union policy, the appeal shall be  
46 directly to the International President. There shall be  
47 no further appeal from that decision.

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1 For any action or decision of the UAW National  
2 Skilled Trades Department pertaining to a journeyper-  
3 son card, the appeal shall be to the International Presi-  
4 dent and there shall be no further appeal from that  
5 decision.

6 **Section 3. PROCEDURES AT EACH LEVEL OF**  
7 **APPEAL.** This Section specifies the procedures at  
8 each level of appeal. In addition, any appeal is subject  
9 to the general requirements of Section 4 of this Article.  
10 Where this Constitution makes specific provision for  
11 alternate procedures, those procedures shall control.

12 (a) *LOCAL UNION.* An appeal to the Local Union  
13 may be made at a meeting of the membership body, or  
14 may be made in writing addressed to the Recording  
15 Secretary. When no regularly scheduled meeting of the  
16 membership body is held within forty-five (45) days of  
17 receipt of the appeal, the Local Union Executive  
18 Board may consider and rule on the appeal.

19 (b) *AMALGAMATED LOCAL UNION.* In an Amal-  
20 gamated Local Union an appeal must be made first at a  
21 meeting of the membership body of the appellant's  
22 unit or in writing addressed to the Recording Secretary  
23 or Chairperson of the appellant's unit. When no regu-  
24 larly scheduled meeting of the membership body of  
25 the unit is held within forty-five (45) days of the re-  
26 ceipt of the appeal, the unit Committee or unit Execu-  
27 tive Board may consider and rule on the appeal. An  
28 appeal from the unit is made to the Amalgamated Lo-  
29 cal Union's delegate body, where such exists, or to the  
30 general membership meeting when no delegate body  
31 exists. This appeal shall be taken by submitting a writ-  
32 ten appeal to the Amalgamated Local Union's Re-  
33 cording Secretary. When no membership or delegate  
34 body meeting is held within forty-five (45) days of  
35 receipt of this appeal, the Local Union Executive  
36 Board may consider and rule on the appeal. The  
37 Amalgamated Local Union shall review the appeal,  
38 with the aid of an investigating committee or other-  
39 wise, and shall determine the appeal; but if a unit Trial  
40 Committee is involved in the proceedings, it shall not  
41 select its own Trial Committee to retry the case.

42 (c) *OTHER SUBORDINATE BODIES.* An appeal  
43 to other subordinate bodies, in matters within their  
44 areas of responsibility under this Constitution, may be  
45 made at a meeting of the membership or delegate body  
46 or may be made in writing to the Recording Secretary.  
47 When no regularly scheduled meeting of the member-  
48 ship or delegate body is held within forty-five (45)

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1 days of receipt of the appeal, the Executive Board of  
2 the subordinate body may consider and rule on the  
3 appeal.

4 (d) *INTERNATIONAL EXECUTIVE BOARD.* An  
5 appeal to the International Executive Board shall be  
6 made in writing, signed by the member(s) and ad-  
7 dressed to the International Executive Board in care of  
8 the International President. The appeal shall set forth  
9 the action or decision being appealed, shall be as spe-  
10 cific and detailed as possible, and shall include all  
11 information available in support of the appeal.

12 *Appellate Cases.* The International Executive  
13 Board has appellate jurisdiction to consider and decide  
14 all appeals submitted to it from any decision or action  
15 of a Local Union, Amalgamated Local Union or other  
16 subordinate body; except in the relevant types of cases  
17 set forth in Section 2(b) of this Article, the Interna-  
18 tional Executive Board shall entertain an appellate  
19 case only when it has been ruled upon by the appropri-  
20 ate membership or delegate body. In this sort of ap-  
21 peal, the appellant should also send a copy of her/his  
22 appeal to that body's Recording Secretary. Upon re-  
23 ceipt of an appeal, the International President shall  
24 secure from the Local Union, Amalgamated Local  
25 Union or other subordinate body, a complete statement  
26 of the matters at issue, including copies of all charges  
27 and records, minutes, transcripts of testimony and  
28 other material relating to the appeal.

29 *Original Matters.* The International Executive  
30 Board has original jurisdiction to consider and decide  
31 all appeals submitted to it from any decision or action  
32 of an International Officer, Regional Director, Interna-  
33 tional Representative or any administrative arm of the  
34 National Department of the International Union, ex-  
35 cept in the relevant types of cases set forth in Section  
36 2(b) of this Article.

37 *Disposition By An Appeals Committee.* The Inter-  
38 national Executive Board shall appoint a two (2)  
39 member Appeals Committee to consider the appeal  
40 and make recommendations. This Appeals Committee  
41 shall be composed of members of the International  
42 Executive Board, but shall not include the Regional  
43 Director of the region from which the appeal origi-  
44 nates. The appeal and any information secured by the  
45 International President shall be forwarded to the Ap-  
46 peals Committee. After a review of the appeal and  
47 record, the Appeals Committee may hold a hearing  
48 before either the full Committee or in its discretion

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1 one of its members unless the Appeals Committee  
2 concludes that no useful purpose would be served by a  
3 hearing, in which event the Appeals Committee in its  
4 discretion may make recommendations on the appeal  
5 without a hearing. The Appeals Committee shall make  
6 a recommendation which, together with the full re-  
7 cord, shall be submitted to a Nine (9) Member Com-  
8 mittee of the International Executive Board, of which  
9 five (5) members, or their designee(s), shall constitute  
10 a quorum. The Nine (9) Member Committee shall  
11 consider the record, together with the Appeals Com-  
12 mittee's recommendations, and shall make a decision  
13 on the appeal.

14 *Disposition By The International President.* The In-  
15 ternational President may, in his discretion, decide an  
16 appeal rather than submitting it to an Appeals Com-  
17 mittee. In such a case, the International President may  
18 designate a representative to conduct any investigation  
19 or hearing deemed necessary, in accordance with the  
20 procedures of this Subsection. The International Presi-  
21 dent shall base her/his decision on the files and records  
22 of the case, and such briefs as may be submitted. In  
23 any appeal involving the handling or disposition of a  
24 grievance against an employer, the decision of the  
25 International President shall be submitted to the Nine  
26 (9) Member Committee of the International Executive  
27 Board.

28 *Review By The Full International Executive Board.*  
29 Both where the appeal has been decided by the Nine  
30 (9) Member Committee of the International Executive  
31 Board and where it has been decided by the Interna-  
32 tional President, copies of the decision shall be sent to  
33 all members of the International Executive Board. The  
34 decision shall become the decision of the full Interna-  
35 tional Executive Board unless, within ten (10) days,  
36 one or more members of the International Executive  
37 Board raises an objection to the decision, in which  
38 case the appeal shall be referred for decision to the  
39 International Executive Board at its next regular meet-  
40 ing. The International President shall promptly notify  
41 all parties concerned of the decision of the Interna-  
42 tional Executive Board. The International Executive  
43 Board shall use its best efforts to render its decision  
44 within sixty (60) days of receipt of the appeal by the  
45 International President.

46 (e) *CONVENTION APPEALS COMMITTEE.* An  
47 appeal to the Convention Appeals Committee shall be  
48 made in writing, signed by the member(s) and ad-

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1 dressed to the Convention Appeals Committee in care  
2 of the International President.

3 *Jurisdiction And Procedure.* The Convention Ap-  
4 peals Committee has jurisdiction to consider and de-  
5 cide all appeals submitted to it from any decision or  
6 action of the International Executive Board or an In-  
7 ternational Trial Committee, except in the types of  
8 cases set forth in Section 2(b) of this Article. The  
9 Convention Appeals Committee shall meet at least  
10 semi-annually, at the International Union Headquar-  
11 ters, to act on all appeals that have been submitted to it  
12 at least thirty (30) days prior to the date established for  
13 its meeting. The administrative procedures for the  
14 Convention Appeals Committee in handling appeals  
15 shall be established by the International Executive  
16 Board, subject to review by subsequent Constitutional  
17 Conventions. All decisions of the Convention Appeals  
18 Committee shall be final and binding.

19 *Selection Of Convention Appeals Committee.* The  
20 Convention Appeals Committee shall consist of a  
21 member and a first and second alternate from each  
22 region to be selected by lot from the delegates from  
23 each region, when they elect their Regional Director.  
24 To provide continuity, members of the Convention  
25 Appeals Committee shall be selected from one-half of  
26 the regions at each Convention. Such members se-  
27 lected shall serve for two (2) Convention terms. In the  
28 event a vacancy occurs on the Convention Appeals  
29 Committee, it shall be filled by the ranking alternate  
30 from that region. All remaining vacancies shall be  
31 filled by lot at the next regular Constitutional Conven-  
32 tion.

33 (f) *PUBLIC REVIEW BOARD.* An appeal to the  
34 Public Review Board shall be made in writing, signed  
35 by the appellant, and addressed to the Public Review  
36 Board in care of the International President.

37 *Jurisdiction.* In addition to the jurisdiction con-  
38 ferred elsewhere in this Constitution, the Public Re-  
39 view Board has jurisdiction to consider and decide  
40 appeals from any decision or action of the Interna-  
41 tional Executive Board or an International Trial Com-  
42 mittee:

43 Where the case arises under Article 10, Section 12;  
44 Article 12, Sections 2 and 3; Article 16, Section 7;  
45 Article 30; Article 31; Article 36, Sections 9 and 10;  
46 Article 38, Sections 11 and 12; or Article 48 Sections  
47 5 and 6;

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1 Where the International Executive Board, pursuant  
2 to Article 12, Section 17, has reviewed the action or  
3 decision of its administrative arm, or where the Inter-  
4 national Executive Board has decided an appeal which  
5 concerns action or inaction relative to the processing  
6 of a grievance against an employer, subject however,  
7 to the limitation of Section 4(i) of this Article; and  
8

9 In any other case in which the International Execu-  
10 tive Board has passed upon an appeal from the action  
11 of a Local Union, Amalgamated Local Union, or other  
12 subordinate body, except in the relevant types of cases  
13 set forth in Section 2(a) and (b) of this Article.

14 *Determining Jurisdiction.* In cases that involve the  
15 processing of grievances, the Public Review Board  
16 shall first determine whether the specific allegation  
17 upon which appellant claims the Public Review  
18 Board's jurisdiction to be based is or is not true. If the  
19 jurisdictional allegation is found to be false, it shall  
20 dismiss the appeal. If the appeal is thus dismissed, the  
21 appellant may, within thirty (30) days of notification  
22 of the dismissal, appeal the case to the Convention  
23 Appeals Committee, provided that in such an appeal,  
24 the appellant may not again raise any issue which the  
25 Public Review Board resolved in dismissing for lack  
26 of jurisdiction.

27 *Limitation.* In no event shall the Public Review  
28 Board, under this or any other article, have jurisdiction  
29 to review in any way an official collective bargaining  
30 policy of the International Union.

31 *Procedures.* If the appellant elects to appeal to the  
32 Public Review Board, the appeal shall be considered  
33 by the full Board, or a panel thereof. Where the Public  
34 Review Board has jurisdiction, the full Board or panel  
35 shall decide and dispose of all matters raised by the  
36 appeal. The Public Review Board, pursuant to Article  
37 32, Section 6, shall establish its own rules of proce-  
38 dure including those governing the extent and scope of  
39 hearings. When notified that an appeal to the Public  
40 Review Board has been filed, the International Presi-  
41 dent shall forward to the Chairperson of the Public  
42 Review Board all documents and records in the case.  
43 After studying said documents and records, the Public  
44 Review Board, or a panel thereof, shall hold a hearing,  
45 unless it concludes that the appeal is unsubstantial or  
46 that no useful purpose would be served by a hearing;  
47 in which event the appeal may be decided or dismissed  
48 without a hearing.

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1 The Public Review Board or panel thereof shall  
2 upon due consideration issue its decision, which shall  
3 be final and binding on all parties.

4 **Section 4. GENERAL REQUIREMENTS.** The fol-  
5 lowing rules, unless otherwise indicated, shall govern  
6 all levels of the foregoing appeal procedure:

7 (a) *CONTENTS OF APPEAL.* Any appeal should  
8 set forth the action or decision being appealed and  
9 should include all information available in support of  
10 the appeal. The appeal should be as specific and de-  
11 tailed as possible and must be signed by the mem-  
12 ber(s).

13 (b) *CALCULATION OF TIME.* The time limits of  
14 Section 4(c) of this Article begin to run from the time  
15 the appellant first becomes aware, or reasonably  
16 should have become aware, of the alleged action or  
17 decision appealed. In the case of an appeal from a  
18 decision of the International Executive Board, the time  
19 limit shall begin to run when the appellant first re-  
20 ceives notice of the decision. For purposes of this Ar-  
21 ticle, "day" means a calendar day. If mailed, an appeal  
22 will be considered filed on the date it is postmarked.

23 (c) *TIME LIMITS FOR APPEAL.* To be considered,  
24 an appeal must comply with these time limits, if no  
25 other time limit is specifically set forth in this Consti-  
26 tution: Appeal to Local Union sixty (60) days; Amal-  
27 gamated Local Union Appeal to unit, sixty (60) days,  
28 appeal from unit to Amalgamated Local Union itself,  
29 thirty (30) days; appeal to other subordinate body sixty  
30 (60) days; appeal to International Executive Board  
31 appellate or original cases, thirty (30) days; appeal to  
32 Convention Appeals Committee thirty (30) days; ap-  
33 peal to Public Review Board thirty (30) days.

34 (d) *EXTENSIONS OF TIME.* In the case of an ap-  
35 peal to a Local Union, Amalgamated Local Union, or  
36 other subordinate body, or in the case of an appeal to  
37 the International Executive Board or Convention Ap-  
38 peals Committee, the International President may  
39 waive the time for filing the appeal if warranted by the  
40 circumstances.

41 (e) *COMPLIANCE PENDING APPEAL.* The deci-  
42 sion of the lower tribunal, in all cases, must be com-  
43 plied with before an appeal can be accepted by the  
44 next tribunal in authority and shall remain in effect  
45 until reversed or modified. The International President  
46 may, upon written application of an appellant, waive

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1 in whole or in part requirements of such compliance  
2 where unusual circumstances warrant it.

3 (f) *COUNSEL*. Any party to an appeal before the  
4 International Executive Board, Convention Appeals  
5 Committee or Public Review Board, shall be permitted  
6 representation by counsel or other representative of  
7 her/his choice. Unless otherwise specified in this Con-  
8 stitution, counsel are not permitted before a Local  
9 Union, Amalgamated Local Union, or other subordi-  
10 nate body, except as provided in Article 31, Section 5.  
11 The party retaining counsel, or other representative,  
12 shall bear any cost of such representation.

13 (g) *BRIEFS*. Any party to an appeal may submit a  
14 brief or other written statement of position.

15 (h) *HEARINGS*. Hearings, when held, shall be such  
16 as, in the discretion of the tribunal, and shall bring to  
17 light all the facts and issues involved. The appellant  
18 and appellee (or their representatives) shall be required  
19 to appear, with such witnesses as they may choose,  
20 and shall answer fully and truthfully all questions put  
21 to them. The parties shall be afforded full opportunity  
22 to present their respective positions on all matters  
23 bearing on the action, decision or penalty under re-  
24 view. A hearing held by the International Executive  
25 Board, through its Appeals Committee or the Interna-  
26 tional President, shall be held as close to the locality  
27 from which the appeal originates as possible in order  
28 to minimize the expense and inconvenience to the  
29 parties. A hearing before a panel or committee of a  
30 reviewing tribunal is deemed a hearing before the full  
31 reviewing tribunal.

32 (i) *GRIEVANCE AND RELATED APPEALS*. In  
33 any appeal to the Public Review Board, under Section  
34 3(f) of this Article, concerning the handling of a griev-  
35 ance or other issue involving a collective bargaining  
36 agreement, the Public Review Board shall not have  
37 jurisdiction unless the appellant has alleged before the  
38 International Executive Board that the matter was im-  
39 properly handled because of fraud, discrimination or  
40 collusion with management, or that the disposition or  
41 handling of the matter was devoid of any rational ba-  
42 sis.

43 **Section 5. OBLIGATION TO EXHAUST IN-**  
44 **TERNATIONAL UNION REMEDIES.** It shall be the duty of  
45 any individual or body, if aggrieved by any action,  
46 decision or penalty imposed, to exhaust fully the indi-  
47 vidual or body's remedy and all appeals under this



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- 1 Constitution and the rules of this Union before going
- 2 to a civil court or governmental agency for redress.

ARTICLE 34  
**District Councils**

3     **Section 1.** When a majority of Local Unions of this  
4 International Union representing a majority of the  
5 membership within their geographical district request  
6 the establishment of a District Council, such Local  
7 Union representatives shall be assembled by the Re-  
8 gional Directors of that area for the formation of such  
9 a Council.

10    **Section 2.** When such a District Council is estab-  
11 lished, it shall be mandatory for all Local Unions of  
12 this International Union to affiliate with the Council of  
13 their geographical district and obtain a charter from  
14 the International Union.

15    **Section 3.** The purpose of the District Council shall  
16 be to recommend to the Regional Director and the  
17 International Union, constructive measures for the  
18 welfare of Local Unions and their members. It shall  
19 discuss comparative wages, rates, agreements, meth-  
20 ods of approach, organizational problems, national,  
21 state and provincial legislative programs and such  
22 other problems as may be of general interest to the  
23 Local Union membership.

24    **Section 4.** The District Council shall be composed  
25 of delegates elected from the Local Unions in accor-  
26 dance with appropriate procedures established in the  
27 bylaws of each member's Local Union. The term of  
28 the delegates elected by a Local Union shall be three  
29 (3) years. To avoid unnecessary expense in District  
30 Councils, Local Unions may empower as many dele-  
31 gates as they desire to carry and vote the entire vote of  
32 the Local Union.

33    **Section 5.** Activities of the District Councils shall  
34 be financed by the payment of a per capita tax by each  
35 Local Union affiliated with the District Council, which  
36 shall require the approval of the International Execu-  
37 tive Board.

38    **Section 6.** The per capita tax may be used to assist  
39 in organizational work, prepare educational literature,  
40 lobby for legislative programs and programs of benefit  
41 to its affiliated Local Unions.

42    **Section 7.** When a subordinate body has failed to  
43 report and pay the per capita tax to the District Coun-  
44 cil, the District Council Secretary-Treasurer shall re-

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1 port this fact to the International Secretary-Treasurer;  
2 the International Secretary-Treasurer shall notify the  
3 subordinate body President and Board of Trustees.  
4 Such subordinate body shall stand suspended until  
5 such deficiency is made good.

6 **Section 8.** The District Council shall draft its by-  
7 laws in conformity with this Constitution and subject  
8 to the approval of the International Executive Board.

9 **Section 9.** To dissolve a District Council the Re-  
10 gional Director(s), on the request of three (3) Local  
11 Unions within the geographical district, shall call a  
12 special meeting of the Council to be held within thirty  
13 (30) days of such request, with proper notice of the  
14 purpose of the meeting to vote upon the dissolution of  
15 the Council. At this meeting the District Council may  
16 be dissolved by a vote of a majority of the Local Un-  
17 ions representing a majority of the membership within  
18 the geographical district.

**ARTICLE 35**

**Amalgamated Local Unions**

19 **Section 1.** Any two (2) or more units which are not  
20 a part of an Amalgamated Local Union may petition  
21 the International Executive Board for the formation of  
22 an Amalgamated Local Union. Such petitions must be  
23 approved by the membership of the units desiring an  
24 Amalgamated Local Union in a specially called mem-  
25 bership meeting for that purpose. Upon receipt of such  
26 petitions the International Executive Board shall inves-  
27 tigate the feasibility of an Amalgamated Local Union  
28 and if their decision is that an Amalgamated Local  
29 Union be set up, the Regional Director shall without  
30 delay set up an Amalgamated Local Union comprising  
31 the units as determined by the International Executive  
32 Board.

33 **Section 2.** Any two (2) or more units of an Amal-  
34 gamated Local Union may petition the International  
35 Executive Board to set up a Joint Council in their Lo-  
36 cal Union. The International Executive Board shall  
37 without undue delay investigate the practicality of a  
38 Joint Council for that Local Union and if they deter-  
39 mine that a Joint Council shall be set up, the Local  
40 Union shall without delay set up a Joint Council based  
41 on the principles in Section 3 of this Article. Members  
42 of such a Joint Council, whether directly elected  
43 thereto or holding membership thereon by virtue of  
44 being elected to some other office or position, shall be

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1 elected by secret ballot with the same notice proce-  
2 dures as set forth in Section 2 of Article 38.

3 **Section 3.** The membership of the Local Union  
4 shall be guaranteed:

5 (a) Proportional representation from each unit,  
6 based on the dues dollar each unit pays to the Local  
7 Union. In no case shall any unit be entitled to less than  
8 two (2) representatives to the Joint Council.

9 (b) The right to appeal from any decision of the  
10 Joint Council by referendum vote of the membership.

11 (c) That each unit will have unit autonomy on mat-  
12 ters pertaining strictly to that unit.

13 (d) That a percentage of every dues dollar which a  
14 unit pays to the Local Union may be set aside as a  
15 fund for the use of that unit for whatever purpose they  
16 so desire.

17 **Section 4.** Additional organized units may be  
18 added to Amalgamated Local Unions only upon ap-  
19 proval of the International Executive Board and sub-  
20 ject to the majority vote of the membership of the unit  
21 and the Joint Council or membership of the Amalga-  
22 mated Local Union. Unorganized units may be added  
23 to an Amalgamated Local Union upon the approval of  
24 the Regional Director.

**ARTICLE 36**

**Local Union Charters and Subordinate Bodies**

25 **Section 1.** A Local Union may be formed by fifteen  
26 (15) or more persons working within the jurisdiction  
27 of the International Union by applying to the Interna-  
28 tional Secretary-Treasurer for a charter.

29 **Section 2.** The International Secretary-Treasurer  
30 shall furnish the applicants for a charter with an appli-  
31 cation blank, and when the same has been properly  
32 filled out and returned with fifteen dollars (\$15.00)  
33 charter fee, upon approval of the International Execu-  
34 tive Board, a charter shall be granted and initial sup-  
35 plies furnished.

36 **Section 3.** The charter fee for Local Unions shall  
37 be fifteen dollars (\$15.00), which shall entitle the Lo-  
38 cal Union to a charter, one (1) membership receipt  
39 book, one (1) International bookkeeping set, one (1)  
40 Recording Secretary's minute book, fifteen (15) Con-  
41 stitutions, one (1) roll call book and one (1) gavel.

42 **Section 4.** The charter and supplies shall remain  
43 the property of the International Union, to be used by

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1 the Local Union only as long as said Local Union and  
2 its members comply with the laws of the International  
3 Union.

4 **Section 5.** Any member who shall counterfeit, imi-  
5 tate or falsify the International Union dues receipts,  
6 insignia, label or buttons, or knowingly use such imi-  
7 tations or counterfeits, shall be expelled from this Un-  
8 ion as the circumstances may warrant after trial has  
9 been accorded the accused.

10 **Section 6.** The charters to be issued to Local Un-  
11 ions shall be in the following form:

**CHARTER**

12 To All Whom These Presents Shall Come:

13 Know Ye, that the International Union, UNITED  
14 AUTOMOBILE, AEROSPACE AND AGRICUL-  
15 TURAL IMPLEMENT WORKERS OF AMERICA  
16 (UAW), established for the purpose of effecting  
17 through organization of the Automobile, Aerospace,  
18 Agricultural Implement, and other industries and com-  
19 posed of Local Unions and Members in different sec-  
20 tions of the United States and Canada, doth, upon  
21 proper application and under conditions herein pro-  
22 vided hereby grant unto

23 .....  
24 .....  
25 .....

26 and to their successors, this Charter for the establish-  
27 ment and future maintenance of a Local Union  
28 at .....  
29 to be known as Local Union No. ....  
30 of.....

31 Now, the conditions of this Charter are such: That  
32 said Union forever and under any and all circum-  
33 stances shall be subordinate to and comply with all the  
34 requirements of the Constitution, Bylaws and General  
35 Laws or other laws of the International Union,  
36 UNITED AUTOMOBILE, AEROSPACE AND AG-  
37 RICULTURAL IMPLEMENT WORKERS OF  
38 AMERICA (UAW), as they may from time to time be  
39 altered or amended: That said Union shall for all time  
40 be guided and controlled by all acts and decisions of  
41 the International Union, UNITED AUTOMOBILE,  
42 AEROSPACE AND AGRICULTURAL IMPLE-  
43 MENT WORKERS OF AMERICA (UAW), as they  
44 may from time to time be enacted: That should the  
45 Local Union above chartered take advantage of any  
46 powers, privileges or rights conferred under the laws

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1 as they may exist at any time, said action shall not  
2 prevent the International Union, UNITED AUTO-  
3 MOBILE, AEROSPACE AND AGRICULTURAL  
4 IMPLEMENT WORKERS OF AMERICA (UAW)  
5 from recalling, amending, changing or abolishing any  
6 such powers, privileges or rights.

7 So long as the said Union adheres to these condi-  
8 tions, this Charter to remain in full force; but upon  
9 infraction thereof, the International Union, UNITED  
10 AUTOMOBILE, AEROSPACE AND AGRICUL-  
11 TURAL IMPLEMENT WORKERS OF AMERICA  
12 (UAW) may revoke this Charter, thereby annulling all  
13 privileges secured hereunder.

14 In Witness Whereof, We have hereunto set our  
15 hands and affixed the Seal of the International Union,  
16 UNITED AUTOMOBILE, AEROSPACE AND AG-  
17 RICULTURAL IMPLEMENT WORKERS OF  
18 AMERICA (UAW) This \_\_\_ day of \_\_\_, 20\_\_ .

19 INTERNATIONAL EXECUTIVE BOARD

20 .....  
21 International President.

22 .....  
23 International Secretary-Treasurer.

24 **Section 7.** No Local Union, Family Auxiliary or  
25 subordinate body shall disband as long as fifteen (15)  
26 members or two (2) Local Unions desire to retain the  
27 Charter, and then only upon the approval of the Inter-  
28 national Executive Board. In localities where there are  
29 two (2) or more Local Unions and where the member-  
30 ship of any Local Union drops below fifteen (15)  
31 members in good standing, such Local Union may be  
32 merged with another Local Union in that locality, at  
33 the discretion of the International Executive Board.

34 **Section 8.** The above Section shall not apply to the  
35 issuance of charters covering plants under the jurisdic-  
36 tion of a previously chartered Amalgamated Local  
37 Union.

38 **Section 9.** If a Local Union disbands or if a Local  
39 Union goes out of existence by reason of cessation of  
40 production at the workplace over which it has jurisdic-  
41 tion, all of the funds, property and assets of the Local  
42 Union shall forthwith revert to and become the prop-  
43 erty and assets of the International Union. If within  
44 one (1) year thereafter a new charter is issued to a  
45 Local Union with the same or similar jurisdiction, the  
46 International Executive Board shall, in order to aid

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1 such newly chartered Local Union in the commence-  
2 ment of its operations, make an appropriation to it in  
3 an amount not to exceed the value of such funds,  
4 property and assets.

5 **Section 10.** If as the result of a drastic reduction in  
6 the membership of a Local Union because of layoffs  
7 or other reasons, the funds, property and assets of such  
8 Local Union become grossly disproportionate to the  
9 number of members remaining, the International Ex-  
10 ecutive Board may, by seven-eighths (7/8) vote, after a  
11 hearing, and for such period of time as it may deem  
12 necessary, take possession of and assume control over  
13 the expenditure and use of such funds, property and  
14 assets for the purpose of insuring their application in  
15 furtherance of the objectives of the Local Union and  
16 the International Union, and their conservation in the  
17 interest of the membership of the Local Union as then  
18 existing and as subsequently augmented.

19 **Section 11.** In case the membership of a unit cov-  
20 ered by the jurisdiction of an Amalgamated Local  
21 Union feels that there is just cause for withdrawal  
22 from the Local Union, the question may be raised in  
23 any regularly called meeting. If approved by a major-  
24 ity vote of such meeting, a date shall be set for a spe-  
25 cial meeting to discuss and decide whether or not to  
26 petition the International Executive Board for with-  
27 drawal from the Local Union. The membership of  
28 such unit shall be given at least seven (7) days' notice  
29 of the time, place and purpose of such special meeting.  
30 If at this meeting, in a vote by secret ballot, a two-  
31 thirds (2/3) majority of the members present vote to  
32 petition the International Executive Board, such a peti-  
33 tion, containing a detailed statement setting forth the  
34 reasons for withdrawal from the Local Union shall be  
35 forwarded to the International Executive Board. The  
36 International Executive Board upon receipt of such  
37 petition shall investigate the circumstances and deter-  
38 mine if just cause for withdrawal exists and the effect  
39 such withdrawal would have upon the Local Union  
40 and the petitioning unit. If, following its investigation,  
41 the International Executive Board is satisfied that the  
42 petitioning unit has just cause for withdrawal and that  
43 such withdrawal will not adversely affect the Local  
44 Union or the unit, the International Executive Board  
45 will direct a referendum vote of the unit membership.

46 The membership of such unit shall be given at least  
47 seven (7) days' notice of the time, place, and purpose  
48 of such referendum vote. Voting in such election

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1 shall be by secret ballot in booths conveniently located  
2 to allow all members an opportunity to vote. All  
3 ballots shall have printed thereon the following  
4 words: "Are you in favor of withdrawal from  
5 Local \_\_\_? Yes  No .

6 In the event that the members present at the special  
7 meeting provided for in this Section decide against  
8 petitioning the International Executive Board for with-  
9 drawal, or if a petition is submitted but the Interna-  
10 tional Executive Board denies it, or in the event the  
11 referendum vote fails to obtain the required two-thirds  
12 (2/3) majority, the question shall not be acted or voted  
13 on again for a period of two (2) years. In case a two-  
14 thirds (2/3) majority of the unit membership voting in  
15 such referendum vote in favor of withdrawal, the In-  
16 ternational Executive Board shall issue a separate  
17 charter.

18 **Section 12.** In the event an Amalgamated Local  
19 Union desires to discontinue the affiliation of a unit of  
20 the Local Union, such desire may be raised in any  
21 regularly called meeting of the Local Union member-  
22 ship or the Joint Council where such body exists. If  
23 approved by a majority vote of such meeting, a date  
24 shall be set for a special meeting to discuss and decide  
25 whether a vote shall be taken on the proposed discon-  
26 tinuation of affiliation. The membership, or Joint  
27 Council delegates where such body exists, shall be  
28 given at least seven (7) days' notice of the time, place  
29 and purpose of such special meeting. If at this meeting  
30 a two-thirds (2/3) majority of the members (or Joint  
31 Council delegates) present vote in favor of holding an  
32 election to decide the issue, the Local Union member-  
33 ship shall be given at least seven (7) days' notice of the  
34 time, place and purpose of such election. Voting in  
35 such election shall be by secret ballot in booths con-  
36 veniently located to allow all members an opportunity  
37 to vote.

38 All ballots shall have printed thereon the following  
39 words only: "Are you in favor of discontinuing the  
40 affiliation of the \_\_\_ Unit of Local \_\_\_? Yes  No .

41 In the event that the members (or Joint Council  
42 delegates, where such body exists) present at the spe-  
43 cial meeting provided for in this Section decide against  
44 holding an election or in the event that the vote of the  
45 Local Union membership voting in such election does  
46 not obtain the required majority, the question shall not

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1 be acted or voted on again for a period of two (2)  
2 years.

3 **Section 13.** In case a two-thirds (2/3) majority of  
4 an Amalgamated Local Union membership voting vote  
5 in favor of discontinuing the affiliation of a unit as  
6 provided in Section 12, the International Executive  
7 Board may issue a separate charter.

8 **Section 14.** All funds and other assets of an Amal-  
9 gamated Local Union shall be and remain the property  
10 of the membership of that Local Union, and any unit  
11 withdrawing from an Amalgamated Local Union and  
12 obtaining a separate charter shall only be entitled to  
13 the balance of such funds or property as may have  
14 been allocated to it by the Local Union up to the time  
15 of separation where such unit funds are established.

16 **Section 15.** Local Unions, District Councils organ-  
17 ized pursuant to Article 34, Family Auxiliaries and  
18 Community Action Program (CAP) Councils shall be  
19 the only chartered subordinate bodies of this Interna-  
20 tional Union. All other subordinate bodies of the In-  
21 ternational Union which may at any time exist shall  
22 not be chartered and shall have no autonomy under  
23 this Constitution, but shall exist upon the authority of,  
24 and be generally supervised by and responsible to, the  
25 International Executive Board.

ARTICLE 37

**Duties and Powers of Subordinate Bodies**

26 **Section 1.** It shall be mandatory for all Local Un-  
27 ions of the International Union to affiliate with UAW  
28 state Community Action Program (CAP) or Provincial  
29 Industrial Union Councils, unless this requirement is  
30 otherwise waived by the Executive Board of the Inter-  
31 national Union.

32 **Section 2.** It shall be mandatory for all Local Un-  
33 ions to affiliate with UAW city, county or area Com-  
34 munity Action Program (CAP) bodies and Councils of  
35 the Canadian Labour Congress (CLC) wherever such  
36 bodies are established, unless this requirement is oth-  
37 erwise waived by the Executive Board of the Interna-  
38 tional Union.

39 **Section 3.** It shall be mandatory for all Local Un-  
40 ions to establish bylaws and submit them to the Inter-  
41 national Executive Board for ratification. By-laws,  
42 although enacted by a subordinate body, are not effec-  
43 tive until submitted to the International Executive  
44 Board except for those enacted pursuant to Section 5



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1 of this Article. Bylaws, once submitted remain  
2 effective unless repealed by the International Execu-  
3 tive Board, pursuant to Article 12, Section 5 of this  
4 Constitution.

5     **Section 4.** (a) Each Local Union, other than an  
6 Amalgamated Local Union, and each unit of an Amal-  
7 gamated Local Union, shall hold a regular general  
8 membership meeting at least once a month unless the  
9 Local Union or unit of an Amalgamated Local Union  
10 provides in its bylaws for general membership meet-  
11 ings at least once every three (3) months. Where a  
12 Local Union or unit of an Amalgamated Local Union  
13 holds general membership meetings every three (3)  
14 months, it shall be required to establish a Workplace  
15 Council which shall meet and serve as the membership  
16 body in each of the intervening two months. The  
17 Workplace Council shall be composed of all elected  
18 officers of the Local Union or unit, plus additional  
19 elected, proportional representation as approved by the  
20 International Executive Board and as provided in the  
21 bylaws of the Local Union or unit. Upon petition of a  
22 Local Union with substantial membership, the Interna-  
23 tional Executive Board is authorized to establish in  
24 such Local Union a Representative Workplace Council  
25 consisting of all elected officers of the Local Union  
26 with additional elected, proportional representation,  
27 which shall serve as the membership body within the  
28 Local Union. Such Council shall meet once each  
29 month, and a general membership meeting shall be  
30 held at least once each year. The procedures and repre-  
31 sentation for such Council must receive the prior ap-  
32 proval of the International Executive Board and must  
33 be set forth in the bylaws of the Local Union.

34     (b) An Amalgamated Local Union that has a Joint  
35 Council established in accordance with Article 35,  
36 Section 2, shall have meetings of such Joint Council at  
37 least once a month and shall hold a general member-  
38 ship meeting at least once a year. Amalgamated Local  
39 Unions without a Joint Council shall hold a regular  
40 general membership meeting at least once every three  
41 (3) months.

42     (c) A Local Union or unit may by appropriate ac-  
43 tion postpone meetings during the summer months.

44     **Section 5.** All Local Unions shall include in their  
45 bylaws reasonable provisions for rules governing the  
46 attendance at meetings by members holding any Local  
47 Union elective position. The Local Union shall estab-  
48 lish non-monetary penalties that may include auto-

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1 matic removal from such office or position upon their  
2 failure to attend a stipulated number of meetings as  
3 required by their bylaws. Local Union bylaws on this  
4 subject must be submitted to and approved by the  
5 International Executive Board before becoming  
6 effective.

7 **Section 6.** Each subordinate body shall strive to at-  
8 tain the objectives set forth in this Constitution; to  
9 maintain free relations with other organizations; to do  
10 all in its power to strengthen and promote the labor  
11 movement; to cooperate with Regional Board Mem-  
12 bers, the International Representatives and help pro-  
13 mote organizational activities.

14 **Section 7.** No Local Union or other subordinate  
15 body, and no officer, agent, representative or member  
16 thereof shall have the power or authority to represent,  
17 act for, commit or bind the International Union in any  
18 matter except upon express authority having been  
19 granted therefore in writing by the International Ex-  
20 ecutive Board or the International President.

21 **Section 8.** A Local Union may organize a corpora-  
22 tion, provided it is a membership corporation, if possi-  
23 ble under state or provincial law, for the purpose of  
24 holding title to real property for the benefit of the Lo-  
25 cal Union. The membership of and voting privileges in  
26 any such corporation shall be the same and identical  
27 with the membership of and voting privileges in the  
28 Local Union, and the Board of Directors of any such  
29 corporation shall be the duly elected Executive Board  
30 Members of the Local Union. All provisions of this  
31 Constitution in any way relating to the relationship  
32 between the International Union and Local Unions  
33 including, but without limitation thereof, those provi-  
34 sions found in Article 12, Sections 2, 3 and 5; Article  
35 36, Sections 9 and 10; Article 37, Section 3; and Arti-  
36 cle 48 shall apply with equal force and effect to the  
37 relationship between the International Union and any  
38 such corporation, insofar as such provisions of the  
39 International Constitution may be applicable to Local  
40 Union building corporations.

41 **Section 9.** A Local Union shall not make its mem-  
42 bership list available to anyone except for the per-  
43 formance of official Union business or to satisfy the  
44 requirements of law.

ARTICLE 38  
Local Union Officers

1     **Section 1.** Each Local Union shall have the follow-  
2 ing Executive Officers: President, Vice President or  
3 Vice Presidents, Recording Secretary, Financial Secre-  
4 tary, Treasurer, three (3) Trustees, Sergeant-at-Arms  
5 and Guide. Should one or more of these officers be  
6 absent, the absent officer(s) shall be temporarily re-  
7 placed by the next officer present, following the above  
8 order of hierarchy.

9     **Section 2.** The election of Local Union Executive  
10 Officers shall take place by secret ballot during May  
11 and June and installation shall take place at the regular  
12 meeting following the election, except as otherwise  
13 authorized by the International Executive Board. After  
14 the deadline on accepting nominations has expired, no  
15 election of so-called "sticker" or "write-in" candidates  
16 shall be considered legal. Election of all Local Union  
17 Executive Officers shall require a majority of the votes  
18 cast for the office. The membership shall be duly noti-  
19 fied at least seven (7) days in advance of the time and  
20 place of nominations. A notice containing both the  
21 time and place of elections and the time and place of  
22 any possible run-off election, shall be given at least  
23 fifteen (15) days in advance of the election. At least  
24 seven (7) days shall elapse between the time of nomi-  
25 nations and the date the election shall take place.

26     The Executive Officers and all other elected offi-  
27 cials of Local Unions and units of Amalgamated Local  
28 Unions (except Stewards and Committee-persons, who  
29 are subject to Article 45) who are elected following  
30 the 24th Constitutional Convention shall serve for a  
31 three (3) year term.

32     **Section 3.** No member shall be eligible for election  
33 as an Executive Officer of the Local Union until s/he  
34 has been a member in continuous good standing in the  
35 Local Union for one (1) year immediately prior to the  
36 nomination, except in the case of a newly organized  
37 Local Union.

38     **Section 4.** Eligibility for election to other Local  
39 Union offices, committees, etc., shall be determined  
40 by the Local Union.

41     **Section 5.** The Executive Board of each Local Un-  
42 ion shall consist of all the elected Local Union Execu-  
43 tive Officers and such Members-at-Large as the Local  
44 Union may deem necessary. The election of any such  
45 Executive Board Members-at-Large, whether directly

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1 elected thereto or holding membership thereon as the  
2 result of election to some other office or position, shall  
3 be by secret ballot with the same notice procedures as  
4 set forth in Section 2 of this Article. Executive Board  
5 Members-at-Large shall be elected by plurality vote,  
6 unless the Local Union membership by affirmative  
7 action requires a majority vote.

8 **Section 6.** It shall be the duty and obligation of all  
9 Local Union officers and Executive Board Members  
10 and all other official representatives of the Local Un-  
11 ion, whether elected or appointed, to support, advance  
12 and carry out all provisions of this Constitution, offi-  
13 cial policies of the International Union; and, to the  
14 extent not inconsistent with the foregoing, all official  
15 policies of the Local Union.

16 **Section 7.** The Executive Board shall be empow-  
17 ered to represent the Local Union between meetings of  
18 the Local Union when urgent business requires prompt  
19 and decisive action. In no case, however, shall the  
20 Executive Board transact any business that may affect  
21 the vital interests of the Local Union until the approval  
22 of the membership is secured, or of the Unit Work-  
23 place Organization in the case of an Amalgamated  
24 Local Union.

25 **Section 8.** Any member of the Executive Board  
26 who is not directly elected to the Board, but who holds  
27 such office by virtue of her/his holding some other  
28 office or position in the Local Union or Unit Work-  
29 place Organization shall, upon ceasing to hold the  
30 latter office or position, automatically cease to hold  
31 the office of Executive Board Member.

32 **Section 9.** At the discretion of the Local Union the  
33 offices of Financial Secretary and Treasurer may be  
34 combined.

35 **Section 10.** The following rules shall be mandatory  
36 in all Local Union elections for executive officers, and  
37 insofar as these rules are not inconsistent with any  
38 provisions of Article 8, for International Convention  
39 delegates:

40 (a) Every member in good standing shall be entitled  
41 to vote at all Local Union elections.

42 (b) Such elections shall be held during specified  
43 dates and hours at a specified polling place or polling  
44 places where each member shall personally cast  
45 her/his vote. The use of absentee ballots is not permit-  
46 ted in Local Union elections, except as allowed by a

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1 uniform policy established by the International Execu-  
2 tive Board.

3 (c) All elections shall be held under the supervision  
4 of a democratically elected Election Committee.

5 (d) The date or dates for all elections must be estab-  
6 lished by the membership body of the Local Union.

7 (e) No candidate in any election shall be a member  
8 of the Election Committee having supervision over  
9 such an election.

10 (f) Any eligible candidate in any election shall have  
11 the right to submit her/his commonly known name to  
12 the Election Committee in writing as the candidate  
13 desires it to appear on the ballot, and it shall so appear.

14 (g) Each candidate shall have the right to have one  
15 (1) challenger present when the votes are cast and  
16 when they are tabulated, provided that such a chal-  
17 lenger shall be a member of the Local Union.

18 **Section 11.** Following each election, the Election  
19 Committee shall report in writing the canvass of the  
20 results of the election to the membership's next mem-  
21 bership meeting. No protest to an election shall be  
22 considered unless raised within seven (7) days of the  
23 closing of the polls or at the next membership meeting,  
24 whichever is later. A protest must either be in writing,  
25 or made at the membership meeting. If written, the  
26 protest must be actually received by the Local Union  
27 Recording Secretary before the deadline. **In the event**  
28 **that membership meeting(s) have been suspended**  
29 **by affirmative membership action(s) pursuant to**  
30 **Article 37, Section 4(c), the protest must be submit-**  
31 **ted to the Local Union Recording Secretary within**  
32 **seven (7) days of the closing of the polls or the next**  
33 **Local Union Executive Board meeting (not to ex-**  
34 **ceed thirty (30) days from the date of the election),**  
35 **whichever is later. The protest will be directed to**  
36 **the Local Executive Board, which shall rule on the**  
37 **protest within thirty (30) days after receipt.**

38 **Section 12.** In the event the membership, either in  
39 acting upon a protest or in ratification of an Election  
40 Committee recommendation, should order a new elec-  
41 tion, no such election shall be held until the matter has  
42 been submitted to and an order thereon received from  
43 the International President. In such an event, the Local  
44 Union shall submit a complete report of the circum-  
45 stances which influenced the membership to order a  
46 new election, as well as the official minutes of the  
47 pertinent membership meeting, to the International

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1 President. Any member of the Local Union shall have  
2 the right to submit a written statement to the Interna-  
3 tional President. The International President, acting as  
4 expeditiously as possible, may either make her/his  
5 order upon the information available to her/him or, if  
6 s/he feels the facts sufficiently contradictory to war-  
7 rant the step, submit the matter to an Appeals Commit-  
8 tee constituted pursuant to Article 33, Section 3 of this  
9 Constitution for investigation. In that event the Inter-  
10 national President shall make her/his order pursuant to  
11 the recommendations of said Appeals Committee.  
12 During this interim period, the Local Union offices  
13 shall be temporarily occupied by those candidates who  
14 would have been elected if the election had not been  
15 challenged. If the International President approves  
16 membership action ordering a new election, the elec-  
17 tion shall be held as soon as possible and the officers  
18 elected at that second election shall hold office during  
19 the pendency of any higher appeal and until otherwise  
20 directed by a superior appellate body.

21 Any appeal from the International President's order  
22 shall be taken in the usual way pursuant to Article 33  
23 of this Constitution provided, however, that if the  
24 President's order is based upon an Appeals Committee  
25 recommendation, the appeal shall omit the step pro-  
26 vided for in Article 33, Section 3(d), and the appeal  
27 shall commence with review of and action on the Ap-  
28 peals Committee recommendations pursuant to Sec-  
29 tion 3(d) of Article 33.

30 Any appeal from a decision of the membership re-  
31 fusing to order a new election shall be taken in the  
32 usual manner pursuant to Article 33, and the members  
33 elected as the result of the election being appealed  
34 from shall hold office during the pendency of the ap-  
35 peal and until otherwise directed by a superior appel-  
36 late body.

37 All ballots and other pertinent records in any elec-  
38 tion shall be preserved for a period of one (1) year and  
39 may then be destroyed by the Local Union unless an  
40 appeal is pending, in which event they must be pre-  
41 served until the appeal has been decided and the deci-  
42 sion is final.

43 **Section 13.** If upon investigation by the Interna-  
44 tional Union, it should appear by convincing evidence  
45 that any member has misrepresented returns, altered,  
46 mutilated or destroyed deposited ballots, or engaged in  
47 any other fraudulent acts in connection with the con-  
48 duct of a Local Union election, the International Ex-

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1 Executive Board may remove such member from any  
2 office or appointive position s/he may hold pending a  
3 hearing. The Board shall designate a special commit-  
4 tee to conduct a hearing, after due notice in writing of  
5 the charges against the member, and make recommen-  
6 dations in a manner similar to that provided for under  
7 Article 33 of this Constitution. The special committee  
8 shall make recommendations to the International Ex-  
9 ecutive Board, which recommendations shall be pro-  
10 cessed by the International Executive Board in the same  
11 manner that it processes recommendations of said  
12 Appeals Committees. The International Executive  
13 Board, if it finds the member guilty of the offense  
14 charged by a two-thirds (2/3) vote, may remove the  
15 member from any office or appointive position s/he  
16 may hold and/or suspend the member's right to seek  
17 any office or hold any appointive position in the Inter-  
18 national Union for a period not to exceed five (5)  
19 years, or suspend or expel her/him from membership.  
20 Any member so disciplined shall be notified in writing  
21 and shall have the right to appeal pursuant to Article  
22 33, Section 3. The procedure provided for in this Sec-  
23 tion shall be in addition to and exclusive of any other  
24 action which may be taken against such member.

25 **Section 14.** All vacancies in Local Union offices,  
26 except the office of President, shall be promptly filled  
27 by election, provided that the Local Union may pro-  
28 vide other means for filling such vacancies for the  
29 temporary period pending the holding of the election.  
30 In case of a vacancy in the office of President, the  
31 Vice President shall fill the vacancy for the unexpired  
32 term, provided that where there are two (2) or more  
33 Vice Presidents, the Local Union shall establish fair  
34 and reasonable procedure for determining which of the  
35 Vice Presidents shall fill the vacancy.

36 **Section 15.** A Local Union may employ service  
37 and organizational staff; if such employment is author-  
38 ized by the Local Union's bylaws; and provided that  
39 any such staff member who serves the membership of  
40 the Local Union and represents the membership in  
41 collective bargaining with employers, must have been  
42 a member of the International Union in continuous  
43 good standing for a period of one (1) year.

44 **Section 16.** If a member holding Executive Office,  
45 the term of which is not expiring, desires to become a  
46 candidate for another Executive Office, such member  
47 is obligated to notify the Local Union of her/his resig-  
48 nation from the member's present office sufficiently in

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1 advance of the nominating meeting to permit the  
2 nomination and election of candidates for both offices  
3 during the same election. Such resignation would be-  
4 come effective at the time of installation.

5 **Section 17.** Whenever there are unopposed candi-  
6 dates for Local Union Executive Office, such candi-  
7 dates shall be considered elected without the necessity  
8 of an election. Where run-off elections are necessary  
9 because a candidate for Local Union Executive Office  
10 fails to receive a majority vote, the run-off shall be  
11 confined to the two (2) candidates receiving the high-  
12 est number of votes for the office involved.

**ARTICLE 39**

**Installation Ceremony**

13 The installation ceremony may be performed by the  
14 retiring President, Acting President or any regular  
15 commissioned International Representative.

16 The Installing Officer says:

17 "Give attention while I read to you the obligation:

18 "Do you hereby pledge on your honor to perform  
19 the duties of your respective offices as required by the  
20 Constitution of this Union; to bear true and faithful  
21 allegiance to the International Union, UNITED  
22 AUTOMOBILE, AEROSPACE AND AGRICUL-  
23 TURAL IMPLEMENT WORKERS OF AMERICA  
24 (UAW); to the best of your ability and with complete  
25 good faith to support, advance and carry out all official  
26 policies of the International Union and this Local Un-  
27 ion; to deliver all books, papers and other property of  
28 the Union that may be in your possession at the end of  
29 your term to your successor in office, and at all times  
30 conduct yourself as becomes a member of this Un-  
31 ion?"

32 Officers respond, "I do."

33 The Installing Officer then says:

34 "Your duties are defined in the laws of the Interna-  
35 tional Union, UNITED AUTOMOBILE, AERO-  
36 SPACE AND AGRICULTURAL IMPLEMENT  
37 WORKERS OF AMERICA (UAW) and in your obli-  
38 gation; should any emergency arise not provided for in  
39 these, you are expected to act according to the dictates  
40 of common sense, guided by an earnest desire to ad-  
41 vance the best interest of the International Union and  
42 this Local Union. I trust you will all faithfully perform  
43 your duties so that you may gain not only the esteem



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1 of your brothers and sisters, but what is of even more  
2 importance, the approval of your conscience.

3 "You will now assume your respective stations."

**ARTICLE 40**

**DUTIES OF LOCAL UNION OFFICERS**

**President**

4 **Section 1.** It shall be the duty of the President to  
5 preside at all meetings of the Local Union, sign all  
6 orders on the treasury authorized by the Local Union,  
7 countersign all checks issued by the Financial Secre-  
8 tary against accounts of the Local Union when ordered  
9 by the Union, enforce the provisions of the Constitu-  
10 tion and appoint committees not otherwise provided  
11 for. S/He shall be a member exofficio of all commit-  
12 tees.

**Vice President**

13 **Section 2.** The Vice President or Vice Presidents  
14 shall assist the President in the discharge of her/his  
15 duties and shall attend all sessions of the Local Union.  
16 In case of the absence or incapacity of the President,  
17 the President's duties shall be performed by the Vice  
18 President, provided that where there are two (2) or  
19 more Vice Presidents, the Local Union shall determine  
20 which of them shall perform such duties.

**Recording Secretary**

21 **Section 3.** It shall be the duty of the Recording  
22 Secretary to keep a correct record of the proceedings  
23 of the Local Union, sign all orders on the treasury  
24 authorized by the Local Union, read all documents and  
25 conduct the general correspondence received by the  
26 Local Union which does not pertain directly to the  
27 duties of the other officers of the Local Union and  
28 keep same on file for future reference. The Recording  
29 Secretary shall bring to the attention of the member-  
30 ship of the Local Union any correspondence upon  
31 which the membership must take action. The Re-  
32 cording Secretary shall comply with the provisions of  
33 Article 50, Section 2. The Recording Secretary is obli-  
34 gated to keep on file with both the Research Depart-  
35 ment of the UAW and her/his Regional Director, the  
36 current version of each of the following: (1) Three (3)  
37 copies of the existing contract(s); (2) A complete re-  
38 vised list of all classifications and rates for the work-  
39 places covered by the contract(s); (3) Any additional  
40 information gained through negotiations with the re-  
41 spective workplace management that may be useful to

**Art. 40**

1 other Local Unions in their collective bargaining. The  
2 Recording Secretary shall update this information as  
3 often as necessary, but must furnish a current, updated  
4 version no later than sixty (60) days after the ratifica-  
5 tion of any contract or supplement.

**Financial Secretary**

6 **Section 4.** It shall be the duty of the Financial Sec-  
7 retary to receive all dues, initiation fees, readmission  
8 fees, and all other income of the Local Union for any  
9 fund from any source and to give official receipts for  
10 same, as provided in this Constitution. Financial Sec-  
11 retaries of Local Unions having a check-off arrange-  
12 ment shall issue one (1) receipt for the check received  
13 from the company, and otherwise use the procedure  
14 outlined above for any other income. No receipt shall  
15 be issued to individual members unless the company  
16 does not show on the check stub or pay envelope the  
17 amount of the deduction and the reason therefor.

18 **Section 5.** The Financial Secretary shall write all  
19 checks drawn on the Local Union funds and report in  
20 writing every month at a regular meeting of the Local  
21 Union giving the amount of monies received and paid  
22 out during the previous calendar month, divided as  
23 between the various income and expenditure classifi-  
24 cations, and the remaining balances in the fund ac-  
25 counts of the Local Union.

26 **Section 6.** The Financial Secretary shall deposit all  
27 collections either with the Treasurer, taking a receipt  
28 therefor, or in such banks as Local Union Trustees  
29 may direct, with advice to the Treasurer as to the  
30 amount so deposited.

31 **Section 7.** The Financial Secretary shall by the  
32 20th of each month, send a report to the International  
33 Secretary-Treasurer on blanks furnished by the Inter-  
34 national Union, together with the correct amount of  
35 money due the International Union for the preceding  
36 month which begins on the first and ends with the last  
37 day of the month. S/He shall receive applications for  
38 membership and notify the candidates of their election  
39 or rejection. S/He shall assist the International Union  
40 in seeing that all members receive the official publica-  
41 tion regularly when eligible, provide each member  
42 with an official receipt for all monies paid and make  
43 available to each member a copy of the International  
44 Constitution and bylaws of the Local Union. Union  
45 membership cards and/or dues buttons may be issued  
46 at the option of the Local Union.

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1       **Section 8.** The Financial Secretary shall furnish the  
2 International Secretary-Treasurer with the names and  
3 addresses of all the officers of the Local Union. S/He  
4 shall keep a record of all members initiated, sus-  
5 pended, expelled or deceased, transfers in and out and  
6 reinstatements, during her/his term of office and notify  
7 the International Secretary-Treasurer of same, and  
8 perform such other duties as the bylaws prescribe or  
9 the Local Union may direct. There shall be maintained  
10 by the Financial Secretary a complete record of all  
11 active members of the Local Union. This record shall  
12 have the date of initiation, the date and cause of sus-  
13 pension or expulsion, the date of reinstatement, to-  
14 gether with the date of death, home address and such  
15 other matters as may be deemed necessary to keep a  
16 record of the continuous membership of a member of  
17 the Local Union.

18       The Financial Secretary shall not make said record  
19 of all active members (membership list) available to  
20 anyone except pursuant to the provisions of Article 37,  
21 Section 9 of this Constitution.

22       **Section 9.** The Financial Secretary shall keep an  
23 inventory of all records and property of the Local Un-  
24 ion, the same to contain, when possible, date of pur-  
25 chase and amount paid for each article. S/He shall  
26 notify all members in arrears of the amount of their  
27 indebtedness and turn over her/his books to the Trus-  
28 tees for audit and approval when called to do so. S/He  
29 shall, on the demand of the International Secretary-  
30 Treasurer, produce her/his books for examination and  
31 audit and shall comply with the provisions of this  
32 Constitution.

33       **Section 10.** Should it be proven that any Local Un-  
34 ion Financial Secretary has willfully and intentionally  
35 failed to report monthly the full membership of her/his  
36 Local Union to the International Secretary-Treasurer;  
37 or should it be proven that any Local Union President,  
38 Treasurer and/or Financial Secretary willfully and  
39 intentionally refuses to sign a check to send in the full  
40 amount of per capita tax on the same number of mem-  
41 bers who have paid dues to the Local Union, the Local  
42 Union may be suspended from all privileges and bene-  
43 fits until the deficiency is made good and the officer or  
44 officers responsible for such failure shall not be al-  
45 lowed to again hold office in the organization for a  
46 period of two (2) years.

**Treasurer**

1     **Section 11.** The Treasurer shall give a receipt for  
2 all monies received from the Financial Secretary. The  
3 monies received must be deposited in such bank as the  
4 Local Union Trustees may direct for the several funds  
5 provided for in this Constitution and such other funds  
6 as the Local Union may set up in the name and num-  
7 ber of the Local Union.

8     S/He shall sign all checks, which must be counter-  
9 signed by the President. S/He shall report in writing  
10 every month at a regular meeting of the Local Union  
11 the total receipts and total expenditures for the Local  
12 Union for the previous calendar month and the amount  
13 of money still on deposit. The Treasurer shall deliver  
14 to her/his successor all monies and other property of  
15 the Local Union. S/He shall, on demand of the Interna-  
16 tional Union or Trustees of the Local Union, produce  
17 her/his books for examination and audit.

**Trustees**

18     **Section 12.** The Trustees shall have general super-  
19 vision over all funds and property of the Local Union.  
20 They shall audit or cause to be audited by a Certified  
21 Public Accountant selected by the Local Union Execu-  
22 tive Board, the records of the Financial Officers of the  
23 Local Union semi-annually as provided herein, using  
24 duplicate forms provided by the International Union, a  
25 copy of which shall be forwarded to the International  
26 Secretary-Treasurer immediately thereafter. It shall  
27 also be their duty to see that the Financial Officers of  
28 the Local Union are bonded in conformity with the  
29 laws of the International Union. The Trustees shall see  
30 that all funds shall be deposited in a bank subject to an  
31 order signed by the President and Treasurer and/or  
32 Financial Secretary. In Local Unions where safety  
33 deposit boxes are used, the Trustees shall see that the  
34 signatures of the President, Treasurer and one (1) of  
35 the Trustees are required before admittance to the  
36 safety deposit box is permitted. In the event the books  
37 are not received for audit within fifteen (15) days after  
38 the end of each six-month period, the Chairperson of  
39 the Trustees shall make a report to the next meeting of  
40 the Local Union for action.

**Sergeant-at-Arms**

41     **Section 13.** It shall be the duty of the Sergeant- at-  
42 Arms to introduce all new members and visitors and  
43 assist the President in preserving order when called  
44 upon to do so. S/He shall also take charge of all prop-

**Art. 40-41-42**

1 erty of the Local Union not otherwise provided for and  
2 perform such other duties as may be assigned to  
3 her/him from time to time.

**Guide**

4 **Section 14.** It shall be the duty of the Guide to  
5 maintain order, inspect the membership receipts, sat-  
6 isfy her/himself that all present are entitled to remain  
7 in the meeting of the Local Union and perform such  
8 other duties as are usual to the office.

9 **Section 15.** All Local Union officers, committees,  
10 stewards and other members handling funds or other  
11 property of the Local Union shall, at the completion of  
12 their duties, turn over all papers, documents, funds,  
13 and/or other Local Union property to the properly  
14 constituted Local Union officers.

**ARTICLE 41**

**Duties of Local Union Members**

15 **Section 1.** It shall be the duty of each member to  
16 conscientiously seek to understand and exemplify by  
17 practice the intent and purpose of her/ his obligation as  
18 a member of this International Union.

19 **Section 2.** It shall be the duty of each member to  
20 render aid and assistance to brother or sister members  
21 in cases of illness, death or distress, and in every way  
22 acquit her/himself as a loyal and devoted member of  
23 the International Union.

24 **Section 3.** It shall be the duty of each member to  
25 participate in all local, state, provincial and federal  
26 elections through registration and balloting.

**ARTICLE 42**

**Opening and Closing Ceremonies**

27 "I now declare this meeting of Local Union No. ...  
28 of the International Union, UNITED AUTOMOBILE,  
29 AEROSPACE AND AGRICULTURAL IMPLE-  
30 MENT WORKERS OF AMERICA (UAW) open for  
31 the transaction of such business as may properly come  
32 before it."

33 The following order of business is suggested, but it  
34 may be altered to suit the requirements of each Local  
35 Union:

- 36 1. Roll call of officers
- 37 2. Reading of the minutes of the previous meeting
- 38 3. Applications for membership
- 39 4. Voting on applications

- 1 5. Initiation of Candidates
- 2 6. Report of Financial Secretary and/or Treasurer
- 3 7. Reports of officers, committees and delegates
- 4 8. Communications and bills
- 5 9. Unfinished business
- 6 10. Good and Welfare
- 7 11. Does anyone know of a member out of work or
- 8 in distress
- 9 12. New business
- 10 13. Closing (All questions of parliamentary nature
- 11 shall be decided by Robert's Rules of Order.)

ARTICLE 43  
**Initiation Ceremony**

12 The President shall say to the Guide:

13 "You will now place the candidate before me for  
14 the obligation." The Guide advances with the candi-  
15 date and places her/him in front of the President's sta-  
16 tion. All newly elected members before being admitted  
17 to full membership shall subscribe to the following  
18 obligation:

19 "I.....

20 pledge my honor to faithfully observe the Constitution  
21 and laws of this Union and the Constitution of the  
22 United States (or Canada, as the case may be); to  
23 comply with all the rules and regulations for the gov-  
24 ernment thereof; not to divulge or make known any  
25 private proceedings of this Union; to faithfully per-  
26 form all the duties assigned to me to the best of my  
27 ability and skill; to so conduct myself at all times as  
28 not to bring reproach upon my Union, and at all times  
29 to bear true and faithful allegiance to the International  
30 Union, UNITED AUTOMOBILE, AEROSPACE  
31 AND AGRICULTURAL IMPLEMENT WORKERS  
32 OF AMERICA (UAW)."

ARTICLE 44  
**Local Union Committees**

33 The Local Union shall have the following standing  
34 committees: Constitution and Bylaws, Union Label,  
35 Education, Conservation and Recreation, Community  
36 Services, Civil **and Human** Rights, Citizenship and  
37 Legislative, Consumer Affairs, Veterans, a Local Union  
38 Women's Committee where such membership  
39 exists, and such other committees as they deem neces-  
40 sary. All committees should be appointed or elected,  
41 subject to the discretion of the Local Union or Unit

**Art. 44-45**

1 Workplace Organization in the case of an Amalga-  
2 mated Local Union.

ARTICLE 45

**Stewards and Committeepersons**

3 **Section 1.** The Bargaining Committee may but  
4 does not necessarily have to consist of the members of  
5 the Executive Board of the Local Union.

6 **Section 2.** All Stewards and/or Committeepersons  
7 shall be democratically elected for three (3) year  
8 terms. A Local Union or unit of an Amalgamated Lo-  
9 cal Union may have, after July 1, 1998, a shorter term,  
10 of no less than two (2) years, only by affirmative  
11 membership action, and permission granted by the  
12 International Executive Board, Stewards and Commit-  
13 teepersons shall be required to take the oath of office  
14 as provided in Article 39.

15 **Section 3.** A Steward or Committeeperson may be  
16 recalled by the members s/he represents for failure to  
17 perform the duties of the office. A valid petition set-  
18 ting forth specific complaints of the Stewards or  
19 Committeeperson's failure to perform the duties of the  
20 office shall be signed by the members s/he represents.  
21 The Steward or Committeeperson so complained  
22 against shall receive notification of the specific com-  
23 plaints. Upon the filing of such a petition with the  
24 Local Union, a special meeting for recall shall be held,  
25 of which due notification shall be given. A two-thirds  
26 (2/3) vote of the members present at such special  
27 meeting shall be required to recall. Each Local Union  
28 or unit of an Amalgamated Local Union shall establish  
29 in its bylaws the number of petitioners required for a  
30 recall and the quorum necessary to establish such re-  
31 call meeting.

32 **Section 4.** Upon application to and approval of the  
33 International Executive Board, Stewards and/or Com-  
34 mitteepersons may be elected exclusively by and from  
35 appropriate groups (as specified in Article 19, Section  
36 3) in keeping with the policy resolution adopted by the  
37 Sixteenth (16th) Constitutional Convention.

38 **Section 5.** No protest to an election shall be con-  
39 sidered unless raised within seven (7) days of the clos-  
40 ing of the polls or at the next membership meeting,  
41 whichever is later. A protest must either be in writing,  
42 or made at the membership meeting. If written, the  
43 protest must be actually received by the Local Union  
44 Recording Secretary before the deadline. **In the event**  
45 **that membership meeting(s) have been suspended**

1 by affirmative membership action(s) pursuant to  
2 Article 37, Section 4(c), the protest must be submit-  
3 ted to the Local Union Recording Secretary within  
4 seven (7) days of the closing of the polls or the next  
5 Local Union Executive Board meeting (not to ex-  
6 ceed thirty (30) days from the date of the election),  
7 whichever is later. The protest will be directed to  
8 the Local Executive Board, which shall rule on the  
9 protest within thirty (30) days after receipt. If a  
10 new election for Committeeperson or Steward is or-  
11 dered as the result of a protest and this order is ap-  
12 pealed, no such election shall be held until the matter  
13 has been submitted to and an order thereon received  
14 from the International President.

#### ARTICLE 46

##### Local Union Finances

15 **Section 1.** The funds of each Local Union shall be  
16 used to defray all necessary expenses which must be  
17 approved by the Local Union in regular meeting.

18 **Section 2.** All appeals by Local Unions to other  
19 Local Unions for funds must be approved by the re-  
20 spective Regional Directors before they shall be rec-  
21 ognized. Such appeals must be promptly approved or  
22 disapproved.

#### ARTICLE 47

##### Local Union Dues

23 **Section 1.** A Local Union or unit of an Amalga-  
24 mated Local Union may establish membership dues in  
25 an amount exceeding the minimum prescribed by Ar-  
26 ticle 16, Section 2; or, if the dues exceed the minimum  
27 prescribed by Article 16, Section 2, may decrease  
28 membership dues to an amount not less than said  
29 minimum. Such action by a Local Union or unit of an  
30 Amalgamated Local Union shall require ratification by  
31 a majority vote of the votes cast by secret ballot at a  
32 Local Union or unit meeting, due notice of the in-  
33 tended action of which has been given to the member-  
34 ship at least seven (7) days prior to the date of said  
35 meeting and shall be subject to the approval of the  
36 Regional Director whose approval must be obtained  
37 before such dues are changed.

38 **Section 2.** A Local Union or unit of an Amalga-  
39 mated Local Union is empowered to provide for the  
40 forfeiture of the membership of a delinquent member  
41 for the non-payment of dues without the necessity for



**Art. 47-48**

1 proceeding by the filing of charges and the conducting  
2 of a trial.

ARTICLE 48

**Local Union Audits**

3 **Section 1.** The fiscal year of the Local Union shall  
4 be from January 1st through December 31st.

5 **Section 2.** It shall be the duty of the Trustees of  
6 each Local Union, as provided for in Article 40, Sec-  
7 tion 12, to audit or cause to be audited by a Certified  
8 Public Accountant the books and financial affairs of  
9 their Local Union semi-annually on the forms supplied  
10 by the International Union; and this semi-annual report  
11 shall be made to the Local Union and a copy for-  
12 warded to the International Secretary-Treasurer of the  
13 International Union and to the Local Union's Regional  
14 Director.

15 **Section 3.** Should inaccuracies or discrepancies  
16 appear to exist in a Local Union, the International  
17 Secretary-Treasurer, upon the approval of the Interna-  
18 tional President or the International Executive Board,  
19 shall have the authority to designate a representative to  
20 take charge of and audit all financial books, records  
21 and accounts of said Local Union and/or may employ  
22 a Certified Public Accountant to audit same.

23 **Section 4.** The report and findings of the represen-  
24 tative or the Certified Public Accountant shall be filed  
25 with the President of the Local Union and the Interna-  
26 tional Secretary-Treasurer of the International Union.

27 **Section 5.** (a) If upon investigation by the Interna-  
28 tional Union or as the result of an audit it should ap-  
29 pear that any member, alone or in concert with others,  
30 has received Union funds improperly, has spent Union  
31 funds improperly or otherwise has engaged in finan-  
32 cial misconduct, the International Secretary-Treasurer  
33 shall set forth the specifics in writing to the Interna-  
34 tional President. These shall include the exact nature  
35 of the alleged offense, the amount involved and the  
36 time during which such alleged offenses occurred.

37 (b) The International President shall within fifteen  
38 (15) days of receipt of such specifics, forward a copy  
39 of them to the involved member by receipted, regis-  
40 tered or certified mail. If the member then makes resti-  
41 tution or otherwise corrects the financial misconduct  
42 and in the judgment of the International President no  
43 purpose would be served by further proceedings, the  
44 International President may terminate the investiga-

**Art. 48**

1 tion. However, if the member fails or refuses to make  
2 restitution or otherwise correct the financial miscon-  
3 duct, or if in the judgment of the International Presi-  
4 dent further proceedings are warranted due to the na-  
5 ture of the alleged financial misconduct, the  
6 International President shall within twenty (20) days  
7 after notification to the member, appoint a member or  
8 members of the International Executive Board or a  
9 staff member to conduct a hearing into the alleged  
10 financial misconduct. Within ten (10) days after the  
11 selection of a hearing officer/s, the member shall be  
12 notified in writing by the hearing officer/s, of the time  
13 and place of the hearing and her/his right to appear and  
14 to present evidence, witnesses and her/his position.  
15 Similar notice shall be given the International Secre-  
16 tary-Treasurer. The hearing must be held not less than  
17 fifteen (15) days nor more than thirty (30) days after  
18 notification to the member and the Secretary-  
19 Treasurer. The hearing shall be held as close as practi-  
20 cal to the locality in which the member lives. The Sec-  
21 retary-Treasurer and the member (or their representa-  
22 tives) shall be notified to appear before the hearing  
23 officer/s with such counsel and witnesses as they may  
24 choose. The hearing officer/s shall conduct a fair  
25 hearing to illuminate the facts and issues. The hearing  
26 officer/s shall make a written report to the Interna-  
27 tional President within twenty-one (21) days of the  
28 close of the hearing.

29 (c) The International President shall decide the case  
30 based on the files and record, briefs which may have  
31 been submitted and the recommendation of the hearing  
32 officer/s. If the International President decides that  
33 there is convincing evidence of improper receipt or  
34 expenditure or other financial misconduct, s/he may  
35 order reimbursement and, in her/his discretion, may  
36 summarily suspend the member from any office s/he  
37 may hold or the right to seek any Union office. Said  
38 member shall be promptly notified.

39 (d) Within thirty (30) days of such notification, the  
40 member may appeal the President's decision or action,  
41 in which case her/his appeal shall be processed in the  
42 same manner as appeals to the International Executive  
43 Board from decisions of subordinate bodies under  
44 Article 33 of this Constitution.

45 (e) Any appealed suspension shall automatically be  
46 lifted unless the International Executive Board has  
47 rendered its decision within one hundred twenty (120)  
48 days of the day the appealing member commences

**Art. 48**

1 her/his appeal. If the suspended member fails to appeal  
2 from the suspension within the thirty (30) days al-  
3 lowed, or if the International Executive Board upholds  
4 the suspension by a two-thirds (2/3) vote, the member  
5 shall be considered removed from any office or posi-  
6 tion s/he may have held, as well as from the privilege  
7 of seeking election or appointment to any office or  
8 position, and s/he shall not thereafter be eligible to  
9 hold any office or position unless and until the re-  
10 moval has been lifted by a two-thirds (2/3) vote of the  
11 International Executive Board and then only when the  
12 member has made full restitution. Any member so  
13 suspended, whose appeal has been denied by the In-  
14 ternational Executive Board, may further appeal the  
15 suspension either to the Public Review Board or the  
16 Convention Appeals Committee as provided for in  
17 Article 33 of this Constitution.

18 (f) The procedure provided in this Section shall be  
19 in addition to and exclusive of any other action which  
20 may be taken against such member. Under no circum-  
21 stances shall a sum found to have been improperly  
22 received or spent be written off the books of a Local  
23 Union or a final settlement of same be made without  
24 the approval of the International Secretary-Treasurer.

25 **Section 6.** If it is claimed that a member owes non-  
26 dues money to her/his Local Union, the International  
27 Union or the International Strike **Assistance** Fund, and  
28 that s/he has failed to meet the obligation, a fair hear-  
29 ing shall be held to determine if s/he owes the obliga-  
30 tion. The member shall receive written notice of the  
31 hearing setting forth the Union's claim as to the nature  
32 of the obligation and the amount owed. If, as a result  
33 of the hearing a determination is made that the mem-  
34 ber owes the money, the member shall be so notified  
35 in writing and given thirty (30) days to pay the money  
36 owed. If the member fails to meet an obligation to pay  
37 the amount owed within the thirty (30) days, the de-  
38 termination and documentation shall then be for-  
39 wardered to the International President. If the foregoing  
40 provisions have been complied with, the International  
41 President shall advise the member and her/his Local  
42 Union that the member is not eligible to participate in  
43 the affairs of the Union until the obligation is paid. In  
44 the event the member disagrees with the decision of  
45 the International President, the member shall have the  
46 right to appeal under Article 33 of this Constitution.

## ARTICLE 49

**Fraud in Local Union Elections**

1 Any member convicted of misrepresenting returns,  
2 altering, mutilating or destroying deposited ballots,  
3 voting fraudulently or of intimidating others by threats  
4 or otherwise interfering with a member in the exercise  
5 of her/his right to cast a ballot in Local Union elec-  
6 tions and strike balloting, shall be punished in accord-  
7 dance with the Trial Procedure outlined in this Consti-  
8 tution. The member so convicted shall be disqualified  
9 for either elective or appointive office within the juris-  
10 diction of the International Union for a period of not  
11 less than two (2) years or more than five (5) years.

## ARTICLE 50

**Strikes**

12 **Section 1.** (a) When a dispute exists between an  
13 employer and a Local Union concerning the negotia-  
14 tion of a collective bargaining agreement or any other  
15 strikeable issue the Local Union or the International  
16 Executive Board may issue a call for a strike vote. All  
17 members must be given due notice of the vote to be  
18 taken and it shall require a two-thirds (2/3) majority  
19 vote by secret ballot of those voting to request strike  
20 authorization from the International Executive Board.  
21 Only members in good standing shall be entitled to  
22 vote.

23 (b) Where a different ratification procedure for a  
24 Local Union or an Intra-Corporation Council has been  
25 properly applied for under terms of Article 19, Section  
26 3, and after the International Executive Board has ap-  
27 proved such ratification procedure, the method for  
28 accepting or rejecting contract changes and the taking  
29 of strike votes shall be governed by the terms of the  
30 procedure approved by the International Executive  
31 Board for that Local Union or Intra-Corporation  
32 Council.

33 **Section 2.** If the Local Union involved is unable to  
34 reach an agreement with the employer without strike  
35 action, the Recording Secretary of the Local Union  
36 shall prepare a full statement of the matters in contro-  
37 versy and forward the same to the Regional Director  
38 and International President. The Regional Director or  
39 her/his assigned representative in conjunction with the  
40 Local Union committee shall attempt to effect a set-  
41 tlement. Upon failure to effect a settlement s/he shall  
42 send the International President her/his recommenda-  
43 tion of approval or disapproval of a strike. Upon re-

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1 ceipt of the statement of matters in controversy from  
2 the Regional Director, the International President shall  
3 prepare and forward a copy thereof to each member of  
4 the International Executive Board together with a re-  
5 quest for their vote upon the question of approving a  
6 strike of those involved to enforce their decision in  
7 relation thereto. Upon receipt of the vote of the mem-  
8 bers of the International Executive Board, the Interna-  
9 tional President shall forthwith notify in writing the  
10 Regional Director and the Local Union of the decision  
11 of the International Executive Board.

12 **Section 3.** In case of an emergency where delay  
13 would seriously jeopardize the welfare of those in-  
14 volved, the International President, after consultation  
15 with the other International Officers, may approve a  
16 strike pending the submission to and securing the ap-  
17 proval of the International Executive Board, providing  
18 such authorization shall be in writing.

19 **Section 4.** Neither the International Union nor any  
20 Local Union, nor any subordinate body of the Interna-  
21 tional Union, nor any officer, member, representative  
22 or agent of the International Union, Local Union or  
23 subordinate body shall have the power or authority to  
24 instigate, call, lead or engage in any strike or work  
25 stoppage, or to induce or encourage employees of any  
26 employer to engage in a strike or concerted refusal in  
27 the course of their employment to use, manufacture,  
28 process, transport or otherwise handle or work on any  
29 goods, articles, materials, or commodities, or to per-  
30 form any services, except as authorized by the Interna-  
31 tional Executive Board or the International President  
32 in conformity with the provisions of this Constitution.  
33 Such power and authority resides exclusively in the  
34 International Executive Board and the International  
35 President, and may be exercised only by collective  
36 action of the International Executive Board as pro-  
37 vided in Section 2 of this Article or by emergency  
38 action of the International President as provided in  
39 Section 3 of this Article.

40 **Section 5.** Before a strike shall be called off, a spe-  
41 cial meeting of the Local Union shall be called for that  
42 purpose, and it shall require a majority vote by secret  
43 ballot of all members present to decide the question  
44 either way. Wherever the International Executive  
45 Board decides that it is unwise to no longer continue  
46 an existing strike, it will order all members of Local  
47 Unions who have ceased work in connection therewith

**Art. 50-51**

1 to resume work and thereupon and thereafter all assistance  
2 from the International Union shall cease.

3 **Section 6.** Any Local Union engaging in a strike  
4 which is called in violation of this Constitution and  
5 without authorization of the International President  
6 and/or the International Executive Board, shall have  
7 no claim for financial or organizational assistance  
8 from the International Union or any affiliated Local  
9 Union.

10 **Section 7.** The International President, with the approval  
11 of the International Executive Board, shall be  
12 empowered to revoke the Charter of any Local Union  
13 engaging in such unauthorized strike action, thereby  
14 annulling all privileges, powers and rights of such  
15 Local Union under this Constitution.

16 **Section 8.** In cases of great emergency, when the  
17 existence of the International Union is involved, together  
18 with the economic and social standing of our  
19 membership, the International President and the International  
20 Executive Board shall have authority to declare a general  
21 strike within the industry by a two-thirds (2/3) vote of  
22 the International Executive Board, whenever in their good  
23 judgment it shall be deemed proper for the purpose of  
24 preserving and perpetuating the rights and living standards  
25 of the general membership of our International Union, provided,  
26 under no circumstances shall it call such a strike until  
27 approved by a referendum vote of the membership.  
28

29 **Section 9.** In case of a general strike, it shall require  
30 a majority vote of the International Executive Board  
31 before the strike is officially called off.

**ARTICLE 51**

**Board of International Trustees**

32 **Section 1.** A three (3) member International Board  
33 of Trustees shall be created, charged with the duty of  
34 safeguarding all funds and property of the International  
35 Union by causing the books and accounts of the  
36 International Secretary-Treasurer to be audited semi-  
37 annually. The Board of Trustees shall designate a Certified  
38 Public Accountant to make such audits and shall  
39 incorporate same in their report to the International  
40 Officers, Board Members, and all affiliated Local Unions  
41 as soon as completed. The Board of Trustees shall  
42 report its activities semi-annually to the International  
43 Executive Board and to the International Convention.  
44 It shall make recommendations to the Board and to the  
45 Convention for improving the handling of the finances

**Art. 51-52**

1 of the International Union and for safeguarding its  
2 funds and property.

3 **Section 2.** Members of the Board of Trustees shall  
4 devote the time necessary to the performance of their  
5 duties not to exceed a maximum of thirty (30) days in  
6 any six (6) months. Members of the Board of Trustees  
7 shall be compensated on the basis of maximum Inter-  
8 national Representative's salary and expenses.

9 **Section 3.** Nominations and elections of Trustees  
10 shall take place in the regular order of business of the  
11 International Convention. Candidates shall be nomi-  
12 nated and elected in one election. The candidates shall  
13 be nominated for a three (3) term trusteeship, for a two  
14 (2) term trusteeship, and for a one (1) term trusteeship.  
15 The candidate receiving the highest number of votes  
16 for each of these three (3) positions, respectively, shall  
17 be declared elected. At each Constitutional Conven-  
18 tion, a Trustee shall be elected for a three (3) term  
19 period.

20 **Section 4.** A member of the Board of Trustees shall  
21 not, while holding such position, be employed by the  
22 International Union as an International Representative  
23 or in any other capacity whatsoever.

ARTICLE 52

**Family Auxiliaries**

24 **Section 1.** The International Union, UAW, long  
25 ago made a commitment to the concept of a family  
26 involvement in the activities of this Union.

27 Where there is a desire on the part of the families  
28 of UAW members of any Local Union of the Interna-  
29 tional Union to elevate the conditions, maintain and  
30 protect the interests of the UAW, and foster a better  
31 understanding within the family of the Union's goals  
32 and activities, a Charter for a Family Auxiliary shall  
33 be granted when application is made upon a form fur-  
34 nished by the International Secretary-Treasurer of this  
35 International Union.

36 **Section 2.** The Charter fee shall be ten dollars  
37 (\$10.00) for Charter and initial supplies.

38 **Section 3.** Dues to maintain such Auxiliary shall  
39 not be more than fifty cents (.50) per month. No per  
40 capita tax shall be charged by this International Union  
41 from dues so collected.

42 **Section 4.** The Auxiliary shall establish such laws  
43 as do not conflict with the bylaws of their Local Union

**Art. 52**

1 and this Constitution and shall submit same to the  
2 International Executive Board for ratification.

3 **Section 5.** So long as the Auxiliary adheres to the  
4 provisions of this Constitution and the Local Union  
5 bylaws and does not adopt a policy contrary to that of  
6 the International Union or Local Union and adheres to  
7 the conditions of its Charter, it shall remain in full  
8 force; but upon infraction thereof or upon request of  
9 the Local Union, the International Executive Board  
10 may revoke the Charter, thereby annulling all privi-  
11 leges secured thereunder.

12 **Section 6.** The Family Auxiliaries shall be adminis-  
13 tered through the International President's Office, in a  
14 cooperative effort with Education, CAP, Community  
15 Services, Family Education Center and other appropri-  
16 ate departments.

17 **Section 7.** The President of the International Union  
18 shall appoint the director to direct, coordinate and  
19 supervise the activities of the Family Auxiliaries.

20 **Section 8.** The director of the Family Auxiliaries  
21 may call regional conferences of the Auxiliaries.

22 **Section 9.** It is the duty of the Family Auxiliaries  
23 to educate the families of the workers to the principles  
24 and ideals of trade unionism; to adhere to the princi-  
25 ples and policies of their Local Union and the Interna-  
26 tional Union; to assist their Local Unions in time of  
27 need and during labor disputes; to assist Local Unions  
28 in social affairs when called upon by their respective  
29 Local Union; to provide educational and cultural ac-  
30 tivities for the children of the workers. It shall be the  
31 duty of the Local Unions to assist in the formation of  
32 Local Family Auxiliaries; the Regional Director shall  
33 assist the director of the Family Auxiliaries in their  
34 respective regions. The Family Auxiliaries shall not  
35 campaign for or against candidates seeking office in  
36 Local Unions. The Family Auxiliaries shall not inter-  
37 fere with affairs of the Local Union unless officially  
38 called upon by their Local Union. Each respective  
39 Local Union shall select a committee of not more than  
40 three (3) to assist the National and Regional Directors  
41 in supervising and formulating policies for their re-  
42 spective Auxiliaries.

43 **Section 10.** No one shall be eligible for member-  
44 ship in the Family Auxiliaries who holds membership  
45 in any Local Union under the jurisdiction of the UAW.



ARTICLE 53  
**Canadian Local Unions**

1       **Section 1.** The International Executive Board may  
2 upon application, exempt in whole or in part, all Local  
3 Unions in Canada from application of any provisions  
4 of this Constitution adopted to provide for conformity  
5 with United States legislation.

6       **Section 2.** The International Executive Board shall  
7 have the authority to:

8       (a) Transfer and assign to National Automobile,  
9 Aerospace and Agricultural Implement Workers Un-  
10 ion, CAW-Canada ("CAW-Canada") jurisdiction over  
11 certain Local Unions and certain bargaining rights,  
12 collective agreements and administrative powers and  
13 responsibilities of the International Union, all of which  
14 are administered or serviced in Canada by Canadian  
15 Region, District 7;

16       (b) Permit the separation of certain Local Unions in  
17 Canadian Region, District 7, as an operating group;

18       (c) Transfer and assign to CAW-Canada certain  
19 employee benefit plans, rights, properties and liabili-  
20 ties of the International Union;

21       (d) Make a contribution to CAW-Canada.

22       All as provided for in an agreement made as of the  
23 28th day of May, 1986, between UAW and the new  
24 Canadian Trade Union to be known as CAW-Canada  
25 (the "Agreement"); and

26       Take and do all other necessary steps and proce-  
27 dures as it, in its sole discretion, deems to be necessary  
28 to implement the transactions contemplated in the  
29 Agreement.

30       **Section 3.** The International Union shall have the  
31 authority to negotiate, enter into and execute the  
32 Agreement.

33       **Section 4.** The 28th Constitutional Convention  
34 hereby ratifies the Agreement and the negotiations  
35 which led to the Agreement.

ARTICLE 54  
**Union Label**

36       **Section 1.** The International Union shall have a  
37 Union label and stamp.

38       **Section 2.** It shall be the duty of the International  
39 Secretary-Treasurer to copyright and protect said Un-  
40 ion label and stamp.

**Art. 54-55**

1     **Section 3.** It shall be the policy of the International  
2 Union and subordinate bodies to insist that all parts,  
3 stampings, tools, dies, machinery, fixtures, accessories  
4 and supplies used in the manufacture of articles under  
5 the jurisdiction of this International Union, bear the  
6 Union label or Union stamp of the International Un-  
7 ion, or any other bonafide labor union.

8     **Section 4.** It shall be the duty of all representatives,  
9 business agents and Union officials to insist that the  
10 above provisions be written into all contracts between  
11 employers and the International Union subject to ap-  
12 proval of the International Executive Board.

13     **Section 5.** No manufacturer of products produced  
14 by workers under the jurisdiction of this International  
15 Union shall be permitted to use the Union label or  
16 Union stamp, unless the workplace is holding a con-  
17 tract approved by the International Executive Board  
18 with the International Union.

19     **Section 6.** It shall be the duty of the Local Union  
20 Label Committee to see that the International Union  
21 label shall be molded, stamped or affixed to all parts  
22 manufactured, assembled or finished products where  
23 provided for.

24     **Section 7.** The above provisions shall in no case be  
25 used as a basis for the violation of existing agree-  
26 ments.

27     **Section 8.** All Local Unions shall have an ap-  
28 pointed or elected Union Label Committee that must  
29 function.

30     **Section 9.** At all Conventions of the International  
31 Union, a necessary qualification of delegates shall be  
32 the possession and wearing of at least three (3) Union-  
33 made garments.

34     **Section 10.** The International Executive Board  
35 shall set up a Union Label Committee from members  
36 of the International Union to coordinate the activities  
37 of Local Union Label Committees throughout the In-  
38 ternational Union. It shall be the duty of this Commit-  
39 tee to work in conjunction with the Education Depart-  
40 ment of the International Union.

**ARTICLE 55**

**Retirees**

41     The International Executive Board shall establish a  
42 retiree structure within the International Union as fol-  
43 lows:

**Art. 55**

1     **Section 1. Local Union Retired Workers Chapters**

2     (a) A Local Union having twenty-five (25) retired  
3 members or more shall establish a Local Union Re-  
4 tired Workers Chapter which shall hold a regular gen-  
5 eral membership meeting at least once a month.

6     (b) The retired members of the Local Union Chap-  
7 ter shall elect a retired member to be a member of the  
8 Local Union Executive Board with voice and vote.  
9 The election of such retiree board member shall be  
10 pursuant to Article 38, Section 5 of this Constitution.

11    (c) The Local Union President or her/his designee  
12 shall serve as a member of the governing board of the  
13 Local Union Retired Workers Chapter with voice and  
14 vote.

15    (d) Each Local Union shall amend its bylaws to  
16 provide for the above measures and such other meas-  
17 ures concerning the Retired Workers Chapter as it  
18 deems appropriate.

19    (e) Local Union Retired Workers Chapters shall  
20 conform to the policies of the International Union.

21     **Section 2. Area Retired Workers Councils**

22    (a) Each Regional Director shall establish Area Re-  
23 tired Workers Councils in designated geographic ar-  
24 eas, or by combination of designated Local Unions, or  
25 on any other reasonable basis.

26    (b) Additional Area Retired Workers Councils may  
27 be established by the International Executive Board as  
28 needed to permit retired members to participate in  
29 those areas in which they have settled in considerable  
30 numbers.

31    (c) Area Retired Workers Councils may be either  
32 membership or delegate bodies, as the Regional Direc-  
33 tor shall direct. If such a Council is constituted as a  
34 membership body, all retired members within its juris-  
35 diction may join the Council.

36    (d) The President of each Local Union within the  
37 jurisdiction of an Area Retired Workers Council shall  
38 be entitled to designate one (1) delegate to the Area  
39 Council.

40     **Section 3. Regional Retired Workers Councils**

41    (a) Each Regional Director shall establish a Re-  
42 gional Retired Workers Council in her/his Region.

43    (b) Representation to the Council shall be as fol-  
44 lows:

**Art. 55**

1 (1) Each Local Union Retired Workers Chap-  
2 ter shall be entitled to one (1) retiree delegate.

3 (2) Each Local Union Retired Workers Chap-  
4 ter having more than one thousand (1,000) retired  
5 members shall be entitled to one (1) additional re-  
6 tiree delegate for each one thousand (1,000) re-  
7 tired members or major fraction thereof; pro-  
8 vided, however, that where appropriate the  
9 International Executive Board may approve addi-  
10 tional representation.

11 (3) Each Area Retired Workers Council estab-  
12 lished by the Regional Director shall be entitled  
13 to three (3) retiree delegates, and each additional  
14 Area Retired Workers Council established by the  
15 International Executive Board shall be entitled to  
16 one (1) retiree delegate.

17 (4) Each Local Union shall be entitled to one  
18 (1) delegate to be designated by the President of  
19 the Local Union.

20 **Section 4.** International Retired Workers Advisory  
21 Council

22 (a) An International Retired Workers Advisory  
23 Council shall be established.

24 (b) Representation to the Council shall be as fol-  
25 lows:

26 (1) One (1) retiree delegate from each of the  
27 Regional Retired Workers Councils.

28 (2) One (1) retiree delegate from the Area  
29 Councils within a region as established by the In-  
30 ternational Executive Board. Regions with fifteen  
31 (15) or more Area Councils shall have one (1)  
32 additional retiree delegate.

33 (3) Area Council delegates to the Regional  
34 Council shall have voice and vote on all matters  
35 in the Council, except that such delegates shall  
36 not be eligible to vote or be a candidate for the  
37 Advisory Council delegate position from Re-  
38 gional Councils.

39 (c) Each delegate to the International Retired  
40 Workers Advisory Council shall be elected by the  
41 members of the delegate's Region or Area Retired  
42 Workers Council pursuant to the election procedures  
43 established by the bylaws of the Regional or Area  
44 Retired Workers Council.

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1 (d) The International Retired Workers Advisory  
2 Council shall elect a Chairperson, Vice Chairperson  
3 and a Secretary from among its delegates.

4 (e) The International Executive Board shall consult  
5 with representatives of the International Retired  
6 Workers Advisory Council concerning retired workers  
7 programs and policies and such other matters as affect  
8 the welfare of retired members.

9 (f) Each elected member of the International Re-  
10 tired Workers Advisory Council shall automatically be  
11 a delegate to the UAW Constitutional Convention with  
12 voice and one (1) vote. Each appointed member of the  
13 International Retired Workers Advisory Council may  
14 attend UAW Constitutional Conventions as a guest.

15 **Section 5. Membership and Dues**

16 (a) Membership in the Retired Workers bodies pro-  
17 vided for in this Article is open to any member entitled  
18 to retired membership status, as provided in Article 6,  
19 Section 19 of this Constitution. Members are eligible  
20 for full participation in such Retired Workers bodies.

21 (b) Retirees will not be required to pay membership  
22 dues during the period of retirement, in accordance  
23 with Article 6, Section 19 of this Constitution. To as-  
24 sist in financing these activities, a two dollar (\$2.00)  
25 per month voluntary retired membership dues is  
26 hereby established. All UAW retirees are eligible to  
27 participate in the two dollar (\$2.00) voluntary retired  
28 membership dues.

29 (c) Dues shall be allocated as follows:

- 30 (1) International Retired Workers Fund ..... 40%
- 31 (2) Regional Retired Workers Fund ..... 25%
- 32 (3) Local Union Retired Workers
- 33 Chapter ..... 35%

34 Distribution of funds from the International Retired  
35 Workers Fund and each Regional Retired Workers  
36 Council Fund shall be determined by the Officers of  
37 the International Union and the Regional Director  
38 respectively. Each Local Union Retired Workers  
39 Chapter Fund shall be held by the Local Union for  
40 disbursement upon the request of the Retired Workers  
41 Chapter.

42 **Section 6. Retired Workers Council Bylaws**

43 Each Regional and Area Retired Workers Council  
44 shall enact bylaws consistent with and subject to the  
45 approval of the International Union.

1     **Section 7. Associate Status**

2     The spouse or surviving spouse of any retired  
3 member may request and receive associate status in a  
4 Local Union Retired Workers Chapter, with full rights  
5 of participation in its activities. Such associate, how-  
6 ever, shall not have the rights of a member of the Lo-  
7 cal Union as set out in Article 6 - "Membership," nor  
8 those described in Article 6, Section 19 which ad-  
9 dresses retired UAW members. The administrative  
10 procedures for Retired Workers Chapter associate  
11 status shall be established by the International Execu-  
12 tive Board.

# UAW ETHICAL PRACTICES CODES



*Approved by the 34th  
Constitutional Convention  
June, 2006*

## **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 assurance 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 well-run institutions, including the securing of competitive bids for major contracts.

2. The International Union and its Local Unions shall not permit any 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 with 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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## **SPECIAL NOTE**

### **ARTICLE 6 SECTION 17**

On March 10, 1989, the United States Court of Appeals for the Sixth Circuit ordered that certain provisions of Article 6, Section 17 of the Constitution of the International Union, UAW be expunged from the Constitution. Prior to compliance with this order, the Union appealed to the U.S. Supreme Court; however, that body denied the Union's appeal on October 2, 1989. Due to the action of the U.S. Supreme Court in refusing to overturn the order of the Court of Appeals, compliance with that order was required, thereby rendering the issue closed and leaving only the provisions of Article 6, Section 17 set forth herein in effect.

### **ARTICLE 33 APPEALS**

This will serve as a reminder that in accordance with a Constitutional amendment which was adopted in 1970 by the delegates to the 22nd Constitutional Convention, all matters appealed to the Convention Appeals Committee will be considered to have been decided by the Convention and are final and binding upon any case coming before them.

## **How to Find the Proper Interpretation**

This revised issue of the Constitution with Interpretations contains all of the additional basic constitutional interpretations adopted by the International Executive Board since the publication of the previous edition of the Constitution with Interpretations; and the interpretations that became obsolete due to amendments adopted by the most recent Constitutional Convention have been deleted.

Any new problems that arise which necessitate a constitutional interpretation will be acted upon in the usual manner.

You will notice that there is no separate index to the interpretations, as such. Instead, an Article and Section notation appears at the upper outside corner of each page of the interpretations to facilitate references.

In using this edition of the Constitution with Interpretations, the following procedure would be the most helpful:

1. Find the subject of your question by consulting the appropriate heading or headings in the index to the Constitution. This will give you the Article(s) or Section(s) which may contain the answer to your question. It will also give you the page of the Constitution where that Article or Section appears. It may be that your question is expressly covered by the language of the Constitution and you need look no further.

2. In virtually every instance, the language of the Article or Section will at least touch upon the answer you seek, but it may not be the specific answer to your problem. In that case, you turn to the interpretations listed under those Articles and Sections and read there the interpretations of the International Executive Board as they relate to your question. Where appropriate, cross-references to other Articles, Sections and interpretations are given at the end of the particular interpretation.

**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 of 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



**Art. 6, Secs. 3, 19, 20**

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 local-wide 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, Page 172.)

**(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, 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. (Detroit, 1/21/60)

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

Retired members are ineligible to run for any local union position which carries responsibility for grievances or bargaining required by the Collective Bargaining Agreement(s) and/or local union bylaws. (Las Vegas, 6/1/02).

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

**Art. 6, Sec. 20; Art. 8, Sec. 5**  
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 any 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, 6/10/49, Pages 711-712.)

**(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.)

**Art. 8, Secs. 8, 11, 23; Art. 14, Sec. 5**

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, Pages 167-168.)

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, Page 49.)

**(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, Pages 72-76.)

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 election as a Convention delegate. (Detroit, 5/9/51, Pages 260-261.)

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

**Art. 14, Sec. 5; Art. 16, Sec. 1**  
conformity with this Section. (Philadelphia, 10/22/43, Page 67.)

**(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, 10/27/43, Page 67.) 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, 6/10/47, Pages 33-34.)

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, Pages 53-54.)

**(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.)

**Art. 16, Secs. 1, 2, 6**

**(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, 8/5/44)

**(6) Applicable to First Employment Only**

The exemptions given under this Section to returned members of the Armed Forces apply only where the member's first employment after her/his return is within the jurisdiction of the UAW. Thus, a suspended UAW member who, upon her/his return from the Armed Forces, takes and holds a job outside the jurisdiction of the UAW, but who now is employed within the jurisdiction of a UAW Local, may be required to pay a reinstatement fee to her/his old UAW Local before s/he can obtain a transfer to the new UAW Local. (Detroit, 8/5/46, Page 87.)

SECTION 2

**(1) Refund of Dues Paid by Probationary Employees**

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)

**(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, Page 187.)

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 Section. (Milwaukee, 5/1/44, Page 54.)

**(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.)

**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, Pages 171-173.)

**(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, Page 202.)

**Art. 16, Secs. 9, 13, 18**

**(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.) (Amended 9/12/68, Page 159.)

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.)

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 exempted 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, Page 203.)

**(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 and 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 s/he could 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, Pages 54-55.)

**(3) 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

**Art. 16, Secs. 18, 19; Art. 17, Sec. 2**  
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 on the books of the Local Union as having been issued an honorable withdrawal transfer card as of said 30th day. (Detroit, 1/21/60, Pages 282-283.)

#### 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, 1/20/60, Pages 283-284.)

*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, Page 169.)

#### 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, Pages 17-22.)

##### **(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



### **Art. 17, Sec. 2**

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) 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)

#### **(4) 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, 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.)

#### **(5) 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.)

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 sixty (60) days from the date the complainant 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, Pages 261-263.)

**(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

**Art. 17, Secs. 3, 4, 6**

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, Pages 814-816).

SECTION 4

**(1) Continuous Good Standing**

This section is applicable only to those members whose entire seniority moves with them at the time of their transfer. (Las Vegas, 6/1/02).

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)

**Art. 17, Secs. 6, 7, 9**

**(2) Members Receiving SUB not entitled to Withdrawal Transfer Card**

Any member laid off indefinitely who receives Supplemental Unemployment Benefits or an equivalent type 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, Page 281.)

**SECTION 7**

**(1) Back Dues and Fees Owed Before Transfer**

If a delinquent member is transferred to or employed at another Local Union within the jurisdiction of the UAW, the member must pay back dues and reinstatement fee to his/her original Local Union to establish continuous good standing. (Las Vegas, 6/1/02).

**(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 opportunity to appear at a meeting and present her/his defense. (Grand Rapids, 9/8/44, Page 22.)

**(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 sought 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

**Art. 17, Secs. 9, 12; Art. 19, Sec. 3**

suites 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, 6/5/45, Pages 20-21.)

**(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) Separate 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, Pages 276-277.)

**(2) Interest Arbitration and Ratification**

Where, pursuant to a prior contractual agreement, bargaining occurs in a context where interest arbitration is the exclusive means to resolve impasse, the membership will be presented with full information about the final offers by management and the union, and will be given an opportunity to vote on whether to accept management's offer or proceed to interest arbitration in defense of the union's final offer. The

**A. 19, S. 3; A. 20, S. 1; A. 26, S. 4; A. 31, S. 1 meeting at which such vote is taken shall be conducted in accordance with the normal procedures for ratification votes. This procedure shall constitute compliance with the requirements of Article 19, Section 3. (Flint, 11/10/05)**

## ARTICLE 20

### **National and Corporation Bargaining Councils**

#### SECTION 1

##### **(1) Locals Must Affiliate and Pay Tax**

It is mandatory on all units or 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.)

## ARTICLE 26

### **Civil and Human 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 **and Human** Rights Department.

## ARTICLE 31

### **Trials of Members**

#### SECTION 1

##### **(1) Charges Must Be Specific**

In order for charges to be properly filed under the provisions of this Section of 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

**Art. 31, Secs. 1, 2, 3**

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, 10/24/43.) See Article 8. (Page 9.)

**(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 Union 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)

## **Art. 31, Sec. 3**

### **(2) Charges Are Not To Be Investigated**

Article 31 charges are procedurally reviewed by local executive boards to determine if they are proper or improper pursuant to the sub-sections of Section 3. Charges are to be reviewed, as submitted, based on their specific content. No investigation is required or proper. The addition of Section 3(e) at the 32<sup>nd</sup> Constitutional Convention requiring substantial direct evidence as well as the evidence of at least one (1) corroborating witness does not change the historical method of review. (Las Vegas, 6/1/02).

### **(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, Pages 66-69.)

### **(4) Trial Committee Must Report Their Findings**

There is nothing in the procedural provisions of Article 31 which would cause the 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 judgment, 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 judgment, 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



**Art. 31, Secs. 3, 6, 10**

improperly handled without the exercise of proper judgment, discretion and wisdom, her/his remedy lies in the regular procedures established for such review under Article 33 of the Constitution. (Detroit, 1/27/61, Pages 205-206.)

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 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 trial 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, Page 182.)

**(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 on 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,

**Art. 31, Secs. 10, 11**

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 judgment 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, 12/11/46, Pages 52-53.) 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 245.)

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 that portion of the Trial Committee's report which specifies the penalty. In connection with the vote on the penalty, a majority vote 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.)

**Art. 33, Secs. 2(a), 4(h)**

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 judgment, 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

A. 33, S. 4(h); A. 34, S. 1; A. 35, S. 2, 3 reports by Special Committees appointed by the Board to investigate disputes presented to that body. (Detroit, 3/7/63, Pages 327-328.)

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 21, of the Constitution, to request the establishment of such District Council. (Detroit, 5/11/51, Page 377.)

ARTICLE 35  
**Amalgamated Local Unions**

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, Pages 38-39.)

SECTION 3

**(1) Members of Amalgamated Voting Against Dues Increase**

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 units 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.)

**A. 35, S. 3(a), 3(c); A. 36, S. 9; A. 37, S. 4**

**SECTION 3(a)**

**(3) Units of Only One (1) Person**

**In units of only one (1) employee, it is obviously impossible to elect two representatives. The language of Article 35, Section 3(a) shall therefore be deemed satisfied if only a single representative to the Joint Council is accorded to such single-person unit(s). (Las Vegas, 6/16/06)**

**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, Page 36.)

**ARTICLE 37**

**Duties and Powers of Subordinate Bodies**

**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.

**Art. 37, Secs. 4, 4(a), 5**

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, Pages 309-311.)

SECTION 4(a)

**(2) Action 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, Pages 72-76.)

**(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 any 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

**Art. 37, Sec. 5; Art. 38, Sec. 1, 2**

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. (12/16/80, Pages 157-158.)

ARTICLE 38

**Local Union Officers**

SECTION 1

**(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, Page 14.)

**(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 sound judgment. (New York City, 3/5/45, Page 16.)

**Art. 38, Sec. 2**

**(2) Acceptance After Declining Nomination**

Following the deadline of acceptance of nominations, no candidates will be added or removed from the ballot. This shall apply in all elections. (Las Vegas, 6/1/02.)

**(3) 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.)

**(4) Majority Vote**

Where a Local Union provides in its bylaws that offices 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 Committee-person 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.)

**(5) 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.



**Art. 38, Secs. 2, 3**

(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 fifty (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 run-off 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)

**(6) 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, Page 185.)

**(7) 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, Pages 214-215.)

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.)

**Art. 38, Sec. 3**

**(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, Pages 39-42.)

**(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, Pages 21-22.)

**(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 one (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 in "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.

**Art. 38, Secs. 3, 4**

**(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 other elective position in the Local under the eligibility rules fixed by 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 (50) percent 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, 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, Pages 92-94.)

**(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)

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

**Art. 38, Secs. 4, 5, 7**

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, 3/31/44, Page 14.)

SECTION 5

**(1) Chairperson of Unit Committees**

An Amalgamated Local Union may provide in its by-laws 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) 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.)

**(2) 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

**Art. 38, Secs. 7, 9, 10**

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, 8/4/44, Page 83.)

**(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.)

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 upon 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.

**Art. 38, Secs. 10, 10(a)**

The particular row in which the slate of candidates appears should be determined without favor or discrimination and the rows should be systematically rotated so 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, Pages 149-151.)

**(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, Pages 26-27.)

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 her/his 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) 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, 8/4/44, Pages 65-66.)

**(3) All Members Must Have Opportunity to Vote**

A Local Union may conduct an election for Bargaining Committeepersons 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.)

**Art. 38, Secs. 10(b), 10(c)**

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, Pages 212-213.)

**Art. 38, Secs. 10(c), 10(d), 10(e), 10(f), 10(g)**

**(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 the 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, Pages 480-481.)

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, Pages 138-139.)

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, 2/10/44, Page 34.)

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, Page 21.)

**(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, 7/17/45, Pages 29-30.)



**Art. 38, Secs. 12, 14**

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 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 asked 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 60.)

**(2) Military Service Member's Eligibility for Office**

No member can be disqualified as a candidate for Executive Office in a Local Union by reason of her/his absence in military service. (Chicago, 6/4/45, Pages 60-61.)

**(3) Executive Officers Entering Armed Services**

An Executive Officer of a Local entering the 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, Pages 60-61.)

**(4) 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.)

**(5) Election to Fill Vacancies**

It is mandatory that vacancies in all Local Union offices, except the office of President, be promptly filled by

**Art. 38, Sec. 14; Art. 40, Sec. 1**  
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.)

**(6) 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, Pages 116-118.)

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.)

**Art. 40, Sec. 3; Art. 42; Art. 45, Sec. 1**

SECTION 3

**(1) Tapes 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 of 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, Pages 223-224.)

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, Pages 122.-123)

ARTICLE 45

**Stewards and Committeepersons**

SECTION 1

**(1) Eligibility for 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/his 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, 1/22/46, Pages 177-178.)

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

Retired members are ineligible to run for any local union position which carries responsibility for grievances

**Art. 45, Secs. 1, 2, 3**  
and/or bargaining required by the Collective Bargaining Agreement(s) or local union bylaws. (Las Vegas, 6/1/02).

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.)

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 of the Constitution and those established by the Local Union. (Detroit, 12/6/62, Pages 204-205.)

**(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 Steward or Committeeperson**

In the recall vote of any Steward or Committeepersons, any member of the Union may vote who works in the

**Art. 45, Secs. 3, 4**

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, Pages 69-71.)

**(4) Stewards and 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 declare the petition invalid and 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.)

**A. 46, S. 1; A. 48, S. 6; A. 50, S. 1; A. 55, S. 1(a)**

**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, Pages 69-72.)

**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, Pages 191-194.)

**ARTICLE 50**

**Strikes**

**SECTION 1**

**(1) 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.)

**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

**Art. 55, Secs. 1(a), 1(b)**

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/his 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 on 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, Pages 27-28.)

**(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, Pages 28-29.)

SECTION 1(b)

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

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

**Art. 55, Secs. 1(b), 5(a)(b)**  
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 165-166.)



# 2006

JANUARY							FEBRUARY							MARCH							APRIL						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
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29	30	31					26	27	28					26	27	28	29	30	31	23	24	25	26	27	28	29	
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MAY							JUNE							JULY							AUGUST							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
	1	2	3	4	5	6					1	2	3							1				1	2	3	4	5
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28	29	30	31				25	26	27	28	29	30	23	24	25	26	27	28	29	27	28	29	30	31				
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SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER							
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24	25	26	27	28	29	30	29	30	31					26	27	28	29	30	24	25	26	27	28	29	30			
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# 2007

JANUARY							FEBRUARY							MARCH							APRIL						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
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28	29	30	31				25	26	27	28	25	26	27	28	29	30	31	29	30								

  

MAY							JUNE							JULY							AUGUST							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
	1	2	3	4	5	6					1	2	3	1	2	3	4	5	6	7				1	2	3	4	5
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SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER							
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# 2008

JANUARY							FEBRUARY							MARCH							APRIL							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
						1						1	2							1				1	2	3	4	5
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MAY							JUNE							JULY							AUGUST										
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SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER									
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# 2009

JANUARY							FEBRUARY							MARCH							APRIL						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	1	2	3	4	5	6	7	1	2	3	4	5	6	7			1	2	3	4	
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SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER								
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27	28	29	30				25	26	27	28	29	30	31	29	30						27	28	29	30	31				

# 2010

JANUARY							FEBRUARY							MARCH							APRIL						
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MAY							JUNE							JULY							AUGUST						
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SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER						
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				1	2	3	4	5					1	2	1	2	3	4	5	6			1	2	3	4	
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26	27	28	29	30			24	25	26	27	28	29	30	28	29	30					26	27	28	29	30	31	
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