

BY-LAWS
INTERNATIONAL UNION
UNITED AUTOMOBILE, AEROSPACE,
AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA
(U.A.W.)
Local 72



This is published for your benefit. It contains our By-Laws and Rules of Order. **READ IT.** Study its contents so that you may be familiarized with the laws of this Union.

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Recording Secretary

Most recent changes are ***Bolded, Italicized and Underlined***

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ARTICLE 1
NAME

This organization shall be known as Local Number 72, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (U.A.W.).

The fiscal year of this local union shall begin on January 1 and end on December 31.

ARTICLE 2
POWERS OF ADMINISTRATION

Section 1. The Local Union shall be governed by its membership in the following manner:

- (A) The highest tribunal shall be the membership of this Local Union which shall convene at regular membership meetings as outlined in Article 6, Section 1 and Article 6, Section 3 of these By-Laws.
- (B) Between regular membership meetings the highest authority shall be the Executive Board of this Local Union. The Executive Board shall hold regular meetings and such special meetings as are required.
- (C) Between meetings of the Executive Board the authority of the Local shall be vested in the Local Union President. The President shall be responsible to the Executive Board for the internal administration of the Union between Executive Board meetings, according to the By-Laws, the actions of the membership, and the decisions of the Executive Board. On all matters of major importance, he shall consult the other Executive Officers. He shall report his actions to the Executive Board for its approval or rejections.
- (D) In case of the absence or incapacity of the Local Union President his/her powers and duties shall be assumed by the next ranking officer in line pursuant to Article 38, Section 14 of the International Constitution.

- (E) It shall be the duty of the Unit Representatives to appoint their own temporary replacement when necessary.
- (F) The Palmen Motors Unit Shop Stewards, Executive Board Member and two (2) committee persons shall serve as the Negotiating Committee for the Palmen Motors Unit, and only that committee shall have the authority to negotiate the terms of a contract or any supplement thereof with the employer.
- (G) The Wisconsin Metal Products Unit Bargaining Committee shall be made up of the Unit Chair, Skilled Trades Bargaining Committee Member and Production Bargaining Committee Member and only that committee shall have the authority to negotiate the terms of a contract or any supplement thereof with the employer.

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

Section 3. The Workplace Council shall be composed of all the elected officers of the Local Union which includes the President, Vice President, Recording Secretary, Financial Secretary/Treasurer, Three (3) Trustees, Sergeant At Arms, Guide, and Retiree Board Member. In addition, proportional representation shall be achieved by including the Palmen Motors Executive Board Member and Wisconsin Metal Products Executive Board Member.

ARTICLE 3 CONSTITUTION AND BY-LAWS

Section 1. The Constitution of this organization shall be the Constitution of the International Union, U.A.W., and these By-Laws shall be in all respects subordinate to said Constitution and all applications and interpretations thereof.

Section 2. These By-Laws may be amended by a two-thirds (2/3) vote at any Regular and/or Special Membership Meeting of the Union, provided the amendment has been submitted in writing to the Recording Secretary and read at two (2) consecutive Regular and/or Special Membership Meetings and approved by the International Union.

Section 3. After the first reading, all By-Law proposals shall be submitted to the By-Laws Committee for consideration and will be posted in the plant bulletin boards at least seven (7) days prior to the meeting at which final action is to be taken.

Section 4. It shall be the duty of the Committee on Constitution and By-Laws to recommend from time to time, such laws as may be deemed necessary; and, assist in settling constitutional disputes or determine the constitutionality of such questions as may be referred to the Committee; and such other duties as may be assigned to it.

Section 5. The Constitution and By-Laws Committee shall draw up such resolutions as the membership may from time to time designate. They shall also recommend such alternations as they may deem necessary in resolutions submitted to them for consideration.

Section 6. The Local Union shall then present the adopted amendments to the International President for approval or rejection.

ARTICLE 4
ORDER OF BUSINESS

- A. Opening Ceremony
 - 1. National Anthem or Pledge of Allegiance
 - 2. Presentation of colors

- B. Call Meeting to Order: I now declare this meeting of Local Union #72 of the International Union, United Automobile, Aerospace, Agricultural Implement Workers of America (U.A.W.) open for transaction of such business as may properly come before it.

- C. Roll Call of Officers

- D. Communications and Executive Board Recommendations

- E. Report of Financial Secretary and/or Treasurer

- F. Report of Committees and Delegates

- G. Chairman and Officers' Reports

- H. Unfinished Business (Approval of Minutes & Bills)

- I. Old Business

- J. New Business

- K. Good & Welfare

- L. Door prizes, if any, shall consist of any items donated for such purpose at each regular membership meeting.

- M. Adjournment "Approved only if it does not conflict with existing city ordinances or state law." Per International Letter dated 10/5/73.

ARTICLE 5 MEMBERSHIP

Section 1.

- A. This Local Union shall be composed of workers eligible for membership in the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local 72 (U.A.W.), over whom the Local Union has jurisdiction.

- B. Each member in good standing of this Local Union has the right to nominate and vote, express opinions on all subjects before the local union, to attend all membership meetings and express views, arguments and opinions on all matters and business, including candidates for office, properly before the meeting; to meet and assemble freely with other members and generally, to participate in the activities in a responsible manner consistent with good conscience in order to present and discuss factually and honestly the issues and personalities upon which the membership must base its decisions. These rights shall at all times be subject to the rules of procedure governing meetings and other uniform rules and regulations contained in the Constitution, By-Laws and other official rules of the Local Union.

A member in exercising the foregoing rights and privileges shall not take any irresponsible action which would tend to jeopardize or destroy or be detrimental to, either the Local or International Unions as organizations, or their free democratic heritage, or which would interfere with the performance by this Local Union or the International Union of its legal or contractual obligations as a collective bargaining agent, or interfere with the legal or contractual obligations of this Local Union as an affiliate of the International Union.

Violation or abuse of these rights and privileges of membership or engaging in conduct prohibited by this section shall be considered conduct unbecoming a union member.

- C. The membership shall strive to obtain the objectives set forth in the International Constitution and additional objectives as established as the policy of the International Union; to maintain free relations with other organizations; to do all in its power to strengthen and promote the labor movement; to cooperate with regional board members, the International Representatives and help promote organizational activities.

Section 2. No application shall be accepted from anyone who has the authority to hire or discharge or otherwise affect the status of employment of the members within the jurisdiction of the Local Union.

Section 3. It is essential that all members and applicants for membership in the Union shall sign authorizations to have dues checked off by the company.

Section 4. Any person employed by a company represented by UAW Local 72 and who is eligible shall, within ten (10) calendar days after the thirtieth (30) calendar day following the beginning of their employment, sign an application for membership in the Union and authorization for immediate check-off of union dues and initiation fee by the company. The application and authorization shall be made with the Financial Secretary of the Union.

Section 5. New applicants for membership, after signing authorization for check-off shall be probationary members of the Union until they are accepted and initiated into the Union. They shall assume the same obligations and responsibilities as the regular members of the Union. Failing to become initiated within thirty (30) days after being notified, they shall forfeit their initiation fee. During the term of probation, the members shall not be required to attend Union meetings.

Section 6. To maintain membership, all members, whether probationary or regular, shall pay all dues and initiation fees, required by the rules of the Union and abide by all the rules of the Union.

Section 7. The initiation fee shall be twenty dollars (\$20.00), the sum to accompany the application for membership.

Section 8. Any member who comes delinquent because of non-payment of dues, or otherwise as set forth in the International Constitution, and thus becomes suspended may be reinstated subject to the following provisions:

A. On payment of all back dues and fees, International and Local, owed at the time of such reinstatement and a re-instatement fee of \$20.00.

Section 10. It shall be the duty of each member of this Local Union to attend all meetings of the Union.

Section 11. It shall be the duty of all members to comply with the contract between Local 72 and the Employer.

Section 12. All members having a grievance shall report same to their steward for settlement.

Section 13. It shall be the duty of each member to conscientiously seek to understand and exemplify, by practice, the intent and purpose of his obligation as a member of this International Union.

Section 14. Any member of the Union shall be compensated for approved expense incurred in transacting business for the Union other than lost time or full-time employment.

Section 15. Any member of the Local Union when sent a registered letter by the Recording Secretary to appear before the Executive Board, by order of the Executive Board, must comply or be subject to charges of conduct unbecoming a union member.

It is understood that the registered letter will state the reasons as to why the appearance is requested.

ARTICLE 6 MEMBERSHIP MEETING

Section 1. This Local Union shall convene for the purpose of transacting business, on the First Thursday of October. The Workplace Council shall meet and serve as the membership body in each of the intervening months between membership meetings excluding June, July, and August. Workplace Council meetings shall be held no later than 5:00pm. A majority of the members of the Workplace Council must be present at any regular or special meeting to constitute a quorum. The Executive Board may cancel or change the monthly meetings whenever they deem it necessary because of a holiday weekend and/or other unusual conditions.

The time and place of regular meetings may be changed at a regular meeting by a two-thirds (2/3) vote of the members present; all members shall be notified of such changes.

Section 1. Shift meetings will be held beginning no later than 1 P.M. and 5:30 P.M.

Section 2. Ten (10) members shall constitute a quorum at any Regular or Special Meeting.

Section 3. A Special Meeting of this Local Union may be called by a signed request of five percent (5%) of the members in good standing, which shall be declared an order on which the Executive Board shall act. The membership shall be notified as to the purpose of the Special Meeting at least twenty-four (24) hours before it convenes.

Such requests shall state the time, place, date and specified subject matter(s) for which the meeting is called.

No other business or motions shall be in order other than that which is specifically stated on the call for the special meeting.

Section 4. No one shall be admitted to any closed meeting unless permission has been granted by the members. The presiding officer will notify the main body who will immediately take action whether such person shall be allowed to remain.

Section 5. Any member who attends a meeting in an intoxicated condition and/or creates a disturbance or becomes unruly shall lose voice and his right to vote at said meeting. Where necessary to maintain order, the member may be evicted from the meeting by order of the Chairman subject to the challenge of the membership. Flagrant or persistent violation of this section by any member shall be conduct unbecoming a union member.

Section 6. No one will be given credit for attendance of regular union meetings after 30 minutes from the start of the meeting.

Section 7. Unit Meetings will be held upon request of the Unit Bargaining Committee or by petition of 50% of the Unit membership.

ARTICLE 7 ATTENDANCE RULES

Section 1.

1. Members' attendance cards shall be issued on January 1 of each year and cards shall be good for one year.

Section 2. Old age, death in family, noticeable physical defect, sickness accompanied by a reputable resident physician's written statement only shall entitle a member to an excuse.

The Constitution and By-Laws Committee shall be authorized to excuse members from Membership Meetings because of old age, physical handicap, health and prolonged sickness and official leaves of absence. The President of the Union shall countersign such members attendance cards.

Members who have been officially excused from attendance of Membership Meetings by the Constitution and By-Laws Committee shall be given a yearly card to be issued in January or at the time excused for the remainder of the year, unless otherwise specified.

ARTICLE 8 EXECUTIVE OFFICERS

Section 1. The Executive board of this Local Union shall be composed of the following elected officers:

President
Vice President
Recording Secretary
Financial Secretary-Treasurer
Three Trustees
Sergeant-at-Arms
Guide
Retirees Board Member as outlined in Article 55
Section 1b of the International Constitution

Each Unit Chairperson shall serve on the Executive Board by virtue of holding their respective offices.

Each Unit will elect one (1) member to serve on the Executive Board.

Section 2. Any Officer, Executive Board Member or Joint Council delegate, where such council exists, if charged with a violation of the Amalgamated Local Union By-Laws or International Constitution or if charged with being derelict in performing his duties as a Local Union Officer or failure to carry out the Union obligation which he accepted, shall be tried by a Trial Committee selected either by the delegate body of such Amalgamated Local Union, where such delegate body

exists, or by a Trial Committee established by the general Membership meeting of such Amalgamated Local Union where no delegate body exists as outlined in Article 31, Section 7 of our International Constitution.

Section 3. Upon the death, resignation or removal for cause, of any officers, it shall be the duty of the President to order an election to fill such vacancy in accord with Article 15, Section 28. (Except office of President – International Constitution Article 38, Section 14.)

Section 4. Executive Board Members of our Local Union are required to attend two (2) out of three (3) Board, Regular Membership and Steward Meetings, unless excused by that body from which the excuse is requested. Failure to abide by this rule by the affected member shall be sufficient cause to be removed from office.

Section 5. In no case however is the Executive Board to transact any business that may affect the vital interest of this Union until the approval of the membership has been secured.

Section 6. The Executive Board of Local 72 shall meet on Thursday immediately preceding the monthly membership meeting and whenever deemed necessary in between meetings to start at 5:00 P.M. until all business has been transacted.

Section 7. A majority of the members of the Executive Board must be present at any regular or special meeting to constitute a quorum.

Section 8. It shall be the duty of the Executive Board to set up an official Excuse Committee immediately after a strike has been declared.

Section 9. Any question referred to the Executive Board shall remain under its jurisdiction until finally disposed of.

Section 10. The Financial Secretary or his Appointee will initiate and deliver to each member, upon initiation, one copy of the By-Laws.

Section 11. The President shall appoint at least one member of the Executive Board to each of the standing committees in a liaison or advisory capacity with the exception of the Election Committee or any Trial Committee.

Section 12. The duties of the President shall be as defined in Article 40, Section 1 of the International Constitution.

Section 13. No member shall be permitted to hold more than one elected office in this Local Union with the exception of elected Unit Representatives who may also serve on the Executive Board.

ARTICLE 9 Unit Representatives

Section 1. The election of Unit Representatives shall be held in May and they shall take office the first Monday in June to serve for a period of three (3) years, unless removed for cause. All nit Representatives elected between elections shall serve the remainder of the term.

Section 2. All Unit Representative elections shall be held at Union Headquarters or in the plant. The location shall be chosen by membership action. The elections shall be of the walk-in type. The Election Committee shall post on bulletin boards in the district, not later than three (3) days before the election, a notice of the election including in such notice the time and place of the election and the time and place of sign-ups. Sign-ups shall be accepted at Union Headquarters or other designated locations and the Election Committee shall draw for position on the ballot.

Whenever possible there shall be a member of the Election Committee, not from the Unit, presiding. It shall be the Election Committee member's duty to supervise the election, collect and turn over to the Executive Board all ballots and tabulations of the elections.

Unit Representatives shall be elected by a plurality vote.

Section 3. Each candidate shall be allowed one (1) challenger present at any recounting of ballots in any Unit Representative elections, provided he first submits to the Chairman of the Election Committee a written request.

Section 4. The Election Committee shall oversee the recounting of ballots.

Section 5. In elections of Unit Representatives, members voting must be in good standing and present a membership card in order to vote. Any member who does not have a membership card shall be allowed to vote a challenged ballot. This shall also apply in any election that is duly authorized and approved by this Local Union and as further outlined in the International Constitution and By-Laws.

Section 6. A vote on the question of recalling a Unit Representative may be initiated by a petition in accordance with the applicable provisions in the International Constitution.

Section 7. Where meetings are established by the Local Union, Unit Representatives must attend two (2) out of three (3) consecutive Unit and Membership Meetings.

Section 8. Where permanent openings for Unit Representatives exist, an election shall be held to fill the vacancies as soon as possible but in no event later than fourteen (14) calendar days from the date of the vacancies.

Section 9. The Palmen Motors Unit Shop Stewards shall be democratically elected for a period of three (3) years, by a plurality vote of the members in the Palmen Motors Unit. The Palmen Motor's Chrysler Shop Steward shall be elected by the members in the Palmen Motor's Chrysler Shop and the Palmen Motor's KIA Shop Steward shall be elected by the members in the Palmen Motor's KIA Shop.

Section 10. The Palmen Motors Unit two (2) Bargaining Committee Members shall be democratically elected for a period of three (3) years, by a plurality vote of the member in the Palmen Motor Unit.

Section 11. The Unit Executive Board Member shall be democratically elected for a period of three (3) years, by a plurality vote of the members in the Unit.

Section 12. The Wisconsin Metal Products Unit Chair shall be elected for a period of three (3) years, by a plurality vote of the members in the Wisconsin Metal Products Unit.

Section 13. The Wisconsin Metal Products Unit Skilled Trades Bargaining Committee Member shall be elected by a plurality vote for a period of three (3) years by the skilled trades members in the Unit.

Section 14. The Wisconsin Metal Products Unit Production Bargaining Committee Member shall be elected by a plurality vote for a period of three (3) years by the production members in the unit.

ARTICLE 10 COMMITTEES

Section 1. The Local Union shall have the following standing committees:

- | | |
|--------------------------------|---------------------------|
| A. Education | G. Veteran's |
| B. Union Label | H. Women's |
| C. Civil Rights | I. Constitution & By-Laws |
| D. Community Service | J. Scouting |
| E. Legislative & Citizenship | K. Skilled Trades |
| F. Conservation and Recreation | L. Consumer Affairs |

Section 2. All standing committees shall be appointed by the President, subject to the approval of the main body.

Section 3. The Vice-President shall be privileged to appoint one (1) member on all appointed standing committees.

Section 4. All standing committees shall be composed of not more than nine (9) members.

- (1) Plus at least one member of the Executive Board in a liaison or advisory capacity. (Article 8 - Section 14)

Section 5. All appointed standing committees shall serve during the term of the President who appoints them.

Section 6. All standing elected committees shall serve for a period of one (1) year, unless removed for cause.

Section 7. The President shall appoint, subject to the approval of the main body, such other committees as may be deemed necessary from time to time.

Section 8. It shall be the duty of the Union Label Committee to promote the purchasing of only strictly union made goods and shall act as delegates to represent this Local Union on all city or statewide Union Label movements, if so, authorized by the Union.

Section 9. The top four (4) officers shall constitute the Press Committee of this Union.

No news release, of any nature, vital to the interests of the Union, shall be made by anyone except with the approval of the Press Committee.

The Press Committee may review and approve all press releases with the exception of those made by the Local President which may not come under the jurisdiction of this language.

Section 10. All members of a standing committee will be required to attend two out of three membership, committee and leadership meetings. Failure to comply will be cause for removal by the president of Local 72.

ARTICLE 11 SUSPENSIONS

Section 1. This Union shall have power to suspend or expel any member for violation of the Constitution or By-Laws, or for unbecoming conduct, subject to the applicable provisions of the International Constitution and/or Local Union By-Laws.

Section 2. It shall be understood that when the last day of a month falls on a Saturday, Sunday or legal holiday, the previous workday of the Union Office shall be considered the last day of that month.

ARTICLE 12 TRIAL OF MEMBERS

Section 1. Any trial shall conform to the trial procedure as outlined in the International Constitution.

Section 2. Where a Trial Committee, under Article 31, Section 10 of the International Constitution does not reach a verdict of guilty by 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.

ARTICLE 13 APPEALS

Section 1. All subordinate bodies of the International Union and members thereof, shall be entitled to the right of appeal. In all cases however, the decision of the lower tribunal must be complied with before the right to appeal can be accepted by the next tribunal in authority and shall remain in effect until reversed or modified.

Section 2. A member feeling himself aggrieved by some action of the Local Union or one of its representatives must initiate his complaint or appeal from that action within sixty (60) days of the time he is aware of the action or reasonable should have been aware.

Section 3. Any further appeal shall be carried out in conformity to the International Constitution, Article 33.

ARTICLE 14 ELECTIONS

1. Nomination and Election of Delegates

Section 1. The nomination and election of delegates to Convention shall take place as outlined in these By-Laws.

Section 2. No member shall be eligible to serve as a Delegate from this Local Union unless he has been a member in continuous good standing for twelve (12) months immediately preceding the first day of the month in which the Convention is held and shall also have been a member of the Local Union electing him for three (3) months immediately preceding the first day of the month in which the Convention is held.

B. Duties of Election Committee

Section 1. The Recording Secretary shall arrange a meeting with the Election Committee not later than three (3) days after the election of the Committee and shall inform them of their responsibilities. The Committee shall elect a Chairman and Secretary at this meeting. The Chairman and Secretary, plus one other member of

the Committee, shall act as the screening committee to ascertain the eligibility of all candidates through the Financial Secretary's records.

Section 2. The Committee shall select the official polling places, of which there shall be one (1) or more, subject to the approval of the membership.

Section 3. The Committee shall publish the names of all candidates by means of bulletin boards or local newspapers at least seven (7) days prior to the election.

Section 4. The Committee shall make preparations for the printing of all ballots, supervise and inspect election booths, remove campaign material, and present fraudulent votes.

Section 5. The Committee shall, upon request, assist the voters in voting, but at no time shall they select or suggest the names of any candidates. At no time shall the Committee, or anyone working at the polls, discuss the qualifications of any candidate or take part in any campaigning on election day.

Section 6. The Committee shall make a report on all incidents that occurred at the polls, and the results of the election at the next regular Membership Meeting following the election.

Section 7. There shall be no soliciting of funds at any of the polling places.

Section 8. Ballots will be issued by the Election Clerks to members in good standing upon showing of the member's membership card. Fraudulent voting will be dealt with as provided in the Constitution.

Section 9. No intoxicating liquor to be consumed at the election polling places or at the place the ballots are being counted. Also, none of the Election Committee are to be under the influence of intoxicating liquor.

Section 10. The Election Committee shall have in their possession the official ballot stamp or stamps.

Section 11. The Election Committee shall return the official ballot stamp or stamps to the Trustees as soon as possible after the closing of the election polls.

Section 12. The Election Committee must maintain all unused ballots for one (1) year, the same as all other election materials to conform to the International Constitution.

Section 13. Voting machines or paper ballots are to be used in all Delegates to the Convention and Executive Officers elections.

Section 14. After the election has been conducted and the Election Committee has made its report to the next regular Membership Meeting following the election, the Committee must then certify the results of the election and turn this over to the Recording Secretary along with the ballots and the Recording Secretary shall then keep the election certification certificate and the ballots for a period of one (1) year. However, if there is an appeal or dispute concerning the election, the ballots will be preserved indefinitely until the dispute or appeal is finally resolved.

Section 15. The Executive Officers shall be elected by a majority vote. In determining a majority vote of the Executive Officers, the formula outlined in the International Constitution shall be applied. The Executive officers who do not receive a majority vote shall be in the run-off election. If one candidate receives a majority vote on the first ballot, there is no run-off election for that office.

Section 16. Whenever there are unopposed candidates for Local Union Executive Office, such unopposed candidates' names shall appear on the official ballot. Where run-off elections are necessary because a candidate for Local Union Executive Office fails to receive a majority vote, the run-off shall be confined to the two (2) candidates receiving the highest number of votes for the office involved.

Section 17. In recounts of elections of Delegates to Conventions and Executive Officers, the Election Committee shall be in charge of counting the ballots and recounting the ballots.

Section 18. The Election Committee shall recount the ballots in Officers' and Delegates' elections.

Section 19. The Election Committee shall give a full and complete report to the membership at the next regular meeting following the recount and shall be solely responsible to the body electing them.

Section 20. Any member requesting a recount of ballots of any election shall do so by written request to the Election Committee at least three (3) days prior to the acceptance or rejection of the Election Committee report. The Election Committee, in the exercise of sound judgment based primarily upon the closeness of the vote and the number of ballots cast, may grant or deny the request. If the member who is making the request is dissatisfied with the decision of the Election Committee, he has recourse to the appeal procedure as outlined in Article 33 of the International Constitution.

Section 21. The membership shall establish official nomination and election dates, time and places. At least seven (7) days shall elapse between the time of nomination of Delegates and/or Officers and the date the election shall take place. All members shall be duly notified, at least fifteen (15) days in advance, of the time and place of said election and the hours the polls will be open. Each member shall personally cast his vote at the polls with the exception of absentee ballots cast pursuant to this Constitution and By-Laws and applicable to our Local Union procedures.

Section 22. The election of Executive Officers shall be held in May and in June and installation shall take place at a Special Meeting called for that purpose in the month of June.

Section 23. All local officers shall serve for the period of three (3) years.

Section 24. All elections shall be held under the supervision of a democratically elected Election Committee.

- (1) The Committee shall consist of one (1) committee person for each polling place, plus one (1) additional member.
- (B) The Election Committee shall serve for a period of three (3) years.
- € The election shall take place in January. To cancel or change the above procedure the rules in Article 6, Section 1 shall be complied with.
 - (1) The Executive Board shall inform the membership not less than seven (7) days before any Election Committee is to be elected. The Committee shall be elected at a Regular Meeting or a Special Meeting called for this purpose. All members are automatically nominated for the Election Committee. Members who wish to accept the nomination must indicate their intentions in writing within the first full week period in the month of December. Drawing for positions on the ballot will take place at Union Headquarters immediately following the close of nominations.
 - (1) At the next regular meeting following the election of the Election Committee, there shall be elected two (2) Election Clerks for each polling place; whose duties shall be to assist the Election Committee in running an honest and efficient election. They are to be under the supervision of the Election Committee. The Election Clerks shall serve for a period of three (3) years.

- (1) All members are automatically nominated for the position of Election Clerk. Members who wish to accept the nomination must indicate their intentions in writing within the first full week period immediately following the election of the Election Committee. Drawing for positions on the ballot will take place at Union Headquarters immediately following the close of nominations.
- (G) The candidates for Election Committee and Clerks shall be present or signify their acceptance by submitting a statement to the Recording Secretary.
- (H) The Election Committee and Election Clerks shall be compensated at the straight regular hourly rate for time spent at polls on Election Day and counting of ballots.
 - (1) All time spent outside of the plant by the Election Committee shall be cleared through the President.
- (J) Polling places shall remain open, the times to be determined by membership action. After the polls have been closed, the Committee shall seal all ballot boxes until such time as the official tabulation takes place.
- (K) All elections shall be governed by the International Union Constitution.
- (L) That all positions of the candidates nominated will be numbered according to their positions on the ballot.
- (M) Each candidate shall have the right to have one challenger present when the votes are cast, and when they are tabulated, provided that such challenger is a member of the Local Union. No cost shall be incurred by the Union.
- (N) When death, resignation, removal for cause or other reason creates a permanent vacancy on the Election Committee such vacancy shall be filled by the first alternate. Such alternate's position shall be filled by the high vote getter among the elected clerks. Any such vacancy filled by the elevation of clerk to alternate shall be filled by election at the next regularly scheduled Membership Meeting. A five (5) day notice of such election shall be posted. Temporary and interim vacancies will be filled by appointment by the local President.

Section 25. Any Union political campaign material outside of a candidate's individual cards must specify on the political material the member or members who authorized the same material, by name or names.

Section 26. Upon complaint of a violation of Section 25, above, the Local Union Executive Board or a committee of same may investigate said complaint and where evidence supports a member's participation in violation of the above Section 25, the member may be subject to charges of conduct unbecoming a union member in accordance with Article 31 of the International Constitution.

Section 27. Absentee ballots in Local Union Elections of Executive Officers and Convention Delegates.

- (1) Any member who is away from the Local Union during the entire period of an election of Executive Officers or Convention Delegates on a work assignment for his employer or on Local Union business may apply for an absentee ballot by filing with his Local Union by mail (registered or certified) or in person, a signed statement that he will be away from his Local Union for the entire period of the election on a work assignment by his employer or on Local Union business. Such statement or request must be filed with the Local Union Election Committee Chairman in sufficient time for the member to secure a ballot and redeposit same with the Local Union Election Committee Chairman prior to the start of the election.
- (B) Upon such certified application, the Local Union Election Committee Chairman shall immediately provide the member with a ballot and two (2) envelopes, one (1) return addressed. The member shall place his marked ballot in the unmarked envelope and enclose it in the return-addressed envelope.
- € The ballot as indicated may then be presented to the Local Union Election Committee Chairman 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 Election Committee Chairman before the start of the election.

Section 28. All vacancies in Local Union offices, except the office of President, shall be promptly filled by election, provided that the Local Union may provide other means for filling such vacancies for the temporary period pending the holding of the election.

ARTICLE 15 STRIKES

Section 1. All strikes shall be called or terminated only in strict conformance with Article 50 of the International Constitution.

ARTICLE 16 RULES OR ORDER

Section 1. Any conversation by whispering or otherwise, which is calculated to disturb the transaction of business, shall be deemed a violation of order.

Section 2. Every member shall be guaranteed the right of free discussion of the principles set forth in the platform and preamble of the Constitution and By-Laws.

Section 3. When a member wishes the floor, he shall rise and respectfully address the chair and if recognized by the chair, he shall be entitled to the floor.

Section 4. If two (2) or more members rise to speak at the same time, the chair shall decide which is entitled to the floor.

Section 5. Each member when speaking shall confine himself to the question under debate and avoid all personal indecorous or sarcastic language.

Section 6. A member being ordered to take his seat three (3) times by the chair without heeding shall be barred from participating in any further business at that session.

Section 7. All questions of parliamentary nature not provided in these rules of order shall be decided by Roberts **RULES OF ORDER**.

ARTICLE 17 RULES OF PROCEDURE

Section 1. On motion the regular order of business may be suspended by two-thirds (2/3) vote of the members at any time to dispose of urgent business.

Section 2. When a question is before the meeting no motion shall be in order except: 1) To lay on the table; 2) For the previous question; 3) To postpone to a given time; 4) To refer or commit; 5) To amend or substitute; and these motions shall have precedence in order herein arranged. The first two (2) of these motions are not debatable.

Section 3. If a question has been amended, the question on the amendment shall be put first; if more than one amendment has been offered the question shall be put as follows: 1) Amendment to the amendment; 2) Amendment; 3) Original proposition.

Section 4. When a question is postponed indefinitely, it shall not come up again at the same meeting except by a two-thirds (2/3) vote.

Section 5. After a question has been stated by the chair, it shall be before the meeting for discussion. Before putting a question to vote the presiding officer shall ask: Are you ready for the question: If no member rises to speak, the presiding officer shall then put the question in this form: All in favor of the motion say "Aye" and after the affirmative vote is expressed, those opposed "No". After the vote is taken, he shall announce the result in this manner: It seems to be carried (or lost); and is so ordered.

Section 6. Before the presiding officer declares the vote on a question any member may ask for a division of the house, then the chair is duty bound to comply with the request and a standing vote shall be taken, and the Secretary shall count the same.

Section 7. When a question has been decided, it can be reconsidered only by a two-thirds (2/3) vote of those present.

Section 8. Any question submitted to the Membership of UAW Local 72 for consideration of any Regular or Special Meeting shall be submitted under the following rules: Acceptance, amendment or rejection shall be in order at any time, in all instances, and at any call for a Special Meeting whenever a question is being considered. No other question shall be in order other than that which is stated in the call.

Section 9. At no time shall any financial donation exceed fifty dollars (\$50.00), unless a larger donation is approved at a Regular or Special Local Union Membership Meeting.

ARTICLE 18 MOTIONS

Section 1. A motion to be entertained by the presiding officer must be seconded and the mover as well as the seconder must rise, be recognized by the chair.

Section 2. In presenting a motion a brief statement of its object may be made but no discussion of its merits shall be admitted until the question is stated by the chair.

Section 3. Any member having made a motion can withdraw it by consent of the second, but a motion debated cannot be withdrawn except by a majority consent.

Section 4. A motion to amend an amendment shall be in order but no motion to amend an amendment to an amendment to an amendment shall be permitted.

ARTICLE 19 DEBATE

Section 1. No member shall interrupt another while speaking, except to state a point of order, and he shall definitely state the point, and the Chair shall decide the same without debate.

Section 2. If a member while speaking be called to order, he shall take his seat until the point of order is decided, when if decided in order, he may proceed.

Section 3. If any member shall feel himself personally aggrieved by a decision of the Chair, he may appeal to the body from the decision.

Section 4. When an appeal is made from a decision of the Chair, the Vice-President shall then act as Chairman; said appeal shall then be stated by the chairman to the meeting in these words: Shall the decision of the chair be sustained as the decision of the Union? The member will have the right to state the grounds of appeal, and the Chair will give reason for his decision. Thereupon the members will proceed to vote on the appeal without further debate, and it shall require a majority vote to sustain such an appeal.

Section 5. No member shall speak more than once on the same subject until all the members desiring the floor shall have spoken; nor more than twice without unanimous consent, nor more than five (5) minutes at any one time without consent of a two-thirds (2/3) vote of all members present.

Section 6. The presiding officer shall not speak on any subject unless he retires from the chair except on points of order and in case of a tie, he shall have the deciding vote.

Section 7. Whenever in these By-Laws a pronoun is used, it refers equally, where the reference is applicable, to both men and women in the singular and in the plural.

ARTICLE 20 FINANCES

Section 1. Expenses, Transportation, Lost Time: Utilize International Union voucher system. The Local Union shall provide for payment of expenses for traveling in a reasonable amount and shall provide for a signature by the Local Union President, which will indicate authorization for such travel.

Section 2.

- (1) Each lost time and expense voucher submitted to the Local Union Financial Secretary shall be accompanied by a form setting forth the total number of hours (straight time and overtime) on a daily basis to which the individual member is entitled and the hours for which he has received pay from the company.
- (B) Lost time and expense voucher submitted to the Local Union Financial Secretary shall be the hours on a straight time basis that the member would have been entitled to during his or her regularly scheduled work day, excluding Saturday and Sunday, not to exceed eight (8) hours per day, except for the Election Committee on election days when voting is held plant wide.
- € Any member of Local 72 that receives lost time payment shall be entitled to the same formula for profit sharing that is used by his or her current employer.

Section 3. The reasons for lost time payment shall be clearly stated opposite each of the days for which reimbursement is requested from the Local Union.

Section 4. Each voucher shall provide for a signature by the Local Union President which shall indicate authorization for such lost time.

Section 5. Any member of Local 72 on committee work in the city of Kenosha shall be entitled to their meals at the Union's expense only if such meeting is recessed for lunch and reconvenes immediately after lunch.

Section 6. No lost time by Executive Board or committee member for Local or International Union functions shall be allowed if there are available said member not scheduled to work. Any exception to this procedure to be approved by membership action prior to the function.

Section 7. No committee operating in the red shall send any representative from the Union to any International or Local Union activity without first being sanctioned by the membership prior to the function.

Section 8. Any member sent to any Union function and failing to attend shall reimburse the Local Union all expenses, travel and lost time monies received.

Section 9.

- (1) Whenever practical, coach air transportation to and from any destination accessible by air plus limousine or bus rate.

Whenever practical, rail transportation when air travel is not available, plus limousine or bus to and from station and hotel.

Whenever practical, not to exceed the amount of reimbursement by the international union to be allowed when using your car to destinations not accessible by air or rail, or for use of car to and from airport.

The actual cost of airfare not to exceed coach fare or track the amount of reimbursement by the international union, whichever is more economical.

Expense for transportation is to be paid for the actual mode of transportation used. Mileage expense can only be paid to the driver of the automobile.

- (B) The Local Union shall pay a representative or member lost time only when that representative or member is performing necessary duties for and on behalf of the Local Union during a time for which s/he would otherwise be compensated by the employer. The amount of lost time should never exceed

the amount which the Local Union representative or member would otherwise have received from her/his employer for the same period of time for which s/he is being compensated by the Local Union.

Section 10.

- (A) **Representatives and Delegate Expense:** Delegates and Local Union Representatives authorized to make any out of town trips shall be compensated out of town expenses as outlined by the International Union for International Representatives.

Section 11. It is the intent and purpose that these rules shall apply to all members and to any meeting of this Local Union except as otherwise outlined in the International Constitution.

Section 12. The Financial Secretary and the Recording Secretary shall receive a salary of \$100 per week.

ARTICLE 21

UAW ETHICAL PRACTICES CODES Democratic Practices

The UAW is proud of its democratic heritage. Its Constitution is carefully designed to ensure each member his full democratic right, both as an individual and through his elected representatives, to express himself freely and to participate at all levels in the decisions governing the Union. Moreover, his individual rights as a UAW member are protected against infringement or abuse, for he 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 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 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 contract 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 contract.
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 contract, 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 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.

ARTICLE 22 LEASES & LONG-TERM AGREEMENT

No agent or official of the local union is authorized to execute a real estate lease, deed, service or maintenance contract or other long-term agreement unless the

proposed agreement has been reviewed by an outside expert or attorney and approved by the Local Union Executive Board.