

**UNITED AUTOMOBILE AEROSPACE AND  
AGRICULTURAL IMPLEMENT WORKERS OF  
AMERICA LOCAL 647**



**AMALGAMATED BY-LAWS**

**REVISED AND ADOPTED JUNE 2012**

**ARTICLE I**

NAME

The name of the Local Union shall be Local No. 647, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America. This fiscal year shall begin on January 1 and end on December 31; everything herein pertains to calendar days unless otherwise specified.

**ARTICLE II**

JURISDICTION

The jurisdiction of Local 647 shall extend to, and include all eligible members, employees of plants in around the Greater Cincinnati area, except plants duly chartered by the International Union, or otherwise excluded by jurisdictional agreements.

**ARTICLE III**

OBJECTS

SECTION 1.

It shall be the object of this Local Union to protect, maintain and advance the interests of the workers, to organize the unorganized in conformity with its jurisdiction, and to promote the advancement of such workers.

SECTION 2.

To unite in one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, all employees under the jurisdiction of the International Union.

SECTION 3.

To educate our membership in the history of the Labor Movement and to develop and maintain an intelligent and dignified membership; to vote and work for the election of candidates and the passage of improved legislation in the interest of all labor.

**ARTICLE IV**

STRUCTURE OF AMALGAMATED LOCAL 647

THE LOCAL UNION SHALL BE GOVERNED IN THE FOLLOWING MANNER:

SECTION 1.

The highest authority in the Local Union shall be vested in the Joint Council, which must convene once a month.

SECTION 2.

Between meetings of the Local Union Joint Council, and the Local Union Executive Board, the administrative authority of the Local Union shall be vested in the President subject to the approval of the Local Union Executive Board and the Joint Council.

SECTION 3.

The Executive Board shall be empowered to represent Local 647 between meetings of the Local Union when urgent business requires prompt and decisive action. In no case however shall the Executive Board transact any business that may affect the vital interest of Local 647 until the approval of the Joint Council is secured.

**ARTICLE V**

SECTION 1.

Joint Council members present shall constitute a quorum.

SECTION 2.

A simple majority shall constitute a quorum of special and standing committees.

SECTION 3.

Each Autonomous Unit must hold a regular monthly meeting.

**ARTICLE VI**

MEMBERSHIP

SECTION 1.

The Local Union shall be composed of workers eligible for membership in the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, and over whom the Local Union is granted jurisdiction by the International Union.

SECTION 2.

Eligibility for acceptance into membership in the Local Union shall be governed by Constitution of the International Union.

SECTION 3.

A membership card shall be provided and given to each member.

SECTION 4.

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 Local Union and the International Union.

SECTION 5.

It shall be the duty of each member to participate in all Local, State and Federal elections through registration and balloting.

SECTION 6.

Any member who attends a meeting in an intoxicated condition and creates a disturbance, shall lose voice and his right to vote at said meeting, and, at the discretion of the chairperson, may be evicted from said meeting.

SECTION 7.

Every person, after his acceptance as a member shall be given the membership oath provided for by the Constitution of the International Union.

## **ARTICLE VII**

### INITIATION FEES AND DUES:

#### SECTION 1.

(a) The dues shall be two (2) hours pay per month per member, which will be dedicated to the General Fund.

(b) In addition to the above (a) twenty-five cents (.25) per member per month will be dedicated to the Building Fund.

#### SECTION 2.

The initiation fee shall be ten dollars (\$10.00).

#### SECTION 3.

Reinstatement fee shall be fifteen dollars (\$15.00).

#### SECTION 4.

An honorable withdrawal card shall be issued to a member in good standing as set forth in the International Constitution.

## **ARTICLE VIII**

### OFFICERS, EXECUTIVE BOARD:

The Executive Officers of the Local Union shall consist of the President, Vice President, Recording Secretary, Financial Secretary-Treasurer, three (3) Trustees, Sergeant-at-Arms and Guide.

The Executive Board shall include the Executive Officers of the Local Union plus a retired member of the Local Union elected to serve on the Board pursuant to the International Constitution.

(a) A simple majority of the Local Union Executive Board shall constitute a quorum.

(b) Minutes will be taken of all Executive Board meetings by the Recording Secretary and shall be available to the membership at meetings.

(c) All decisions and recommendations of the Executive Board shall be referred to the next regular membership meeting.

(d) The Executive Board shall appoint at least one (1) of its members to each of the standing committees in a liaison or advisory capacity, except, however, the Plant Bargaining Committees, Election Committees, or any Trial Committee.

(e) The Executive Board shall review each issue of the Local Union paper, and where necessary shall take steps to bring the contents and policy of the paper into conformity with the policy of the International Union.

DUTIES OF OFFICERS:

PRESIDENT:

SECTION 1.

The President shall preside at all regular and special meetings of the Union; he/she shall preside over the Joint Council, be empowered to call special meetings, and be an "ex officio" member of all local committees, but shall have no vote at the meetings at which he/she presides except in case of a tie.

He/she shall preserve order and enforce the Constitution and By-Laws of this Union.

(a) It shall be the duty of the President to call from any unit any officer or member whose services are required for union activity. He/she shall not sign any vouchers for lost time not previously authorized by him/her.

(b) Appoint, subject to the approval of the Joint Council all-special and standing committees when an election of same is not called for.

(c) Sign checks in conjunction with the Secretary-Treasurer.

(d) Give bond in an amount not less than (\$5,000) subject to the approval of the Joint Council. Such bond shall be paid by the Local, unless bonded by the International Union.

VICE PRESIDENT:

The Vice President shall assist the President in the performance of all his duties, and act in that capacity when he is absent.

In the case of death or resignation of the President, shall assume the office of President.

RECORDING SECRETARY:

The Recording Secretary shall keep all records of the meetings of the Local Union and perform such other duties with the approval of the Joint Council as may be necessary to a proper and effective administration of the affairs of this Union.

SECRETARY TREASURER:

The Secretary-Treasurer shall conform to the basic procedural recommendations for Financial Officers Form No. 54 from the officer of the International Secretary-Treasurer.

TRUSTEES:

SECTION 1.

The duties of the Trustees shall be to audit all books and records of the Local Union not less than once every six (6) months or by order of the Joint Council, or the Local Union; to take inventory at least once a year and safeguard all property of the Union.

SECTION 2.

The Trustees shall draw up an official notice to the International Union, informing it that the Local's books and records have been audited. This notice shall state the condition of the books and records. In addition to the signature of the Local Trustees, the President and Secretary-Treasurer shall also sign the notice.

SECTION 3.

The Trustees must make a written report of findings and recommendations at the next regular membership meeting following such audit.

SECTION 4.

Act as custodian and exercise supervision over the property of the Local. Keep an inventory thereof and report same in writing at the first Local Membership meeting held after January 1.

SERGEANT-AT-ARMS:

SECTION 1.

It shall be the duty of the Sergeant-at-Arms to introduce all new members and visitors, and to assist the President in preserving order when called upon to do so. He/she shall take charge of all property of the Local Union not otherwise provided for, and perform such other duties as may be assigned to him/her from time to time.

#### SECTION 2.

Whenever a meeting is declared a closed meeting the Sergeant-at-Arms shall examine all persons present at the meeting to ascertain if they are members in good standing. He/she shall not permit any person who is not in good standing or under the influence of intoxicating liquor to remain.

He/she shall eject any person from the meeting so ordered by the body.

He/she may call upon any or all members to assist him/her.

He/she shall see that the door is closed while the meeting is in progress.

#### GUIDE:

#### SECTION 1.

It shall be the duty of the Guide to help maintain order, inspect the membership receipts, satisfy himself/herself that all present are entitled to remain in the meeting of the Local and perform such other duties as are usual to the officer.

### **ARTICLE IX**

#### WAGES OF OFFICERS

#### SECTION 1.

Compensation of Officers for time spent in Union work to be as follows:

(a) **PRESIDENT:** The President of the Local Union will receive forty-eight (48) hours pay per week based at his/her prevailing hourly wage rate, but not less than the R-21 rate. The President will also be paid thirty-five (\$35.00) per week for expenses.

Also in addition, cell phone usage of up to 2500 minutes per month will be covered by the Local.

(b) **VICE PRESIDENT:** The Vice President shall receive twelve dollars (\$12.00) per week expenses, plus lost time from the shop at his/her prevailing hourly wage rate, but not less

than the R-21 rate, when performing union duties. In the event he/she is required to assume the duties of the President for one (1) week or more he/she shall be paid on the same basis as the President.

(c) RECORDING SECRETARY: The Recording Secretary shall receive twelve dollars (\$12.00) per week expenses, plus lost time from the shop at his/her prevailing hourly rate, but not less than the R-21 rate.

(d) FINANCIAL SECRETARY-TREASURER: The Financial Secretary-Treasurer will receive a monthly salary of twenty-five (\$25.00) also twelve dollars (\$12.00) weekly expenses, plus lost time from the shop at his/her prevailing hourly wage rate, but not less than the R-21 rate when performing his/her union duties.

(e) LOST TIME: 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 he/she would otherwise be compensated by the employer. The lost time should never exceed the amount which the Local Union representative or member would otherwise have received from his/her employer for the same period of time for which he/she is being compensated by the Local Union. Night shift premium shall be applied where applicable to all actual lost time.

(f) RETIRED UNION MEMBERS: A retired union member who is eligible to hold and be elected to one of the above officer positions, as per stated in the International Constitution of the UAW, he/she will receive a salary of fifty (\$50.00) per week plus the weekly expenses of this Article, if applicable, while performing the duties of his/her office.

## **ARTICLE X**

### ELECTION AND RECALL OF STEWARDS AND/OR COMMITTEEPERSONS:

#### SECTION 1.

All Stewards and/or committeepersons shall be democratically elected for three (3) year terms, provided that a Local Union or unit of an Amalgamated Local Union may petition the International Executive Board to have a shorter term by affirmative membership action. Stewards and Committeepersons



shall be required to take the oath of office as provided in the Constitution of the International Union.

#### SECTION 2.

Absence of Unit By-Laws; Election of Unit Officers and/or chairpersons shall be elected on a unit wide basis by secret ballot with those officers and/or chairpersons receiving a plurality of the votes cast will be declared elected.

#### EXCEPTIONS TO THE ABOVE ARE AS FOLLOWS:

(a) In units with predetermined district(s), committeeperson(s) shall be elected from each district.

(b) In units where the committee chairperson must be elected from the committee, only those elected, as committeeperson(s) will be eligible to run for chairperson.

#### SECTION 3.

A steward or committeeperson may be recalled by the members he/she represents for failure to perform the duties of the office. A valid petition setting forth specific complaints of the steward(s) or committeeperson(s) failure to perform the duties of the office shall be signed by fifty per cent (50%) of the members he/she represents. The steward or committeeperson so complained against shall receive notification of the specific complaints. Upon the filling of such a petition with the Local Union, a special meeting for recall shall be held of which due notification shall be given. Fifty per cent (50%) of the current members working under the jurisdiction of the steward or committeeperson must be present at the recall meeting to establish a quorum. A two-thirds (2/3) vote of the members present and voting at such special meeting shall be required to recall.

#### SECTION 4.

No protest to an election shall be considered unless raised within seven (7) days of the closing of the polls or at the next membership meeting, whichever is later. Protests, other than those made at the membership meeting, shall be in writing and delivered to the Local Union. If a new election for committeeperson or steward is ordered as the result of a protest and this order is appealed, no such election shall be held until the matter has been submitted to and an order thereon received from the International President.

## **ARTICLE XI**

### ATTENDANCE RULES:

#### SECTION 1.

All elected Officers and appointed members shall be required to attend the General Membership Meetings.

#### SECTION 2.

(a) When the Local Union provides a series of educational classes for members holding elective offices the member from whom such classes are specifically intended shall attend two (2) out of three (3) classes.

(b) Where a member is removed from office for failure to comply with the foregoing attendance rules, he/she shall not be eligible to run for any elective position, except delegate to a UAW Constitutional Convention for the remainder of the term of office from which he/she was so removed.

(c) Excuses by an elected official for failure to meet these attendance rules will be accepted or rejected by the Joint Council.

(d) Joint Council members shall attend two (2) out of three (3) of the Joint Council meetings.

## **ARTICLE XII**

### ELECTION COMMITTEE DUTIES:

#### SECTION 1.

The duties of the Election Committee must conform with the Constitution of the International Union, and the election committee shall be nominated and elected by secret ballot of the membership at the special meeting prior to the nomination of Officers.

The election committee's term of office will be for a period of three (3) years.

#### SECTION 2.

The election committee shall consist of five (5) members, of which one will be selected as chairperson by the elected committee.

SECTION 3.

It shall be the duty of the election committee to:

1. Ascertain the eligibility of all candidates for office.
2. Provide for the printing of ballots.
3. Set an election day.
4. Advertise the election properly on bulletin boards, and or through the Local Union paper.
5. Maintain a proper polling place, and keep polls open from 6:00 a.m. to 6:00 p.m.
6. Supervise the polling.
7. Count the votes.
8. Prevent fraud.
9. Inspect election booths regularly to remove slates and campaign material left there.
10. Report the results of the election at the first meeting following the election.
11. Publish the names of the candidates at least two (2) weeks preceding the election on bulletin boards, in the Local Union paper, and by other methods.
12. Pass on challenged ballots.
13. Secure from the Financial Secretary a poll book of all eligible voters.
14. Make sure no member votes more than once and adopt any rules that are necessary to insure a fair election.
15. Take charge of all ballots cast during the election.
16. Make a notarized report on the election returns, the disposition of all ballots and incidents during the election.
17. All election-voting booths to be in one (1) location.

NOMINATIONS AND ELECTION OF OFFICERS:

SECTION 1.

The nomination of Local Union Officers shall take place during the month of April at a Special Membership Meeting called for that purpose.

SECTION 2.

The election shall be held in accordance with the International Constitution, United Automobile, Aerospace, Agricultural and Implement Workers of America.

SECTION 3.

At least seven (7) days prior to the Special Meeting in April and every three (3) years thereafter, the membership will be notified by bulletin board, that nominations of Officers and the Joint Council will be held.

SECTION 4.

At the membership meeting, where nominations are held, the complete ritual regarding nominations will be adhered to.

SECTION 5.

Nominations shall be made from the floor of the above-specified meeting.

SECTION 6.

Acceptance of nominations shall be made by a registered or certified letter of acceptance to the Recording Secretary of U.A.W. Local 647. Letter of acceptance to be mailed and postmarked by 12:00 midnight within three (3) days following the nominations.

SECTION 7.

Candidates must be elected by a majority vote. When more than two (2) candidates are running for the same office and no one has received a majority (50%) plus one, a run-off election will be held between the two (2) candidates who received the greatest number of votes, and the one who receives the majority of the run-off election will be declared the successful candidate.

SECTION 8.

The date of the run-off election shall be set by the election committee, and in no case will be more than two (2) weeks from the date of the original election.

SECTION 9.

If a member holding an executive office, the term of which is not expiring desires to become a candidate for another executive office, such member must notify the Local Union of his resignation from his present office sufficiently in advance of the nominating meeting to permit the nomination and election of candidates for both offices during the same election. Such resignation would become effective at the time of installation.

SECTION 10.

Whenever there are unopposed candidates for Local Union Executive Office, such candidates shall be considered elected without the necessity of an election.

SECTION 11.

No candidate in any election shall be a member of the election committee having supervision over such elections, nor shall he act as an observer or challenger.

SECTION 12.

No sticker or write-on candidate shall be allowed.

SECTION 13.

All elections shall be held within thirty (30) days following the acceptance and certification of nominations.

SECTION 14.

All vacancies in Local Union Offices, except the office of President, shall be promptly filled by election. The President may make a temporary appointment for the period pending the holding of the election, subject to the approval of the Local Union Executive Board.

SECTION 15.

However, where a vacancy occurs on or after March 1 immediately prior to the Local Union general election, no election shall take place to fill such vacancy. Said office shall remain vacant until filled at the following general Local Union election, or shall be filled by appointment by the Joint Council.

SECTION 16.

Proper notice shall be given to all members in good standing at least seven (7) days in advance of the nomination to fill the vacancy in an executive office. Said notice shall state that nominations will take place at such meeting to fill such vacancy or vacancies in the Local Union Office or offices,

naming them. At least seven (7) days shall elapse between the nomination and the date of the election. The election shall be held by secret ballot. The Election Committee shall supervise the election, distribute the ballots, conduct the counting and tabulating of the same, in accordance with these By-Laws and the International Constitution; apply and invoke the rules provided by these By-Laws and the International Constitution governing elections as may be applicable, and shall in accordance with these By-Laws and the Constitution, preserve the ballots and certify the results of the election.

SECTION 17.

Any eligible candidate in any election shall have the right to submit his commonly known name to the election committee in writing as he desires it to appear on the ballot, and it shall so appear.

SECTION 18.

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 shall be a member in good standing in this Local Union.

SECTION 19.

No one, except the Election Committee or those acting under its direction, and those voting or who are waiting to vote and duly qualified challengers shall be allowed in the place designated as a voting place for the election.

SECTION 20.

Voters who have cast their ballots shall not be allowed to loiter in the voting place.

SECTION 21.

Campaigning, posters, and election literature shall not be allowed in and about the voting place or within twenty-five (25) feet of the entrance of the voting place.

SECTION 22.

No member of the Local Union shall circulate, or cause to be circulated false propaganda against any member or candidate for Local Union Office; or to direct propaganda against any candidate because of his race, color, nationality, or religious affiliations.

SECTION 23.

Any candidate shall have the right to petition for a recount. Petitions must be filled with the Election Committee in writing, within three (3) days after the Election Committee has posted the final results of the election.

SECTION 24.

All elections shall be by secret ballot.

SECTION 25.

Any voter in the line at the polls at closing time shall be permitted to vote.

SECTION 26.

The names of nominees shall appear on the ballot by random drawing for ballot position. Random drawing to be held at Local 647 Union Hall. The means of random drawing to be determined by the election committee.

SECTION 27.

The Chairperson of the Election Committee will submit a list of the accredited candidates in the order in which they appear on the ballot to the President. The President shall then have copies of this list prepared and submit same to the Company for posting on the bulletin boards in the plants at least seven (7) days prior to the election. The list shall contain the name and department number of each candidate, together with the office for which he/she is a candidate.

SECTION 28.

Elected officers shall be installed at a Special Meeting called for the purpose of installation within fifteen (15) days following the election and shall take over and assume all duties at the meeting.

SECTION 29.

No member of Local 647 U.A.W. can be nominated for an Executive Office unless he or she has been in continuous good standing in Local 647 for a period of one (1) year immediately preceding such nomination.

SECTION 30.

The Local Union shall purchase or rent standard type ballot boxes that may be locked and sealed.

**ARTICLE XIII**

LOCAL UNION COMMITTEES:

The President shall appoint, subject to the approval of the Joint Council all special and standing Local Union committees when an election of same is not called for.

Each committee immediately upon being formed shall elect a chairperson and secretary, and the records of the committee shall be available to the Recording Secretary of the Local Union.

The chairperson shall be responsible for calling and presiding at all meetings of his/her particular committee. He/she shall sign all communications sent by the committee and shall make a report to the Executive Board and membership meetings.

These committees shall perform all duties assigned to them by the Constitution and By-Laws and such additional duties as they may be directed to perform from time to time by the Executive Board or the membership.

CONSTITUTION AND BY-LAWS COMMITTEE:

SECTION 1.

The Constitution and By-Laws committee shall consist of five (5) members.

SECTION 2.

The duties of the Constitution and By-Laws committee shall be as follows:

(a) To study the Constitution of the International Union, these By-Laws and to formulate and recommend changes or amendments to the By-Laws.

(b) To make a report to the Executive Board on proposed changes of the By-Laws and recommendations thereon.

(c) To formulate proposed By-Laws when directed to do so by the Local Union.

(d) To make a study of the Constitution of the International Union to ascertain whether or not any changes are desirable and to formulate its recommendations into resolutions to be submitted to the International Convention after resolutions are approved by the general membership of the Local or by the Joint Council.



(e) The committee shall meet in regular sessions at least once every two (2) months. Special meetings may be called when requested by the President or Joint Council.

EDUCATION COMMITTEE:

The Education Committee shall consist of not less than five (5) members.

SECTION 1.

The duties of the Education committee shall be as follows:

(a) To promote education, recreational and cultural activities of the Local Union.

(b) In order to carry out and promote the educational and recreational and cultural activities of the Local Union, to purchase literature, pamphlets, books, newspapers, leaflets, etc.

(c) To arrange and have charge of all classes for the membership, which must include the teaching of the principles of Unionism, the history and objectives of the labor movement, parliamentary law, classes for stewards and committeepersons and other classes as it may deem necessary to carry out the general policy of education of the International Union.

(d) To set up a library with ample facilities for the use of the membership.

(e) A fund of 3 1/2 cents per dues paying member per month will be set aside to help finance this educational program.

SECTION 2.

Each Joint Council meeting shall allot at least fifteen minutes for educational purposes and it shall be the duty of the Educational Committee to utilize this time in order to carry out its general program.

CITIZENSHIP AND LEGISLATIVE COMMITTEE:

SECTION 1.

The Citizenship and Legislative committee shall consist of five (5) members minimum.

SECTION 2.

The duties of the Citizenship and Legislative committee shall be as follows:

(a) To keep the Local Union informed, through reports to membership meetings, executive committee meetings, and shop stewards meetings, of all National, State and Local legislative issues affecting the welfare of workers.

(b) To cooperate with the National C.A.P. of the State and Local Industrial Union Councils in labor ward organization, the registration drives, in endorsing and conducting election campaigns.

(c) To organize and conduct, campaigns of letter writing, delegations, community meetings and other forms of influence on behalf of measures of important to labor.

(d) To see that all members participate in all Local, State and Federal elections through registration and balloting and if necessary, to appoint sub-committees to achieve this end.

(e) To see that all literature pamphlets, placards and other political material issued by the International Union, and the Local Union, are properly and effectively distributed among the members and others.

CONSERVATION AND RECREATION COMMITTEE:

SECTION 1.

The Conservation and Recreation committee shall be composed of not less than five (5) members and shall promote social and recreational affairs for the membership for the purpose of maintaining and furthering friendly and union spirit amongst the membership.

SECTION 2.

The Conservation and Recreation committee shall have charge of all entertainment given under the auspices of the Local Union except as otherwise determined by the Joint Council.

SECTION 3.

A fund of 11/2 cents per dues paying member per month will be set aside to help finance this program.

CIVIL RIGHTS COMMITTEE:

SECTION 1.

The committee on Civil Rights shall consist of not less than five (5) members, three (3) of whom shall be the Recording Secretary, the President of the Local, and Chairperson of the Educational Committee. The remaining members shall be appointed by the Local Union President.

SECTION 2.

The duties of this committee shall be as follows:

(a) To carry out, on the Local Union level, the program of the International U.A.W. Civil Rights Department by:

(1) Investigating and taking effective action, through proper Local Union channels, on all complaints to the Local Union of alleged violation of the International Union's policy of no discrimination.

(2) Promoting fair employment practices and endeavoring to eliminate discrimination affecting the welfare of the individual members of the Local Union, the International Union, the labor movement and the Nation.

(3) Co-operating with and actively assisting the Education Committee in planning and executing all educational activities and programs designed to dissipate racial, religious and nationality prejudice.

(4) Representing the Local Union in all union approved community, state or national efforts to eliminate unfair and undemocratic treatment of any so called minority group.

(b) Devising ways and means to effectuate, on the Local Union level, the policy of the International Union prohibiting discrimination against any member because of his/her race, creed, sex, color, national origin or political affiliation.

(c) Reporting at each general membership meeting on the progress made by the Local Union in fostering fair practices in union activities in the plant and in the community.

WELFARE AND COMMUNITY SERVICES COMMITTEE:

SECTION 1.

The Welfare and Community Services committee shall consist of not less than five (5) members.

SECTION 2.

The duties of the Welfare and Community Services committee shall be as follows:

(a) To visit all members who are sick or in distress.

(b) To assist the unemployed members of the Local to obtain relief, raise money for this purpose and otherwise assist the members of the Local in times of need in every way possible.

(c) To supervise and investigate all cases of sickness and distress among the members of the Local Union, and shall report and make its recommendations to the Joint Council and respect to financial assistance required by the member in need.

(d) To purchase a wreath at an expense not to exceed the sum of twenty dollars (\$20.00) for the death of any of its members or members of their immediate families, said wreath to bear the inscription of the Local Union.

(e) To cooperate with the Strike Committee while a strike is in progress.

(f) To provide for acquainting the entire membership with the principles outlined in the objects and preamble of the International Constitution.

(g) To furnish, upon request of the Local Union, speakers, literature, teachers and motion pictures.

(h) Meetings may be called by the chairperson and must be called when requested by the majority of the committee or when ordered by a majority of Joint Council.

#### WOMEN'S COMMITTEE:

##### SECTION 1.

The Women's Committee shall consist of not less than five (5) members.

##### SECTION 2.

The duties of the Women's Committee shall be as follows:

(a) To educate the women and the membership on all of the current issues concerning women.

(b) Meetings to be held at the discretion of the committee chairperson or when requested by a majority of the committee.

VETERANS COMMITTEE:

SECTION 1.

The Veterans committee shall consist of not less than five (5) members.

SECTION 2.

The duties of the Veterans Committee shall be as follows:

(a) To educate themselves in veterans rights, benefits, concerns and communicate such.

(b) Make contact with local veterans hospitals.

(c) Meetings may be called by the chairperson and must be called when requested by the majority of the committee.

UNION LABEL COMMITTEE:

SECTION 1.

The Union Label Committee shall consist of not less than five (5) members.

SECTION 2.

The duties of the Union Label committee shall be as follows:

(a) To adhere to the rules as set forth in the International Constitution.

(b) The chairperson may call a meeting and must be called when requested by a majority of the committee.

CONSUMER AFFAIRS COMMITTEE:

SECTION 1.

The Consumer Affairs Committee shall consist of not less than five (5) members.

SECTION 2.

The duties of the Consumer Affairs Committee shall be as follows:

(a) To adhere to the rules as set forth in the International Constitution.

(b) The chairperson may call a meeting and must be called when requested by a majority of the committee.

**ARTICLE XIV**

TRIALS:

Refer to the International Constitution.

**ARTICLE XV**

DELEGATES FROM LOCAL:

SECTION 1.

All delegates to International Conventions shall be chosen pursuant to the provisions set forth in the Constitution of the International Union.

SECTION 2.

Eligibility of a member for convention delegate is controlled as set forth in the Constitution of the International Union.

SECTION 3.

Delegates to Community Action Program(s) (C.A.P.) by virtue of being elected are President, Vice President, Recording Secretary, and Secretary-Treasurer. All additional delegates appointed shall conform to Article VIII, Section 2, (b) of this Amalgamated Local 647.

SECTION 4.

A written report from the delegates shall be on the agenda of the next Joint Council meeting and shall be incorporated in the minutes of same.

**ARTICLE XVI**

DELEGATE EXPENDITURES:

SECTION 1.

(a) The International Union policy shall govern expenses for out of town delegates and at no time will the expenses exceed the amount established by the International Union. This expense to include transportation to and from the airport, all

parking tickets, all cab and bus fares and all meals, expenses to be pro-rated depending on departure and arrival times.

(b) Delegates will be paid for coach fare, in accordance with the current rate established by the International Union.

(c) Delegates will receive lost time from the shop. When automobile travel is to be used, the mileage compensation rate shall adhere to the current rate established by the International Union.

(d) The benefits representative (workers compensation and unemployment) to be paid transportation mileage and parking while attending hearings.

(e) When required to stay overnight, the compensation rate shall adhere to the current rate established by the International Union.

(f) Expenses for transportation is to be paid for the actual mode of transportation used.

## SECTION 2.

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 he/she 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 his/her employer for the same period of time for which he/she is being compensated by the Local Union. Night shift premium shall be applied where applicable to all actual lost time.

## **ARTICLE XVII**

### GENERAL LAWS:

#### SECTION 1.

The total body of this organization from the highest committee down, shall be based on the greatest freedom of expression and rank and file control. There will be no attempt in any division of the organization to prevent the rank and file member from exerting their power or criticism, suggestion, proposal or demand. The organization will be based on majority

rule at all times. Once a decision is reached it shall be carried out unless rescinded by the membership.

SECTION 2.

A mimeographed copy of all expenditures, finances, to be distributed to the membership at each general membership meeting.

SECTION 3.

No Local Union Officer, International Officer or International Representative shall have the authority to negotiate the terms of a contract or any supplement thereof with any employer without first obtaining the approval of the Local Union. After negotiations have been concluded with the employer, the proposed contract or supplement shall be submitted to the vote of the Local Union membership.

SECTION 4.

All committee or elected officials shall report their activities to Joint Council for approval and will not assume any authority other than that given by the Constitution of the International Union, By-Laws or by special vote of the membership of Local 647.

SECTION 5.

Minutes must be taken at all committee and Joint Council meetings. It shall be the duty of the chairperson of each committee to give a complete report of all meetings.

SECTION 6.

Voting on all-important matters at committee and Joint Council meetings will be by roll call vote and made a matter of record in the minutes.

SECTION 7.

Each unit will have its own autonomy on all matters pertaining strictly to that unit.

SECTION 8.

Where the word "he" is used in these By-Laws or Constitution it shall be understood to mean either "he" or "she" as applicable to member, officer, delegate, committee, executive board or Joint Council member.

SECTION 9.

The Constitution of this Local Union 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 10.

These unit By-Laws are in effect a supplement to the By-Laws of Local 647 and wherein these unit By-Laws do not provide for Constitution provisions, the By-Laws of Local 647 will be used. In addition, the unit and Local Union By-Laws shall be in all respects subordinate to the International Constitution and all applications and interpretations thereof.

SECTION 11.

All parliamentary procedures not outlined in these By-Laws or the Constitution shall be governed by Robert's Rules of Order; a copy of which shall be in the Union Hall at each meeting.

SECTION 12.

The highest legislative body shall be the Joint Council composed of delegates elected by the membership of the affiliated units comprising the Local Union. This Joint Council shall also be the policy forming body of the Local Union and shall conduct all the business of the Local Union. All decisions shall be effective and binding.

SECTION 13.

If the membership wishes to appeal the decision of decisions of the Joint Council they do so by referendum vote.

**ARTICLE XVIII**

APPEALS:

SECTION 1.

The Constitution of the International Union provides that a member feeling himself / herself aggrieved by some action of the Local Union or one of its representatives must initiate his/her complaint or appeal from the action within sixty (60) days of the time he/she is aware of the action or reasonably should have been aware. Any member dissatisfied with the action or decision of the Local Union or any representative thereof, other than the action or decision of the membership of the Local Union shall take his/her appeal or complaint to the Local Union Recording Secretary within sixty (60) days as permitted by the Constitution of the International Union.

(a) The Executive Board shall refer the matter to the Bargaining Committee (or Stewards Council) if it involves collective bargaining. Otherwise, the Executive Board shall consider the matter itself.

(b) Whichever of these bodies the matter is referred to shall consult with the grievant, permit him/her full opportunity to be heard, and shall reach a decision.

(c) Within thirty (30) days of receiving a notice of such a decision, the grievant, if wishing to appeal further, shall submit his/her appeal to the Recording Secretary in writing for consideration by the earliest possible membership meeting.

## **ARTICLE XIX**

### CHANGES AND AMENDMENTS:

#### SECTION 1.

These By-Laws shall be amended, altered, or revised only in conformity with the following procedure.

(a) By-Law changes should be read at a Joint Council meeting, the By-Laws changes should be referred to the By-Laws committee, and then the By-Laws changes are read and voted upon at a second Joint Council meeting.

(b) A vote of 2/3 of a quorum of Joint Council shall be necessary to change, alter, or amend these By-Laws.

#### SECTION 2.

In the event any action taken by Joint Council results in changes or alterations of these By-Laws such amendments or alterations shall be made known to all units by the Recording Secretary of the Local Union.

## **ARTICLE XX**

### STEWARDS COUNCIL:

#### SECTION 1.

A Steward Council shall be established. It shall consist of at least one (1) executive officer of the Local Union, the members of the Council shall consist of all stewards and one (1)

member of the Bargaining Committee. The committeeperson and officer to be appointed by the President.

## SECTION 2.

(a) The Steward Council shall elect a permanent chairperson and a recording secretary to serve for a term of one (1) year. It shall be the duty of the chairperson to preside at all meetings of the Steward Council and it shall be the duty of the recording secretary to record the minutes of the Steward Council meetings and assign to the proper channel such business as shall require further action. He/she shall see that all members of the Steward Council are notified of the time, place and date of all meetings in sufficient time to permit their attendance. He/she shall see that all motions, resolutions or communications, adopted, passed or referred by any of the meetings, are executed, or referred to the proper persons and places.

(b) A meeting shall be held at least once a month. There shall be a roll call at each meeting.

(c) Special meetings of the Steward Council may be called at the discretion of the chairperson, the Local Union President, or the Joint Council.

## SECTION 3.

The Steward Council shall exchange opinions relative to grievances and demands in the various districts and department and make recommendations on grievance procedure, and other organizational problems.

## SECTION 4.

The Steward Council shall set up rules and regulations governing the activities of the stewards, not inconsistent with those contained in these By-Laws or the provisions of the International Constitution.

## SECTION 5.

All actions of the Steward Council shall be subject to review by the Joint Council.

## SECTION 6.

The Steward Council will only be mandatory on each individual unit after prior approval of said units membership.

## SECTION 7.

The Steward Council shall exclusively perform advisory functions and shall be a no-legislative body within the Local Union structure.

SECTION 8.

If after being elected for office to the Steward's Council, he/she ceases to be a steward he/she shall hold office for the remainder of his/her term in Steward's Council.

**ARTICLE XXI**

RETIREE'S:

SECTION 1.

There shall be a Retired Worker's Chapter of Amalgamated Local 647 U.A.W.

(a) To abide and conform to the International Constitution.

LOCAL 647 BY-LAWS COMMITTEE:

William Mahan, Chairperson  
Floyd "Big Bird" Brumit  
Dale Power  
Lonnie Pittman  
Gerry Logan  
Gary Jordan

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