

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



LOCAL 647 UNIT #7

BY-LAWS

REVISED AND ADOPTED MARCH 2010

PREAMBLE

Pursuant to the Constitution of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America and the resolutions of policy adopted by the International Union, U.A.W. in Conventions assembled, the following Local Union No. 647 Unit 7 By-Laws are hereby set forth:

ARTICLE I

NAME:

This organization shall be known as Unit No. 7 (General Electric) of Local 647 International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, (UAW).

ARTICLE II

CONSTITUTION AND BY-LAWS:

The Constitution of this organization shall by the Constitution of the International Union, U.A.W. and these By-Laws shall be in all respects subordinate to said Constitution and the Local 647 By-Laws and applications and interpretations thereof.

ARTICLE III

FISCAL YEAR:

This fiscal year of this Unit of Local No. 647 shall begin on January 1 and end on December 31. Everything herein pertains to calendar days unless otherwise specified.

ARTICLE IV

MEMBERSHIP:

Each Unit Member in good standing shall have the right to attend all Regular and Special Membership Meetings with the full privileges of voice and vote in the affairs of the Unit. He/she shall further have the full and unlimited right to participate in all the activities of the Unit and may at anytime become a candidate for any and all offices within the Unit. The foregoing rights shall be limited by and subject to the rules, eligibility requirements and procedures as set forth in the International Union Constitution, Local Union by-laws and the rules set forth herein.

The above privileges shall continue to accrue to each member so long as he abides by the rules and regulations as outlined above and the Oath of Obligation set forth in the International Constitution.

ARTICLE V

MEMBERSHIP MEETINGS:

Section 1.

Membership Meetings of Unit #7 shall hold a Regular Membership Meeting at least once every three (3) months, meaning one (1) per quarter within the fiscal calendar year.

Meeting to be held on 3rd fiscal Sunday at 2:00 p.m.

Section 2.

In the event the Regular Meetings fall on a national holiday or any other logical reason the meeting may be re-scheduled or cancelled by membership action.

Section 3.

In the absence of membership action, these meetings shall be scheduled at the discretion of the majority of the Officers of the Unit.

Section 4.

Any meeting falling during a plant vacation shutdown period may be cancelled or rescheduled.

Section 5.

Special meetings may be called at the discretion of the chairperson of the Unit, a majority of the Unit Offices, or a proper petition signed by twenty-five (25%) percent of the members of the Unit.

Section 6.

The members present shall constitute a quorum for a meeting.

Section 7.

Any member who attends a meeting in an intoxicated condition and/or creates a disturbance, or becomes unruly shall lose voice and his/her right to vote at said meeting. Where necessary to maintain order, the member may be evicted from the meeting by order of the Chairperson 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 8.

All meetings shall be conducted in accordance with Robert's Rules of Order.

ARTICLE VI

POWERS OF ADMINISTRATION:

Section 1.

The membership is the highest authority of this Unit and shall be empowered to take or direct any action not inconsistent with the International Constitution of Local Union By-Laws.

Section 2.

The authority of the Unit shall be subordinate to the authority of the Local Union Joint Council.

ARTICLE VII

SHOP STEWARDS:

Section 1.

All stewards shall be elected democratically by secret ballot, from the members within the jurisdiction they represent by a plurality vote.

A candidate for steward must be a member of the Union for six (6) consecutive months from the date he/she signs a check-off and membership card; if no one in the district qualified this provision may be waived.

Section 2.

Biennial (2 year term) Steward's elections will be held from June 1st, or after the installation of the Committeeperson under whose jurisdiction they serve, but no later than September 1st of the Biennial Steward's election year commencing with the 1999 election.

Section 3.

The Committeeperson or his/her designated representative shall conduct the meetings called for the purpose of nominating and electing stewards. All candidates must be present at such meeting. The time, place and date of such meeting must be posted in a conspicuous place(s) where all members in the area may see the notice.

Notice must be given at least three (3) regular work days but no more than ten (10) regular work days prior to date of election.

The names of nominated candidates shall be written down and shown to all voting members.

Section 4.

In case of a tie vote for steward, the election will be reposted immediately and held three (3) regular working days later, with only the top vote getters who have tied being eligible to run in the run-off election. In the event of a tie in the second election a coin will be flipped to determine the winner. The election will be held by the committeeperson or his designated representative.

Section 5.

In the interest of equal representations the Committeeperson will determine the number of stewards in his/her district.

(a) Generally, there shall be one (1) Steward for each supervisor.

(b) Whenever a Steward(s) district is combined or substantially altered and an election is deemed necessary by the Bargaining Committee, the members working in the affected districts shall be given fifteen (15) days notice of the election for Steward. When two (2) or more districts then represented by Stewards are combined the election shall be held between the Stewards from the combined districts, except when Districts are combined after June 1 through September 1, of a Biennial election year in which case all members are eligible in the new district in accordance with Section 1 and 2 of this Article.

Exceptions to the above (b) are as follows:

- (i) In the event one (1) Steward has had his/her biennial election of the affected area combined with the area where the other areas biennial election has not been held all eligible members of the newly combined area are permitted to run for Steward.
- (ii) In the event all Stewards of the combined areas have had his/her biennial election only those Stewards may run in the newly combined area.

(iii) In the case of a tie vote for Steward Section 4 of this Article shall apply.

(c) All protests against the re-districting of Stewards District must be made in writing, by certified or registered mail to the Bargaining Committee chairperson.

(d) The Bargaining Committee, by secret ballot, will decide all disputes. Appeals from the Bargaining Committee's decision must be raised at the next Unit meeting of the membership following the Bargaining Committee's decision.

(e) In case of a temporary vacancy in a Stewards district the Committeeperson shall appoint his/her replacement. Such replacement shall not hold preferential seniority in the appointed area. All vacancies shall be filled within thirty (30) days by the election procedure set forth above unless the Bargaining Committee rules otherwise.

(f) All candidates for Steward must be physically working in the district at least three (3) working days prior to the election.

(g) In the event no member is interested in running for Steward the Committeeperson may appoint a steward from an adjacent area.

(h) No steward's election shall be held in a steward's jurisdiction after the union has been officially notified of a bump or surplus.

(i) Stewards who leave their shift voluntarily, except for training or plant shutdown will no longer retain their stewardship.

Section 6.

An elected Steward shall have super seniority over all Bargaining Unit employees he/she represents. However if he/she by virtue of his/her natural seniority no longer has sufficient seniority to remain physically working within the plant, he/she shall automatically forfeit their stewardship and be placed in accordance with his/her natural seniority.

Any vacancies created by the above language shall be filled in accordance with Article VII of these By-Laws.

ARTICLE VIII

UNIT OFFICERS:

Section 1.

The Unit shall have the following Unit Officers with the duties set forth below:

(a) Chairperson of the Unit and of the Bargaining Committee who will serve as the presiding officer at all Unit meetings and Bargaining Committee meetings. The Chairperson shall appoint a Unit By-Laws Committee of five (5) members.

(b) Vice Chairperson who shall serve in the absence of the Chairperson due to any incapacity to perform his/her duties or at the request of the chairperson.

(c) Recording Secretary who shall record all minutes of the Unit Membership Meetings and the Bargaining Committee Meetings with the Company.

(d) Sergeant-at-Arms who shall assist the chairperson in preserving order at the Unit meetings and perform such other duties as may be assigned to him/her from time to time.

(e) Guide who shall assist in maintaining order and check the membership at meetings in order to determine those entitled to be there.

Section 2.

The Unit Chairperson, acting on his/her own authority or at the request of three (3) Officers, shall call a Unit Officers Meeting. The Chairperson shall be responsible for notice reaching the Officers. Whenever possible three (3) day notice shall be given.

(a) The Unit Officers shall have the authority:

- (i) To postpone or cancel Unit Membership Meetings as referred to in these By-Laws.
- (ii) To join with the Bargaining Committee to determine whether a meeting shall be called for the purpose of deciding to recommend to take a strike vote.
- (iii) To decide whether voting machines will be used in Unit No. 7 elections and if so the number.

- (iv) To devise and implement programs that will bring about greater solidarity within the ranks of the Unit and create broader and more effective lines of communication between the Officers, Committeeperson, Stewards, and the members of the Unit.

Section 3.

Members of this Unit, by virtue of their being elected to the Local Union No. 647 officers of President, Vice President, Recording Secretary, Sergeant-at-Arms and Guide, shall automatically hold respective Unit offices listed above.

Section 4.

In all instances where members of Local No. 647, other than those from G.E. Unit No. 7 are elected to the Local Union office listed above, the Unit shall elect a member from its own ranks to fill the Unit Office.

Section 5.

Elections to fill Unit Offices shall be held as soon as possible after it has been determined such an election is necessary, but no later than thirty (30) days after the Local Union No. 647 Executive Officers elections are held.

Section 6.

Election of Unit Officers shall be by secret ballot with those officers receiving a plurality, if elected under the provisions of Section 4 above, of the votes cast declared elected.

ARTICLE IX

SHOP COMMITTEEPERSON'S DISTRICTS:

Section 1.

Shop Committeeperson's Districts shall be determined and established along the most logical and continuous boundaries possible, commensurate with the needs of the members and welfare of the membership as a whole.

(a) The total number of dues paying members when divided by one hundred (100) will potentially determine the number of committeeperson's.

(b) The committeeperson's districts shall be reviewed by an Ad Hoc Plant Districting Committee prior to the posting of each committeeperson's election or when changes are made in the districts to warrant a review. If necessary, re-districting will be accomplished subject to the approval of the membership.

(c) There shall be no less than seven (7) Committeeperson's at anytime. Moreover, each shift shall have the benefit of representation of a committeeperson(s).

(d) The above-mentioned Ad Hoc Plant Districting Committee shall be selected in the following manner:

- (i) The Chairperson of the Unit shall serve as Chairperson of the Committee with voice and vote.
- (ii) Two (2) members of the Bargaining Committee, who are not Unit Officers, shall be selected by a drawing of names from the ranks of the Bargaining Committee.
- (iii) Two (2) Officers from the Unit 7, who are not members of the Bargaining Committee, shall be selected by a drawing of names from the Unit Officers.
- (iv) Two (2) Unit 7 members of the Joint Council by drawing of names from the appropriate member.

Section 2.

Effective with the Committeepersons Election in June of 1966 respective Districts shown in Supplement "A" shall be established. Changes in these districts shall be made in accordance with the provisions of Section 1 of this Article, and shall not require amendment under the procedure outlined in Article XIX.

Section 3.

Shop Committeepersons shall be elected by plurality vote every three (3) years in the month of June, and shall assume office within ten (10) days of the election, commencing with the 1989 election.

Section 4.

To be eligible to run for Shop Committeeperson a candidate shall have been a member in good standing for a period of at least one (1) year.

(a) A member who desires to run for office of Committeeperson must send a registered or certified letter to the Unit Recording Secretary postmarked no later than 12:00 midnight on the Wednesday of the week preceding the date set for the election.

(b) A member must be physically working in the district on or before the calendar Wednesday of the week preceding the date set for the committeepersons Election.

(c) Vacancies in a Committeepersons District shall be filled as soon as possible and in any event within thirty (30) days by an election.

Should there be less than 100 members working within the district and the Ad Hoc Committee, by majority vote, shall divide the remaining members equally as practical and assign them to adjacent Committeeperson Districts subject to membership approval. The Chairperson of the Unit shall appoint a committeeperson to fill a vacancy that occurs less than sixty (60) days prior to June 1.

(d) Temporary vacancies due to the elected Committeepersons absence shall be filled by his/her designee.

ARTICLE X

BARGAINING COMMITTEE:

The Unit Bargaining Committee will consist of all elected committeepersons, who will assume the duties of the office when installed as committeeperson.

ARTICLE XI

UNIT ELECTION COMMITTEE:

Section 1.

A Unit #7 standing election committee consisting of three (3) members to be elected by secret ballot every three (3) years

at the second (2nd) quarter meeting. (starting with the next election)

(a) Notice of nomination and election of the election committee shall be given at the time the regular quarter meeting notices are posted.

(b) The Unit Election Committees shall conduct and supervise all elections of Unit 7 Officers, Shop Committeepersons and including Unit strike votes and unit contract ratifications.

Section 2.

(a) The Election Committee shall, using their best judgment based on convenience to the membership and facilities available, determine the location of the election polls.

(b) The election of the District Committeepersons shall be held on the day, place and times designated by the Election Committee, who will locate the polls to the closest location possible to the jurisdiction whose election is being held that day.

Section 3.

The election committee shall have the authority to, and the responsibility for:

- (i) Post the announcements of the elections ten (10) days prior to the first election being held and the preparation and determination of the ballots.
- (ii) Keeping a roster of the members voting.
- (iii) Keeping a record of the ballots used, voided and unused.
- (iv) Conducting the drawing for the ballot position of the candidates.
- (v) Counting the ballots, including recounts, reporting the results to the Unit Membership, and preparing results of election for posting.
- (vi) Enforcing the election rules established in the Local Union By-Laws and the International Constitution.
- (vii) Determining the eligibility of the candidates.
- (viii) Preserving the ballots and records for two (2) years. Should there be an appeal pending, ballots and records will be preserved until the appeal is

settled, even if the appeal decision goes beyond the two (2) year period.

Section 4.

There shall always be at least two (2) members of the Election Committee present when the polls are open.

Section 5.

Ballots that are signed shall be declared illegal and voided.

Section 6.

There shall be no provisions for absentee voting.

Section 7.

Challenged ballots shall be folded and sealed in an envelope by the voter; with the voters name and badge number written on the front of the envelope.

At the start of the tally of ballots:

(a) Election Committee shall declare validity of all challenged ballots and identify on each challenged ballot sealed envelope "eligible" or "not eligible" and initial and date it.

(b) All decisions about the counting of each challenged ballot - "eligible" or "not eligible" shall be announced to those in attendance and the reason for each decision should be explained to challengers.

(c) All "eligible" challenged ballots shall be opened but remain folded, then mixed together with all other uncounted ballots in order to preserve secrecy.

(d) All "eligible" challenged ballots must be counted.

Section 8.

After all ballots have been tallied:

(a) Election Committee members shall determine whether the number of "not eligible" challenged ballots could affect the outcome of the election if so, work to resolve the "not eligible" challenged ballots, if and when (a.s.a.p.) more eligibility information becomes available.

(b) All unresolved "not eligible" challenged ballots shall be kept unopened and marked "void" once a final decision has been made on each and maintained with all other election records pertaining to this election.

ARTICLE XII

RE-CALL PROCEDURE:

Section 1.

A Shop Steward or Committeeperson may be recalled by the member he/she represents for failure to perform the duties of his/her office.

Section 2.

A vote on the question of recalling a Steward or Committeeperson may be initiated by a petition setting forth the reasons why the recall is sought, and signed by at least fifty (50%) percent of the current members working under the jurisdiction of the Steward or Committeeperson. The petitions shall be sent to the Recording Secretary by certified mail.

Section 3.

Fifty (50%) percent of the current members working under the jurisdiction of the Steward or Committeeperson must be present at the recall meeting to establish a quorum.

Section 4.

A two-thirds (2/3) vote of those present and voting is necessary to recall.

Section 5.

In case of a recall vote for Committeeperson it is necessary the Unit Election Committee shall hold the election. Recall voting for steward shall be conducted by the Committeeperson under whose jurisdiction the Steward serves.

ARTICLE XIII

ATTENDANCE RULES:

Section 1.

Unit Officers, Bargaining Committeepersons and Committeepersons shall be present at all Unit meetings.

(a) All members of this Local Union holding an elective position are required to attend:

1. Two (2) out of three (3) consecutive membership meetings unless officially excused for cause by the Local Union Executive Board;

2. Two (2) out of three (3) consecutive meetings other than membership meetings expected of their respective office or position, unless officially excused for cause by the Local Union Executive Board;

3. Failure of any elected official to comply with the above attendance rules shall result in automatic removal from their respective office or position, and they shall not be permitted to run for any elective office for the balance of the term of office from which they were removed, except as a delegate to the UAW Constitutional Convention.

(b) Exceptions to the above would require approval of a legitimate excuse by the Unit Officers.

(c) Upon removal from office the Officer or Committeeperson shall be ineligible to run for any position the remainder of the term of office from which he was removed, but does not make him ineligible to be a candidate for delegate to UAW Constitution Convention.

Section 2.

Unit #7 Stewards shall attend Steward Council Meetings and each successive meeting thereafter during their term of office.

(a) The Bargaining Committee shall have the authority to remove stewards who violate attendance rules set forth in Section 2. Stewards shall report reasons for absence to their respective committeeperson.

(b) Upon removal from office he/she will be ineligible to run for any elective position within the Unit during the remainder of his/her term, but does not make him/her ineligible to be a candidate for delegate to the U.A.W. Constitutional Convention.

ARTICLE XIV

STEWARD'S COUNCIL

Section 1.

A Steward Council shall be established. It shall consist of all Stewards.

Section 2.

The Steward Council shall elect a permanent Chairperson, Co-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 Stewards 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 or passed, are referred to the proper persons and places.

Section 3.

(a) Attendance records shall be maintained in triplicate by the Steward Council Secretary.

(b) One (1) copy each shall be furnished to the Unit Chairperson and the Recording Secretary.

(c) Co-Chairperson serves in the absence of the Chairperson.

(d) Shop Committeeperson and Bargaining Committeeperson may attend meetings with a voice but not a vote.

(e) Special meetings may be called at the discretion of the Chairperson of Steward's Council.

(f) The Steward Council shall meet on the third fiscal Sunday prior to the Unit #7 meeting.

Section 4.

The Steward's Council shall exchange opinions relative to grievances and demands in the various districts and departments and make recommendations on grievance procedure.

Section 5.

The Steward's Council shall exclusively perform advisory functions and shall be a non-legislative body within the Local Union structure.

Section 6.

(a) Nomination and election of Steward Council Officers shall be held at the third (3rd) quarter meeting.

(b) Stewards only are eligible to run for Steward Council Office.

ARTICLE XV

ORDER OF BUSINESS:

Section 1.

The following order of business shall be followed:

- a. Roll call of officers.
- b. Reading of the minutes of the previous meeting.
- c. Applications of membership.
- d. Initiation of new members.
- e. Report of Financial Secretary and or Treasurer.
- f. Reports of Officers, Committees and Delegates.
- g. Communications.
- h. Unfinished business.
- i. Good and welfare.
- j. New business.
- k. Closing.

ARTICLE XVI

APPEALS:

Section 1.

Any member of this Unit shall have the right to appeal from any decision of any individual representative or any subordinate body of the Unit.

Section 2.

Such appeals shall be made in accordance with the appropriate provisions of the International Constitution and these By-Laws.

Section 3.

The appropriate body as referred to in the International Constitution, shall be the Executive Board of the Local Union who shall consider the case and render a decision, except when the appeal is in reference to a collective bargaining matter the case will be referred to the proper Unit committee for an investigation and decision.

Section 4.

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

Section 5.

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

Section 6.

In all cases, however, the decision of the lower tribunal must be complied with before the right of appeal can be accepted by the next higher tribunal.

ARTICLE XVII

STRIKES:

All strikes shall be called or terminated only in strict conformance with the International Constitution.

ARTICLE XVIII

GENERAL PROVISIONS:

Section 1.

All Unit Officers, Committees and other members handling funds or other property of the Unit shall, at the completion of their duties, turn over all papers, documents, funds and/or Union property to the properly constituted Unit Officer.

Section 2.

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 XIX

AMENDMENTS:

Section 1.

These By-Laws may be amended only by presenting a motion in writing setting forth the amendments sought by any member at the membership meeting. The motion shall be read to that meeting and referred to the Constitution and By-Laws Committee which will report to the succeeding membership meeting, the notice of which must contain a notice of the particular By-Law amendments that will be considered. If approved by two-thirds (2/3) of the membership voting thereon at this succeeding meeting, the amendments shall be considered adopted by the membership.

ARTICLE XX

If any Article, Section or portion thereof of these By-Laws should be declared invalid or in conflict with the International

Constitution, such declaration or conflict shall not affect the validity of the remainder.

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

UAW Local 647 By-Laws Committee

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