

DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 2 OF 16

FOLDER 7

UAW LOCAL 961 BY-LAWS
1970

PROPOSED REVISED BY-LAWS OF LOCAL 961 UAW

ARTICLE I

NAME

Section 1 (a) The name of the Local Union shall be Eldon Avenue Axle plant Local 961 of the International Union, United Automobile Aerospace Agricultural Implement Workers of America. (UAW)

(b) The Constitution of the Local Union shall be the Constitution of the International Union, UAW, and these By-Laws shall be in all respects subordinate to said Constitution and all applications and interpretations there of.

(c) These By-Laws shall be the primary rules by which the membership of this Local Union shall be governed, subject to the provisions of the International Constitution.

ARTICLE 2

MEMBERSHIP

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

Section 2. (a) Any person eligible to become a member of the International Union who is not affiliated with any organization whose principles and philosophy are contrary to those of this International Union as outlined in the preamble of the Constitution may apply for membership to the Local Union having jurisdiction over the plant in which he is employed. The applicant must, at the time of application be an actual worker in any Local Union of the International Union. ALL applicants for membership shall fill out an official application provided by the International Union, answering all questions contained in such application, and sign a pledge to abide by all laws, rules and regulations and the Constitution of the International Union. All applications received shall be referred to the Local Union for consideration, and shall be acted upon as soon as possible, but not later than sixty (60) days from the date the application is received by the Financial Secretary of the Local Union. The Financial Secretary shall be responsible for implementing these provisions.

(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 at meetings called by the Local Union and generally, to participate in all activities of the Local Union 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 International Union or Local Union.

(c) 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 Local or International Unions as organizations, or their free democratic heritage, or which would interfere with the performances by this Local Union or 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.

Violations or abuse of these rights and privileges of membership shall be considered conduct unbecoming a Union Member and any member violating or abusing these rights shall be subject to trial procedure as described in Article 16 of these By-Laws and Article 30 of the International Constitution.

Section 3. (a) A membership card, shall be provided for each member by the Financial Secretary of the Local Union.

(b) Membership Cards shall be made available not later than March 1st of each year, and in the case of newly accepted members not later than thirty (3) days after such acceptance by the Local Union.

Section 4. (a) The Membership card shall be presented at each meeting to the Local Union Guide or Sergeant-at-Arms for admission to Union meetings.

In addition to Sergeant-at Arms or Guide, the Chairman shall provide sufficient helpers from the Flying Squad members to expedite the checking in of members.

(b) All or any questions of Membership shall be referred to the Local Union's Master Membership records.

Section 5. (a) 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.

(b) It shall be the duty of each member to render aid and assistance to brother or sister members in case of illness, death or distress, and in every-way acquit himself as loyal and devoted member of the International Union.

Section 6. It shall be the duty of each member to attend all meetings of the Local Union and it shall be the policy of the Local Union to encourage attendance at all Union meetings,

Section 7. Every person prior to his acceptance as a member shall be given the membership oath provided for in Article 42 of the International Constitution.

Section 8. It shall be the duty of each member to participate in all local state and federal elections through registration and balloting.

Section 9. The International Union and the Local Union shall be the exclusive representative of each member of this Local Union for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment and for the negotiations and execution of any contracts with the employer covering all such matters including contracts requiring his membership or the continuance of his employment or continued

employment and contracts requiring the employer to deduct, collect or assist in collecting from his wages and dues initiation fees, reinstatement fees or fines payable to the International Union or his Local Union.

Section 10. Each member of this Local Union does hereby irrevocably designate, authorize and empower the International Union and this Local Union, and each of them, exclusively to appear and act for him and in his behalf before any board, court, committee or other tribunal in any manner affecting his status as an employee or as a member of this Local Union or the International Union, and exclusively to act as his agent to represent and bind him in the presentation, prosecution, adjustment and settlement of all grievances complaints, or disputes of any kind or character arising out of the employer-employee relationship, as fully and to all intents and purposes as he might or could do if personally present.

ARTICLE 3

POWERS OF ADMINISTRATION

Section 1. The highest authority of The Local Union shall be vested in the General Membership Meeting. All powers of administration shall be subject to and conditioned upon these By-Laws and the UAW International Constitution.

Section 2. (a) Between the General Membership Meetings the highest authority shall be the Executive Board of the Local Union.

(b) The Executive Board shall be empowered to represent the Local Union 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 interests of the Local Union until the approval of the membership is secured.

Section 3. Between the Meetings of the Executive Board, the administrative authority of the Local Union shall be vested in the President of the Local Union, subject to the approval of the Executive Board or the General Membership.

ARTICLE 4

LOCAL UNION OFFICERS

Section 1. The Local Union shall have the following Executive Officers:

- | | |
|---------------------|------------------|
| President | Treasurer |
| Vice President | Trustees (3) |
| Recording Secretary | Sergeant-at-Arms |
| Financial Secretary | Guide |

Section 2. Nominations for the general election will be held in the last working week of April. A two (2) day election shall be held after the 3rd Sunday in May. Candidates will be nominated according to the procedures stated in Article 7 Section 3 (c) of these By-Laws.

In the event of a run-off election it shall be held at least 7 days after the General Election.

Installation of officers shall take place at the first regular Membership Meeting after the General Election.

Section 3. These officers shall serve for a period of two (2) years.

Section 4. The officers of the Local Union including the President, Vice President, Financial Secretary, Treasurer or any member or person handling funds of this Local Union shall be bonded.

Amount of the bond shall be as determined by the International Union for the best protection of the Local Union and in conformity with all State and Federal Laws and Regulations.

Present Bond Coverage as spelled out in the Administrative Letter of April 29, 1960 sent out to the Local Union as follows:

"10% of assets plus income of preceding year with a minimum coverage of two-thousand five-hundred (\$2,500.00) dollars on each person handling money of the Local Union."

Section 5. Any vacancies in the Local Union, except the office of President must be filled by an election within sixty (60) days. In the event of such vacancies the President shall make immediate interim appointments, subject to the approval of the Executive Board.

All vacancies shall be filled in accordance with provisions of the Constitution of the International Union.

Vacancies in Local Union positions shall be filled at either a Special or Regular Membership Meeting called for that purpose after proper notice is given to all members in good standing with the Local Union.

Bulletins shall specify the office or offices which are to be filled and shall be posted at seven (7) days prior to such meetings.

Section 6. Where a vacancy occurs on or after sixty(60) days before the date upon which the regular elections are to be held, no election shall take place to fill such vacancy, and said office shall remain vacant until filled at the following General Local Union Election.

ARTICLE 5

DUTIES OF OFFICERS

Section 1. The duties of the Local Union officers shall be as provided in Article 39 of the Constitution of the International Union, By-Laws of the Local Union or mandates of the Membership not in conflict with either the International Union Constitution or By-Laws of the Local Union.

ARTICLE 6

COMPENSATION FOR UNION BUSINESS

Section 1. All committee members attending meetings in the Local Union shall for the committee they serve on, called on Saturday or after their regular working hours, shall be paid expenses not to exceed five dollars (\$5.00) per member per meeting once a month. Any additional meeting called will be paid two dollars (\$2.50) and fifty cents per member with the approval of the Executive Board.

Section 2. (a) Any Union Member called out on Union business, outside of the confines of the Local Union Hall, shall be paid lost time plus expenses not to exceed three dollars and fifty cents (\$3.50) for the first four (4) hours and not to exceed seven dollars (\$7.00) in any one (1) day.

This section does not pertain to expenses paid delegates to Conference or Convention outside of Detroit.

Section 2 (b) In meetings or conferences in the Metropolitan Area of Detroit where lost time is not involved, a delegate shall be paid a per diem of fifteen (\$15.00) in lieu of regular expenses.

Section 3 (a) All officers and all Union members on Union Business, shall receive their actual lost time from the plant, if off because of Union business.

(b) If needed, authorized lost time of Officers shall be as follows:

President	<u>5 days per week</u>	<u>40 Hours</u>
Financial Sec'y	4 days per week	32 Hours
Recording Sec'y	1 day per week	8 Hours
Treasurer	1 day per month	8 Hours

It is understood that the above lost time schedule is allowable only when necessary for Union business.

In his absence the President shall designate the next ranking available Officer to be present in the Union Hall to perform administrative duties.

It is also understood that when more time is needed by the President or other Executive Officers authority is vested in the Executive Board to grant the extra time, and a report shall be given by either officer affected to the next Membership Meeting of why extra time was needed.

In the event of sickness or vacation of our office force, the Financial Secretary shall be authorized to fill in if it is necessary to upkeep the office full time. Under these circumstances the above lost time schedule shall not apply to the Financial Secretary.

(c) In addition the following expenses schedule shall be followed and maintained if Local Finances permit:

President	\$ 30.00 per week
Vice-President	30.00 per month
Recording Secretary	35.00 per month
Financial Secretary	30.00 per week
Treasurer	30.00 per month
Sergant-at-Arms	20.00 per month
Trustees (3)	25.00 per month each
Guide	20.00 per month
Plant Committeemen	30.00 per month each
Chief Stewards	20.00 per month each

(d) Automatic allowances for cost-of-living and annual improvement increases will be made in the expense schedule as outlined in the UAW-Chrysler contract.

(e) These expense schedules as outlined in Section 3 (c) shall be paid and continued anytime the general fund of the Local Union reaches a minimum of \$10,000.00

If the general fund goes below \$10,000.00 all expenses as outlined in Section 3 (c) shall be curtailed and a weekly expense of ten dollars (\$10.00) shall be paid to the President and Financial Secretary. Expenses also of delegates to County Council Bodies shall be at five dollars (\$5.00) for attendance of meetings.

It is understood that expenses will be paid only if Local Union finances permit, and are not a matter to be decided lightly.

ARTICLE 7

NOMINATIONS AND ELECTION OF OFFICERS

Section 1. Any member shall be eligible as a nominee and candidate for an Executive Office of the Local Union who has been a member in continuous good standing in the Local Union for one (1) year immediately prior to the nomination.

Section 2. Any member shall be eligible as a nominee and candidate for other than an Executive office, such as Steward, Member of any Committee, etc., who has been a member in good standing in the Local Union for a period of one (1) year immediately prior to the nomination.

Section 3 (a) Any eligible members will automatically stand nominated for all positions. They shall have seven (7) days in which to accept nominations.

(b) They shall submit their acceptance in writing at the Financial Office of LOCAL 961 UAW stating the office for which they are candidates.

(c) a daily listing will be maintained in the Local Hall of all candidates for all elective offices during the nominating period. Declinations will be accordingly noted on this listing. A complete listing of all eligible candidates for all elective offices will be posted within the plant within 3 working days after the date of declinations. This procedure shall be standard for all elections.

(d) Each candidate for office will be submitted and must sign the following "Code of Ethics" in order to be eligible to run for office.

To encourage an awareness of this duty and obligation among the entire membership of this democratic organization, and more particularly among such members as seek elective office at any level of the Local Union, all candidates for such elective offices or positions must prior to an election, sign the following declaration:

"I _____ (name), being aware of the necessity of exercising the fullest measure of freedom of expression in a responsible manner consistent with good conscience in order to present factually and honestly the issues and personalities upon which the membership must base its decision and, at the same time, avoid any irresponsible action which would tend to jeopardize or destroy both the organization and its free democratic heritage pledge that I have not, and will not, during the course of my campaign for _____ (state office or position sought) disseminate, circulate, or otherwise place, or cause to be placed, before the membership or the public, any assertion or representation which is false, deceptive, or malicious, or which reflects falsely on any member's character,

morality or integrity, or calls his race, creed or color into question, or any untruths which would undermine the Union's position and reputation in the community or mislead any person as to the Union's democratically arrived at purposes, programs, or policies. Further I subscribe to the principles set forth in Articles 39 and 40 of the Constitution, and if elected, will abide by this constitutional provision both in spirit and intent,"

A candidate for any Local Union elective position must file such a declaration with the Local Union Election Committee immediately subsequent to his or her acceptance of nomination.

Failure to abide by the above Code shall be sufficient reason for charges being made of Conduct Unbecoming a Union Member as specified in Article 30 of the Constitution of the UAW.

(e) After the deadline on accepting nominations had expired, no Election of so called "sticker" or "write-in" candidates shall be considered legal.

Section 4 (a) No member shall hold more than one (1) Local Union Elective office, including Plant Shop Committeeman or Chief Steward.

(b) Any member can accept more than one (1) nomination for Local Union Elective Office providing withdrawal is made for all but one (1) prior to the closing of the Acceptance Books.

Section 5. All Local Union Elections shall be by secret ballot.

Section 6. Every member in good standing (Article 16, Section 7, UAW Constitution) shall be entitled to vote at all Local Union elections.

Section 7. Any eligible candidate, in any Election, shall have the right to submit his commonly known name to the Election Committee in writing as he/she desires it to appear on the ballot.

ARTICLE 8

ELECTION COMMITTEE

Section 1 (a) An Election Committee of not less than three (3) nor more than seven (7) members shall be elected at a regular Membership Meeting prior to nominations for a general Local Union Election. The Committee's tenure will be synonymous with the two (2) year terms of the elected officers.

(b) No more than three (3) members of the Election Committee shall be used for the purpose of conducting elections at regular Membership Meetings.

(c) The Election Committee, upon approval of the Local Union or Executive Board, shall have the power to hire any additional help not to exceed six (6) additional members.

(d) These members (or additional help) shall be the next runners-up.

Section 2 (a) The Election Committee shall have complete charge of the Election. It shall be responsible only to the Local Union. They shall be governed by the International Constitution, the Local By-Laws and the instructions by the General Membership Meetings, held prior to the Election.

(b) No members of the Committee, nor any of their Assistants, shall indulge in any campaigning activity during the current election.

Section 3. No candidate, in any election, shall be a member of the Election Committee having such supervision over such election.

Section 4. The nominee (or nominees where more than one is to be elected) for an Executive Office, receiving the majority of votes cast for the office (more than 50%) shall be declared elected.

Section 5. When none of the candidates receives more than 50% of the votes cast, there shall be a run-off election between the two (2) candidates who receive the highest number of votes for the respective offices. The date for the Run-Off Election may be set by the Election Committee, but in no case shall such Run-Off Election be held more than two (2) weeks from the date of the original election.

Section 6. The Election Committee shall be in charge of all ballots. Any ballots which clearly indicates the intention of the Voter shall be considered valid; provided, however, that where the ballot bears an identification mark, the ballot shall be void.

Where a member has voted for more candidates - than are permitted for the office, or if for any reason the member's vote for a particular office is declared invalid, the member's vote for that office shall not be counted, however, this shall not affect the validity of the remainder of the ballot.

Section 7. Each candidate shall have the right to have one (1) challenger present when the votes are cast and when they are tabulated, provided that such challenger shall be a member in good standing of the Local Union. Each challenger must give the Election Committee written authorization, signed by the candidate or candidates for whom he is challenging before the opening of the polls.

Section 8. Any voter spoiling his ballot shall return it to the Election Committee and be issued a new ballot.

Section 9. No one, except the Election committee or those acting under their direction, and those voting or who are waiting to vote, and the duly qualified Challenger, shall be allowed in the place designated as a voting place for the election.

Section 10. Voters, who have cast their ballots, shall not be allowed to loiter in the voting place.

Section 11. Any voter in line at the polls at the time of closing will be permitted to vote.

Section 12. Campaigning, posters and election literature shall not be allowed in and about the voting place or within one-hundred (100) feet of the entrance to the voting place.

Section 13 (a) Formly (14a) . Any candidate shall have a right to petition for a recount. Petitions must be filed with the Election Committee, in writing, within five (5) days after the results of the Election are posted. The petition must set forth briefly the reasons for seeking a recount. The Election Committee must grant a candidates petition for a recount when there is a 1% or less difference between the ballots cast for himself and his opponents.

(b) The Election Committee shall use good sound judgement in granting or refusing to grant a recount. If the petitioner is dissatisfied with the Committee's decision he may appeal to the General Membership Meeting.

Section 14 (a) The Election Committee shall double check the ballots of any candidate receiving 1% or less majority of the total votes cast for such office.

(b) Each member of the Election Committee shall receive and review a copy of the Election rules and shall surrender this copy at the conclusion of the Election, and each candidate shall have the opportunity to review the Election Rules on the premises of the Local Union where they will be posted.

(c) All ballot boxes shall be sealed and taken to the nearest Police Precinct for safe keeping after the closing of the polls.

(d) Counting of the ballots shall commence the day following the election no later than 7:00 a.m. by members of the Election Committee and their designated helpers (if any) until the conclusion of the counting. The Election Committee shall be prompt in furnishing the Election results.

Section 15. Copies of the Election Regulations shall be placed in a prominent position in each election place and Members of the Election Committee shall make themselves acquainted with the same.

Section 16. Any member of the Election Committee or any Member of the Local Union violating any of the Election Rules, shall be reported to the next General Membership Meeting for appropriate action.

Section 17. Any member convicted of misrepresenting returns, altering, mutilating or destroying ballots, voting fraudulently, intimidating others by threats, or otherwise interfering with a member in the exercise of his right to cast his ballot in Local Union Elections and strike balloting shall be punished in accordance with the Trail Procedure outlined in Article 30 of the Constitution.

(b) In no case shall the penalty be less than fifty dollars (\$50.00) and the person so convicted shall be disqualified for any elective office within the jurisdiction of the International Union for a period of not less than two (2) years or more than five (5) years.

Section 18. All ballots must be kept at least one (1) year after the close of the election and then destroyed thereafter and a notarized statement by the Election Committee shall be made with regard to the Election results and the disposition of ballots. If there is a dispute concerning election results (protests, recounts, etc.) then ballots will be kept until the challenge or dispute is resolved through the exhaustion of our International Union Constitution procedure. (article 32, UAW Constitution)

Section 19. All Local Union Elections shall be held at the Local Union Hall, 7575 Lynch Road, Detroit, 34, Michigan.

Section 20. The Challengers must all times conduct themselves as good Union members and not interfere with the duties of the Election Committee.

Section 21. Intoxication will not be tolerated at any time during tabulation of the ballots.

Section 22. The Election results shall be posted on the Bulletin Boards, in the plant, forty-eight (48) hours after the closing of the polls.

Section 23. Each member of the Election Committee shall be paid at the flat rate of forty-five dollars (\$45.00) per day as expense.

ARTICLE 9

LOCAL UNION EXECUTIVE BOARD

Section 1. The Local Union Executive Board shall consist of Executive Officers, the Plant Shop Committee and one (1) member at large from each respective Committeeman's District in the plant. These members at large are to be elected at the regular General Elections of all officers pursuant to the same rules and regulations as apply to all officers.

Section 2. When a vacancy occurs, on the Executive Board, the Executive Board shall have the power to appoint a successor to serve for a period of not more than sixty (60) days, and a Special Meeting shall be called within that sixty (60) days for the purpose of electing a Board Member.

Section 3. A simple majority of the Local Union Executive Board shall constitute a quorum

ARTICLE 10

Duties of the Local Union Executive Board

Section 1. The duties of the Local Union Executive Board shall be as provided by the Constitution of the International Union. It shall be the duty and obligation of all Local Union Officers and Executive Board Members and all other official representatives of the Local Union whether elected or appointed to support, advance and carry out all provisions of this Constitution official policies of the International Union and to the extend not inconsistent with the foregoing all official policies of the Local Union.

Section 2(a) The Executive Board shall have the authority to make disbursement of Local Union funds, but only with the authorization and signatures of a majority of the Executive Board. All matters of important policy decisions and each such disbursement must be reported to the next Membership Meeting.

Section 2(b) The Executive Board shall have the authority to direct payment of all current bills of the Local Union.

Section 3. Upon due notice of their election to the Local Union Executive Board, members shall be issued credentials signed by the President and Recording Secretary.

Section 4. It shall supervise and encourage the activities of the Womens Auxiliary.

Section 5. Special meetings in emergency matters shall be called at the discretion of the president or of a majority of the Executive Board.

Section 6. Minutes shall be taken of all Executive Board Meetings by the Recording Secretary and a copy be given to each member of the Board at the next Board Meeting.

Section 7. The Executive Board shall appoint one (1) of its members of each of the Local Unions Standing Committee in a liaison or advisory capacity.

Section 8. The Executive Board must review each issue of the Local Union publication and where necessary shall take steps to bring the contents and policy of the paper into conformity with the policy of the International Union, the Constitution and the Local Union.

ARTICLE 11

Initiation Fees and Dues

Section 1. The Initiation Fee shall be twenty (\$20.00) dollars. Dues shall be levied in conformance with Article 16 of the International Constitution and By-Laws of this Local Union.

Section 2. Any member who has not worked forty (40) hours or received remuneration in lieu of work equivalent to forty (40) hours pay within any calendar month shall be entitled to exemption of payment of regular monthly dues. Vacation pay or Holiday pay shall be computed as remuneration.

ARTICLE 12

Chief Shop Stewards and Shop Committeemen

Section 1. (a) A Local Union Executive Board Member shall not be eligible for election of Chief Shop Steward. ~~Shop Steward.~~

Section (b) A Local Union Shop Committeeman shall not be eligible for election of Chief Shop Steward.

Section 2 (a) A Chief Steward shall be elected from each District.

Section 2(b) A Plant Shop Committeeman shall be elected from each District.

Section 2 (c) All Chief Stewards and Plant Shop Committeemen shall be elected in the month of May or June, and installation shall take place at the next Regular Membership Meeting.

Section 3. In order to be eligible as a candidate for the office of Chief Steward or Plant Shop Committeeman, the candidate must be a member in continuous good standing with the Local Union for a period of one (1) year immediately preceding date of nominations.

Section 4. All Chief Stewards and Plant Shop Committeemen shall be democratically elected for a period of two (2) years by the members of their Units, Districts or Divisions.

Section 5. Election of Chief Stewards and Plant Shop Committeemen shall require a majority of votes cast in his District, Unit or Division for that particular office.

Section 6. (a) A Shop Steward or Committeeman may be recalled by the members he represents for failure to perform the duties of his office. A petition setting forth specific complaints of the Shop Steward's or Committeemen failure to perform the duties of his office shall be signed by 51 % of the members he represents. The Shop Steward or Committeeman so complained against shall receive notification of the specific complaints from the Unit Chairman. Upon the filing of such a petition with the Local Union by the Unit Chairman, a special meeting for recall shall be held for which due notification (seven days) shall be given. A two-thirds (2/3) vote of the members present at such special meeting shall be required to recall.

Section 6.(b) A quorum for a special meeting for recall shall be 51% of the members in the Steward's or Committeemen District.

Section 7. When a vacancy occurs in the Office of Chief Steward or Plant Shop Committeeman, his successor shall be elected within sixty (60) days. The Alternate shall fill the vacancy until the election is held.

Section 8. (a) It shall be the duty of all Chief Stewards and Plant Shop Committeemen to become completely familiar with all of the provisions of the Collective Bargaining Agreement and to thoroughly investigate all grievances. *

Section 8. (b) It shall be the duty of all Plant Shop Committeemen to answer as completely as possible questions from Stewards and members concerning grievances. All Plant Shop Committeemen, Stewards and Members of the Bargaining Committee have a duty of full cooperation with one another in representing the Local Membership.

Section 8. (c) It shall be the duty of the Chief Steward or Plant Shop Committeeman to turn over all papers, documents, funds or other Local Union property at the conclusion of his term of office to the Local Union or to his successor in office and obtain a receipt therefore.

ARTICLE 13

Stewards Council

Section 1. A Steward Council shall be established. It shall consist of the President or Vice President of the Local Union, the Members of the Plant Shop Committee and Chief Shop Stewards.

Section 2. The stewards council shall elect a permanent Chairman and a Recording Secretary to serve for a term of two (2) years. It shall be the duty of the chairman 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 Stewards Council Meetings and assign to the proper channel such business as shall require further action. He shall see that all members of the Stewards Council are notified of the time, place and date of all meetings in sufficient time to permit their attendance. He 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. The Recording Secretary shall be authorized one day (1) per month lost time to process the minutes, communications and recommendations of the previous Council Meeting.

Section 3. A meeting shall be held once each month. A simple majority shall constitute a quorum. There shall be a Roll Call at each meeting.

Section 4. Special meetings of the Stewards Council shall be called at the discretion of the Chairman of the Stewards Council and the Local Union President.

Section 5. The Stewards Council shall exchange opinions relative to grievances and demands in the various Districts and Departments and make recommendations on grievance procedure and other organizational problems to the Plant Shop Committee and Executive Board.

Section 6. 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 Internation Constitution.

Section 7. All actions of the Steward Council shall be subject to review by the Executive Board and the General Membership of the Local Union.

ARTICLE 14

Unit Procedures

Article 14
Completely New.

Section 1. There shall be three (3) General Membership Units:

- (a) Production Unit
- (b) Non-Production Unit
- (c) Skilled Trades Unit

Section 2. Each General Unit shall hold a General Unit Meeting within thirty (30) days of the installation of Local Officers to elect the following General Unit Officers and Alternates:

- (1) General Unit Chairman
- (2) General Unit Vice Chairman
- (3) Recording Secretary
- (4) Sgt. at Arms
- (5) Alternate Plant Shop Committeeman
- (6) Alternate Chief Stewards for each District and each Shift.

Section 2(b) Each General Unit Officer shall stand elected for two (2) years.

Section 2.(c) Members of each Department of each General Unit shall be entitled to elect such "Blue Button" Stewards as they deem necessary.

Section 2.(d) The Unit Chairman, as well as members attending shall use common sense in determining whether to conduct important Unit Business or to recess the meeting.

Section 2.(e) All Chief Stewards and Plant Shop Committeemen shall attend all meetings of the General Unit they represent.

Section 2.(f) No member of the Plant Bargaining Committee or Chief Steward shall also hold office as a General Unit Officer.

Section 2.(g) Each General Unit shall hold a regular Unit Meeting every ninety (90) days commencing with the Unit Meeting at which General Unit Officers are elected.

Section 3. (a) Members of each General Unit shall be entitled to Department, District or Shift Meetings upon proper written request to the Unit Chairman.

Section 3. (b) Requests for Department, District or Shift Meeting should set forth in writing, the specific reasons for the meeting including all items, topics or problems to be discussed. All request for Department, District or Shift Meetings must contain the signatures and badge numbers of at least five (5) members of any one Department. Upon receipt of a request for a meeting, the General Unit Chairman shall immediately sign each page of the request and indicate the date and time of day it was recieved.

Section 3. (c) Upon receipt of a proper request for a Department, District or Shift Meeting, the Unit Chairman shall schedule the meeting as soon as possible but not later than ten (10) working days after receiving the request.

ARTICLE 15

Strikes

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

Section 2. A Strike Committee shall be established. It shall consist of the duly elected Executive Officers the Plant Bargaining Committee and such other officers and Members as may be designated by the Membership.

ARTICLE 16

Trial of Members

Section 1. Charges against a member or members and their trials shall be conducted in conformance with Article 30 of the International Constitution dealing with Trial of Members.

ARTICLE 17

Appeals

Section 1. Any member of this Local Union shall have the right of appeal as set forth in Article 32 of the International Constitution.

Section 2. Any member of this Local Union after first having exhausted every appeal step within the Local Union may appeal from any action, decision or penalty to the International Executive Board and to the International Convention. However, the decision of the Local Union must be complied with and shall remain in effect until reversed or modified.

Section 3. In no case shall a member appeal to a Civil Court for redress on any matter until he has exhausted his rights of appeal under the By-Laws of the Local Union and the provisions of the Constitution of the International Union. Any violation, thereof, shall be cause for summary suspension or expulsion by the Local Union and the International Executive Board.

ARTICLE 18

Local Union Meetings

Section 1. (a) Under Article 36, Section 4 of the Constitution this Local Union shall have a monthly Membership Meeting. Regular Membership Meetings shall be held on the 3rd Sunday of each month, whenever possible at 2:00 P.M. Membership Meetings are matters of vital interest to the Membership under Article 37, Section 7 of the Constitution and shall not be cancelled without the prior consent of the Membership.

Section 1 (b) Bulletins shall be posted on all bulletin boards in the plant at least one (1) week prior to the Regular Membership Meeting and shall specify that all members must present their check-off or membership cards to be punched for admittance. Guest of members shall register their names and the name of their sponsoring member with the Sgt-At-Arms. Guest shall be seated separately from the members.

Section 1.(c) All questions of a Parliamentary nature shall be decided by "Roberts Rules of Order."

Section 1. (d) Any member who attends a meeting in an intoxicated condition or creates a disturbance, or becomes unruly shall lose his 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. Flagrant or persistent violation of this Section by any member shall be ample grounds for charges of conduct unbecoming a member.

Section 2. Special Membership Meetings, in emergency matters may be called when deemed necessary by the President or a majority of Local Union Executive Board. No other business shall be transacted at such meeting except that stated in the notice.

ARTICLE 19

Quorums

Section 1. Members present at a Regular or Special Meeting of the Membership of the Local Union shall constitute a quorum for the transaction of business. The chairman and other Officers present (at least 5) as well as Members attending shall use common sense in determining whether to conduct important Union business, or to recess the meeting.

ARTICLE 20

Order of Business

Section 1. The following shall be the order of business at the Regular Membership Meetings:

- (1) Political Action Period
- (2) Roll Call of Officers
- (3) Reading of the Minutes of the previous Meeting
- (4) Application for Membership
- (5) Initiation of Candidates
- (6) Communications and Bills
- (7) Report of the Financial Secretary and/or Treasurer
- (8) Recommendations of the Executive Board
- (9) Reports of Officers, Committees and Delegates
- (10) Unfinished Business
- (11) New Business
- (12) Good and Welfare
- (13) Adjournment

ARTICLE 21

Contracts and Negotiations

Section 1. Negotiations and the approval of contracts shall be conducted as set forth in Article 19 of the International Constitution.

Section 2. All contracts, supplements, amendments and memoranda of understanding negotiated by the Local Union shall before becoming effective first be approved by the Membership in a Special Membership Meeting, and then be referred to the Regional Director and the Chrysler Department of the International Union for approval.

ARTICLE 22

Standing Committees

Section 1. (a) The Local Union shall have, in addition to the Local Union Executive Board, the following Standing Committees:

- (1) Legislative and Citizenship
- (2) Constitution and By-Laws
- (3) Fair Practices and Anti-Discrimination
- (4) Community Services
- (5) Recreation
- (6) Educational
- (7) Retirees Committee
- (8) Union Label and Flying Squadron
- (9) Women's Auxiliary

Section 1. (b) The Local Union shall have an Educational Director appointed by the President and the Executive Board subject to the approval of the Membership. It shall be the duty of the Educational Director to coordinate the activities of the Educational, Recreational and Community Services Committees. He may be a member of the above committees. The Educational Director shall hold no other office, elected or appointed in the Local Union.

Section 2 (a) All Standing Committees shall be appointed by the Local Union President. These appointments shall be subject to the approval of the Executive Board and the membership

Section 2 (b) Immediately after each General Election the President-elect shall notify the membership by union bulletin board posters and the Local publication that standing committees are being formed and Membership participation is invited.

Section 3. There shall be for each Standing Committee a Chairman and Secretary to be elected by the members of each Committee.

Section 4. Within thirty (30) days of the installation of officers, the President shall submit to the Executive Board his proposed standing committees. The Executive Board shall approve or disapprove the Presidents recommended standing committees within thirty (30) days of receiving his recommendations

Section 5. All committee chairmen shall submit an oral report to the General Membership Meeting.

Section 6. Each standing committee shall meet once each month after working hours or on off days unless otherwise authorized by the President and the Executive Board.

Section 7. Each officer and member of the various committees at the completion of their terms shall turn over all papers, documents, funds and any other Union property in his possession to the properly constituted Local Union Officers.

Section 8. All standing committees shall have at least seven (7) members. A majority of the members of each committee shall constitute a quorum.

ARTICLE 23

General

Section 1(a) Delegates to the International Convention shall be elected in conformity with the International Constitution Provisions.

Section 1.(b) The President or a designated representative, shall be entitled to attend all conventions, conferences and other meetings of importance as a special or fraternal delegate for the Local Union subject to the approval of the Executive Board and the Membership.

Section 1.(c) Delegates to Conferences or Conventions outside of the Detroit Area shall be provided or given:

- (1) All Local Union Members when travelling on authorized Union business for the Local Union shall be allowed 1st class transportation by the shortest route to and from their destination.

The above refers to travel to and from Union business which is outside the city.

- (2) Lost time at hourly rate.

- (3) Where lost time is not involved, a per diem of ten (\$10.00 dollars per day in lieu of wages.

- (4) Daily expenses of forty (\$40.00) dollars per day.

Section 1. (d) Delegates shall be allowed travel time at the rate of four (4) hours up to 100 miles outside of Metropolitan Detroit, and anything over 100 miles shall constitute a days travel.
Eight (8) hours shall constitute a days travel.

Section 2. All Local Union Officers, Committees, Stewards and other members handling funds or other property of the Union shall at the completion of their duties turn over all papers, documents, funds and/or other Union property to the properly Constituted Local Union Officers.

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

Section 4. Wherever 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.

Section 5. It shall be the duty of all elected officials to abide by and adhere to these By-Laws, Violations of any of these Sections shall constitute cause for removal or expulsion from office as may be determined by Article 30 of the Constitution.

ARTICLE 24

Attendance Rules

Section 1. Any Local Officer, Executive Board Member, Plant Shop Committeeman of Chief Shop Steward missing two (2) Membership Meetings in a three (3) month period, without good cause being shown, shall pay a fine of one (1) months expense. Any of the above named officials missing three (3) Membership meetings in a four (4) month period without good cause shown shall be automatically removed from office as authorized in Article 36, Section 6 of the Constitution.

Section 2. Any Local Officer or Executive Board Member missing any Executive Board meetings without good cause shown shall pay a fine of one months expense. Any Local Officer or Executive Board member missing three (3) Executive Board meetings shall be automatically removed from office as authorized by Article 36, Section 6 of the Constitution.

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~~Section 2. Any Local Officer or Executive Board member missing any Executive Board meetings without good cause shown shall pay a fine of one months expense. Any Local Officer or Executive Board member missing three (3) Executive Board meetings shall be automatically removed from office as authorized by Article 36, Section 6 of the Constitution.~~

Section 3. Any elected Local Officer, Plant Shop Committeeman or Chief Shop Steward missing two out of three educational classes without good cause being shown shall pay a fine of one months expense. All duly elected alternate committeemen and stewards shall be expected to attend a majority of these classes.

Section 4. Any Plant Shop Committeeman or Chief Shop Steward missing two (2) out of three (3) Stewards Council Meetings without good cause being shown shall pay a fine of two (2) months expense.

Section 5. All excuses must be in writing to the Regular Membership Meeting for determination.

Section 6. Where a member is removed from office for failure to comply with the established attendance rules, he shall not be eligible to run for any elective position for the remainder of the term of office from which he was removed.

Section 7. When a member is removed from office for non-compliance with the above rules, it will not affect his or her eligibility to be a candidate for delegate to a UAW-Constitutional Convention.

Section 8. All Non-Attendance Fines collected shall be denosited to the credit of the Building Fund.

ARTICLE 25

By-Laws Changes and Amendments

Section 1. These By-Laws shall be amended, altered or revised only in conformity with the following procedure:

Section 1. (a) A resolution or motion in writing calling for amendment alteration or revision shall be presented and read to a Regular Membership Meeting. It must be seconded.

Section 1. (b) The resolution or motion shall then be referred to the By-Laws Committee and it shall be reported out by said Committee at the next Regular Membership Meeting together with the recommendation of the Committee.

Section 1. (c) A vote shall then be taken on the recommendation of the By-Laws Committee and it shall require a vote of two-thirds of those voting for adoption.

Section 2. The By-Laws of the Local Union shall at all times be subordinate and subject to the provisions of the Constitution of the International Union as such Constitution now exists or may from time to time be altered or amended and in the event of any conflict, the Constitution of the International Union shall govern.

Section 3. Two copies of these By-Laws or any additions, alterations or revisions shall be submitted to the Regional Director for submission to the International Executive Board for approval.

Section 4. It is therefore understood and accepted that these By-Laws shall govern all activities of this Local Union 961 that are not contrary to or in conflict with our U.A.W. Constitution.

LOCAL 961 U.A.W.
BY-LAWS COMMITTEE

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