

# DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 2 OF 16

FOLDER 9

UAW LOCAL 961 BY-LAWS  
1973

BY-LAWS OF LOCAL 961 UAW

ARTICLE 1

NAME

(a) The name of the Local Union shall be Chrysler Gear and Axle Local 961 of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

(b) The Constitution of this 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 thereof.

ARTICLE 2

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 (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 this 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, 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 thus 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.

(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 performance 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 said Member violating or abusing these rights shall be subject to Trial Procedure.

SECTION 3. (a) A Membership Card shall be provided to each member by the Financial Secretary of the Local Union.

(b) These 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 (30) 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 Squad Members to expedite the checking in of members.

Any member desiring to be excused must get permission from the Chair. A member not doing so shall not be counted as present at the meeting.

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

SECTION 5. 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 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. It shall be the duty of each member to participate in all Local, State and Federal elections through registration and balloting.

SECTION 8. Every person prior to his acceptance as a member shall be given the membership oath provided for in Article #43 of the International Constitution.

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 negotiation and execution of any contracts with the employers 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 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.

SECTION 2. Between the General Membership Meetings, the highest authority shall be the Executive Board of the Local Union.

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 - Three (3)
Recording Secretary	Sergeant-At-Arms
Financial Secretary	Guide

SECTION 2. The election of Local Union Officers shall take place in the month of May or June and the installation shall take place at the next Regular Membership Meeting.

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.

SECTION 5. Any vacancies in the Local Union, except the office of President, must be filled by an election within sixty (60) days. In case of vacancy in the office of President, the Vice President shall fill the vacancy for the unexpired term.

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

Bulletins shall specify the office or offices of committeeman or chief steward which are to be filled and to be posted at least seven (7) days prior to such meeting.

SECTION 6. Where a vacancy occurs on or after sixty (60) days before 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

The duties of the Local Union Officers shall be as provided for in 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. In meetings or conferences in the Metropolitan Area or Detroit called by the International Union, where lost time is not involved, a delegate shall be paid a per diem of ten dollars (\$10.00) in lieu of wages.

Lost Time and Expense Schedule

SECTION 2. (a) All officers and members shall receive their actual lost time from the plant, if off because of Union Business. Lost time shall be on the basis of no lost no gain - actual lost time with prior approval of the Local Union President.

(b) Lost time of officers authorized shall be as follows:

Local Union President will be compensated, his salary of \$200.00 (specifically, \$50.00 per day) as compensation for actual lost time from the plant for Monday, Tuesday, Thursday and Friday of each week. It is understood that the President will work in the plant Wednesday of each week.

It is clearly understood that this salary fully compensates the President for carrying out the duties of the office during each entire week.

Where necessary for the President to work in the plant on any of the four days - Monday, Tuesday, Thursday and Friday that he would normally be performing work for the Local Union - he **will** be compensated on each of these days that he works in the plant the difference between the gross amount that he receives from the Company and the \$50.00 per day salary from the Local Union. For example, the President works eight (8) hours in the plant on Monday and receives \$40.00 gross pay from the Company for that day, the Local Union will pay him the difference of \$10.00 for that day.

The \$200.00 salary for performing work on four (4) days each week for the Local Union shall be increased by 5% effective with the first pay period in January, 1974. Any future increases **after** that date shall be determined in accordance with the changes made in Article (11) Section (2) of the International Constitution.

If as a result of a drastic reduction of the membership of the Local Union because of layoff or other reasons, the funds of the Local become grossly disproportioned to the number of members remaining, this section of the By-Laws will no longer be effective, and will be subject to an immediate determination by the membership to reduce the number of days which the Local Union President is entitled to be away from the plant.

Financial Secretary . . . . two (2) days per week . . . . (16 hours).  
Recording Secretary . . . . one (1) day per week . . . . (8 hours).  
Treasurer . . . . . one (1) day per month . . . . (8 hours).

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



Whenever it is necessary to upkeep the office full time, the Financial Secretary shall be authorized to fill in, because of sickness or vacation of our office force the above lost time schedule pertaining to the Financial Secretary shall not apply.

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

<u>Expenses</u>	
President . . . . .	\$ 35.00 per week
Vice President . . . . .	30.00 per month
Recording Secretary . . . . .	35.00 per month
Financial Secretary . . . . .	35.00 per week
Treasurer. . . . .	30.00 per month
Trustees - Three (3) . . . . .	10.00 per month (each)
Sergeant-At-Arms . . . . .	10.00 per month
Guide . . . . .	10.00 per month
Plant Committeemen . . . . .	30.00 per month (each)
Chief Stewards . . . . .	20.00 per month (each)

(d) These expense schedules as outlined in above Section 2 (c) be paid and continued any time the General Operating Fund of the Local Union reaches a minimum of \$20,000.00.

If the General Fund goes below \$20,000.00 figure, all expenses as outlined above be curtailed and a weekly expense of ten dollars (\$10.00) to the President and Financial Secretary.

ARTICLE 7

NOMINATION 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) Each candidate for office will be requested to sign the following "Code of Ethics" in order 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 and policies. Further, I subscribe to the principles set forth in Article 39 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 should file such a declaration with the Local Union Election Committee immediately subsequent to his or her acceptance of nomination.

(d) 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.

(c) Failure to withdraw from all but one will disqualify the member from all executive offices.

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

SECTION 6. Every member in good standing 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 three (3) members and three (3) alternates shall be elected at a Regular Membership Meeting prior to nominations for a General Local Union Election. It is understood that the General Local Union Election will be conducted by Certified Public Accountants selected by the Local Union.

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

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 fifty per cent (50%) of the votes cast, there shall be a run-off election between the two (2) candidates who received 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 indicate 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) 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.

(b) The Election Committee shall use good sound judgment 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 one per cent (1%) or less of total votes cast of said 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.

(c) The Election Committee shall be prompt in furnishing the Election Results upon receipt from the Certified Public Accountants.

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 Trial Procedure outlined in the Constitution

In no case shall 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 (protest, recounts, etc.,) then ballots will be kept until the challenge or dispute is resolved through the exhaustion of our International Union Constitution procedure.

SECTION 19. All Local Union Elections shall be held at the Local Union Hall, 7575 Lynch Road, Detroit, Michigan, 48234. Polls to be open for one day from 5:00 A. M. until the end of the lunch period of the 2nd shift.

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

Intoxication will not be tolerated at any time during casting and tabulation of the ballots.

SECTION 21. The Election Results shall be posted on the Bulletin Boards, in the Plant and the Local Union Hall as soon as results are known.

SECTION 22. Each Member of the Election Committee shall be paid at the flat rate of One Hundred Ten Dollars (\$110.00) as wages and expenses.

## ARTICLE 9

### LOCAL UNION EXECUTIVE BOARD

SECTION 1. The Local Union Executive Board shall consist of Executive Officers, a Member of the Retired Workers Chapter and the Plant Shop Committee.

SECTION 2. 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.

SECTION 2. The Executive Board shall have the authority to make disbursement of Local Union Funds, not to exceed Two Hundred, Fifty Dollars (\$250.00) in any calendar month, and each such disbursement must be reported to the next Membership Meeting.

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 Women's Auxiliary.

SECTION 5. Special meetings, in emergency matters, may be called at the discretion of the President or 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. All matters of important policy decisions and expenditures of funds in excess of Two Hundred Fifty Dollars (\$250.00) in any calendar month shall be reported to the next Regular Membership Meeting for approval.

SECTION 8. The Executive Board shall appoint one (1) of its members to each of the Local Union's Standing Committees in a liaison or advisory capacity.

SECTION 9. 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 Constitution and Local Union.

#### ARTICLE 11

##### INITIATION FEES AND DUES

SECTION 1. The Initiation and Reinstatement Fee shall be Twenty Dollars (\$20.00) . Dues shall be levied in conformance with Article 16 of the International Constitution.

SECTION 2. Any member who has not worked forty (40) hours or received benefits 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.



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 Steward.

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

SECTION 2. (a) There shall be an election for each District or Unit - A Chief Steward.

(b) There shall be an election for each District or Division - A Plant Shop Committeeman.

(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. Recall Procedure. (a) A Shop Steward or Committeeman may be recalled by the members he represents for failure to perform the duties of his office.

(b) A vote on the question of recalling a Steward or Committeeman may be initiated by a petition setting forth the reasons why the recall is sought, and signed by at least twenty-five per cent (25%) of the current members working under the jurisdiction of the Steward or Committeeman.

(c) Twenty-five percent of the current members working under the jurisdiction of the Steward or Committeeman must be present at the recall meeting to establish a quorum.

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

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 Shop Committeeman shall fill the vacancy until election.

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.

(b) It must be the duty of any Chief Steward to submit for review to his Plant Shop Committeeman before processing any grievance in writing.

(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 this 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 Steward 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 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 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 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.

SECTION 3. A meeting shall be held once each month. It shall be understood that not more than two (2) hours' actual lost time per month will be paid for attendance of such meetings. A simple majority shall constitute a quorum. There shall be a Roll Call at each meeting.

SECTION 4. Special Meetings of the Steward Council may be called at the discretion of the Chairman of the Steward Council and the Local Union President.

SECTION 5. The Steward 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.

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 International Constitution.

SECTION 7. The Stewards Council shall exclusively perform advisory functions and shall be a non-legislative body within the Local Union structure.

SECTION 8. 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  
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 15  
TRIAL OF MEMBERS

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

SECTION 2. Membership Vote on Trial Committee's Report.  
The vote upon the report of the Trial Committee shall be in two (2) parts:

(a) The membership should vote upon the "verdict"; that is, as to whether or not the accused shall be held to be guilty. If such a motion is not approved

by a majority vote, the accused stands acquitted and no further action by the meeting is necessary.

- (b) If the verdict of "guilty" is approved by a majority vote, the membership should then proceed to vote on that portion of the Trial Committee Report which specifies the penalty. In connection with the vote on the penalty, a majority vote is also necessary to approve the penalty fixed by the Committee.

SECTION 3. If it is the intention of the meeting, having approved a verdict of guilty, to effect a modification of the penalty, this may be done by either:

- (a) Voting down that portion of the report which specifies the penalty (by an adverse vote of more than a majority and then by a majority vote adopting a separate motion embodying a different penalty), or:
- (b) By moving to amend the report dealing with the penalty by incorporating a modification of the penalty and then voting first on the amendment or amendments, as the case may be, in the customary fashion.

SECTION 4. Where the Trial Committee reaches a verdict of acquittal, they must report the verdict to the Membership. The member in question is automatically acquitted when the Trial Committee makes their report without further action on the part of the Membership.

ARTICLE 16

APPEALS

SECTION 1. Any members of this Local Union shall have the right of appeal as set forth in 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, to the International Convention or to the Public Review Board. 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 may be cause for summary suspension or expulsion by the Local Union and the International Executive Board.

ARTICLE 17

LOCAL UNION MEETINGS

SECTION 1. (a) Regular Membership Meetings shall be held on the 3rd Sunday of each month whenever possible at 11:00 A. M.

After meeting is in progress for two (2) hours, a motion to continue will be in order.

(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 for admittance.

(c) Any member who attends a meeting in an intoxicated condition and/or creates a disturbance or becomes unruly, shall lose voice and his right to vote at said meeting. Where necessary to maintain order, the member may be evicted from the meeting by order of the Chairman. Flagrant or persistent violation of this section by any member shall be ample grounds for charges of conduct unbecoming a Union Member.

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

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

## ARTICLE 18

### QUORUMS

Fifty (50) members present at a Regular Meeting of the Membership of the Local Union shall constitute a quorum for the transaction of Local Union business.

## ARTICLE 19

### ORDER OF BUSINESS

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

1. Roll Call of Officers
2. Reading of the Minutes of the Previous Meeting
3. Recommendations of the Executive Board
4. Initiation of Candidates
5. Communications and Bills
6. Report of the Financial Secretary and/or Treasurer
7. Reports of Officers, Committees and Delegates
8. Unfinished Business
9. New Business
10. Good and Welfare
11. Adjournment

## ARTICLE 20

### CONTRACTS AND NEGOTIATIONS

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

SECTION 2. All contracts, supplements or amendments negotiated by the Local Union shall, before becoming effective, be approved by the Regional Director and the Chrysler Department of the International Union.

ARTICLE 21

STANDING COMMITTEES

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

1. C. A. P.
2. Constitution and By-Laws
3. F. E. P. C.
4. Community Services
5. Recreation
6. Educational
7. Women's

(b) The Local Union may have an Educational Director appointed by the President, subject to the approval of the Executive Board and/or 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 named Committees.

SECTION 2. All standing committees shall be appointed by the Local Union President subject to the approval of the Executive Board and/or the Membership.

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

SECTION 4. The establishment of all Standing Committees shall take place within thirty (30) days after the installation of Officers.

SECTION 5. All Committee Chairmen may 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 Membership.

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

ARTICLE 22

GENERAL

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

(b) Delegates to Conferences or Conventions outside of the Detroit Area shall be provided or given:

1. All Local Union Members, when traveling 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 dollars (\$10.00) per day in lieu of wages.
4. Daily expense of Forty Dollars (\$40.00) per day.

(c) 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 day's 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 the Membership.

### ARTICLE 23

#### ATTENDANCE RULES

(1) MEMBERSHIP MEETINGS - Any Local Officer, Executive Board Member, Plant Shop Committeeman or 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) MONTH'S EXPENSE.

(2) EXECUTIVE BOARD MEETINGS - Any Local Officer or Executive Board Member missing two (2) Executive Board Meetings in a three (3) month period, without good cause being shown, shall pay a fine of ONE (1) MONTH'S EXPENSE.

(3) EDUCATIONAL CLASSES FOR OFFICERS - Any Local Officer missing two (2) out of three (3) Educational Classes without good cause being shown, shall forfeit ONE (1) MONTH'S EXPENSE.

(4) COMMITTEEMAN AND STEWARD MEETINGS - Any Plant Shop Committeeman or Chief Shop Steward missing two (2) out of three (3) Steward Meetings in a three (3) month period, without good cause being shown, shall pay a fine of ONE (1) MONTH'S EXPENSE.

(5) EDUCATIONAL CLASSES FOR PLANT SHOP COMMITTEEMEN AND CHIEF SHOP STEWARDS - Any Plant Shop Committeeman or Chief Shop Steward missing two (2) out of three (3) Educational Classes without good cause being shown, shall forfeit ONE (1) MONTH'S EXPENSE.

(6) PROTESTS - All excuses must be in writing to the Regular Membership Meeting for determination.

(7) FAILURE TO PAY FINES WITHIN SPECIFIED TIME - Failure to pay fines within specified time shall be cause for automatic removal from office, but would not result in the member becoming delinquent.

(8) WHERE A MEMBER IS REMOVED - 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.

(9) SECOND OFFENSE - Where a member, holding an elective position, is guilty a second time of failure to comply with the Attendance Rules, he or she will be automatically removed from office and he or she WILL NOT have the option of forfeiting their expenses or paying a fine.

(10) CONVENTIONS - 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.

(11) All Non-Attendance Fines collected shall be deposited to the credit of the Building Fund.

#### ARTICLE 24

##### BY-LAWS, CHANGES AND AMENDMENTS

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

(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.

(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.

(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.

LOCAL 961 UAW  
BY-LAWS COMMITTEE