



UAW LOCAL 2209 BYLAWS

Updated March 18, 2017

Bylaws of  
UAW Local 2209

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## AMENDMENTS

<b>DATE</b>	<b>ARTICLE AMENDED</b>
08/1990	Article 2, Section 3
08/1990	Article 7, Section 2
08/1990	Article 9, Section 7
10/1990	Article 9, Section 4
10/1990	Article 10, Section 8
04/24/1991	Article 9, Section 2
04/24/1991	Article 11, Section 9
04/24/1991	Article 19
05/13/1991	Article 11, Section 7
07/03/1991	Article 4
04/22/1992	Article 13, Section 1
04/22/1992	Article 9, Section 12
06/02/1992	Article 4, Section 10
12/18/1992	Article 9, Section 1, 1a, 1b, 2, 3, 13, 13a and 14
03/16/1993	Article 9, Section 2
11/15/1993	Article 8, Section 1
08/16/1994	Article 12, Section 5 & 6
10/21/1995	Article 6, Section 4 & 5
10/21/1995	Article 9, Section 7
10/21/1995	Article 11, Section 3 & 7
03/16/1996	Article 10, Section 8
07/20/1996	Article 4, Section 1
07/20/1996	Article 17, Section 1
08/16/1997	Article 17, Section 1
08/20/2000	Article 6, Section 4
08/20/2000	Article 11, Section 10
12/17/2000	Article 6, Section 4
12/17/2000	Article 10, Section 4
04/17/2004	Article 4, Section 5
04/17/2004	Article 6, Section 9
02/21/2005	Article 11, Section 11
04/16/2005	Article 9, Section 1
11/04/2005	Article 11, Section 7

## **AMENDMENTS (cont.)**

02/18/2006	Article 16, Section 1
05/01/2008	Article 4, Section 1
05/01/2008	Article 12, Section 5
10/18/2008	Article 3, Section 4
02/19/2009	Article 4, Section 1
02/19/2009	Article 6, Section 4
02/19/2009	Article 11, Section 13
04/09/2009	Article 16, Section 1a
06/27/2009	Article 6, Section 10
12/2010	Article 11, Section 7
06/2011	Article 10, Section 4
06/2011	Article 18, Section 1
04/04/2013	Article 11, Section 11
	Article 4, Section 11
	Article 14, Section 9
	Article 10, Section 8-Sections B and C
09/20/2014	Article 11, Section 3
	Article 9, Section 12
	Article 10, Section 4
	Article 9, Section 2
	Article 9, Section 1
10/17/2015	Article 8, Section 5
09/21/2016	Article 11, Section 11
03/18/2017	Article 4, Section 1

## **PREAMBLE**

We, the members of UAW Local 2209, hold these truths to be self-evident, expressive of the ideals and hopes of all workers, that all men and women are created equal and should enjoy to the fullest extent, the wealth generated from their labor, keeping utmost in our minds, the undeniable rights of all free men and women- LIFE, LIBERTY and the PURSUIT of HAPPINESS.

To ensure that we share in the wealth created by our labor and that we keep our undeniable rights, we the members of UAW Local 2209 agree to accept our roles and responsibilities as citizens, working through our Union, and as individuals, with both voice and vote, to hold our democratic government both responsible and accountable to our principles and ideals for all.

## INTRODUCTION

Prior to the formation of the UAW, autoworkers labored under inhuman, speed-up and dictatorial conditions! Starvation wages prevailed throughout the industry, seniority was unheard of and elderly workers were quietly cast aside without the benefit of a pension.

Due to the efforts of both the International and Local Bargaining Committees, all of this has changed dramatically. UAW members now enjoy a leading position in both the areas of wages and benefits, all of which stem from the historic one-page document signed by the UAW and the General Motors Corporation in 1937.

We, as members of UAW Local 2209, recognize that these By Laws along with the active participation of both our Local Union representatives and, most importantly, the membership, will help to insure our continued growth and solidarity.

## **ARTICLE 1**

### **NAME, AFFILIATION AND FISCAL YEAR**

#### **Section 1**

This Local shall be known as Local 2209, Fort Wayne, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

#### **Section 2**

Local 2209 shall be affiliated with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America.

#### **Section 3**

The fiscal year of this Local Union shall begin on January 1 and end on December 31.

**ARTICLE 2**  
**CONSTITUTION & BY LAWS**

**Section 1**

The Constitution of this organization 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.

**Section 2**

Sufficient copies of the By Laws shall be printed and given to each member upon request.

**Section 3**

As By Laws are amended or added to, they will be dated accordingly.



**ARTICLE 3**  
**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), over whom the Local Union has jurisdiction.

**Section 2**

Each member in good standing of this Local Union has the right to nominate and vote, express opinions on all subjects before the Local Union, to attend all membership meetings and express views, arguments and opinions on all matters and business, including candidates for office, properly before the meeting; to meet and assemble freely with other members, and, generally, to participate in the activities 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 time, be subject to the Rules of Procedure governing meetings and other uniform rules and regulations contained in the Constitution, By Laws and other official rules of the Local Union.

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

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

**Section 3**

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

**ARTICLE 4**  
**MEMBERSHIP MEETINGS**

**Section 1**

Local Membership Meetings shall be held the third Saturday of each month, at eleven o'clock in the morning, at the Local Union Hall (5820 East 900 North, Roanoke, Indiana). In the event production is scheduled at Fort Wayne Assembly on the third Saturday of the month, the local Membership Meetings shall be held the next day (Sunday) at eleven o'clock in the morning.

Any month, in which circumstances necessitate the changing of the time, day or place of the local Membership Meeting, the Executive Board shall be authorized to make such changes as necessary for that month.

**Section 2**

Seven (7) days' notice shall be given prior to each regular Membership Meeting.

**Section 3**

Proper notification to the membership of a Special Membership Meeting shall be given seven (7) days in advance, time permitting, but in no case, not less than forty-eight (48) hours.

**Section 4**

A special meeting of the Local Union may be called by the Executive Board when deemed necessary. Special meetings may be called upon receipt of a petition signed by one-hundred (100) members in good standing. This petition shall clearly state the purpose of such meeting, and only this business may be taken up at this special meeting.

**ARTICLE 4 (cont.)**

**Section 5**

Order of business of regular membership meetings:

- 1 Pledge of Allegiance
- 2 Invocation
- 3 Roll Call of Officers
- 4 Reading of Minutes of previous meeting
- 5 Report of Financial Secretary and Treasurer
- 6 Reports of Officers, Committees and Delegates
- 7 Communications and Bills
- 8 Good and Welfare
- 9 Unfinished Business
- 10 New Business
- 11 Adjournment

**Section 6**

During all Membership Meetings, there shall be one (1) copy each of Robert's Rules of Order, the Constitution and the Local Bylaws on the Chairperson's rostrum.

**Section 7**

In order that all Membership Meetings may be carried on in an orderly manner, each member will be allowed to speak for a period of three (3) minutes on any one subject. Time limits can be extended by the membership.

**Section 8**

Upon being given the floor to speak or make a motion, the member must give his/her name.

### **Section 9**

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 the Section by any member shall be conduct unbecoming a Union member.

### **Section 10**

Those members in attendance at a Membership Meeting shall constitute a quorum.

### **Section 11**

Refreshments may be provided at the monthly membership meetings, not to exceed \$300 per month.

**ARTICLE 5**  
**POWERS OF ADMINISTRATION**

**Section 1**

Local 2209, UAW shall be governed by the International Union's Constitution and by its membership in the following manner.

**Section 2**

The highest authority shall be the Membership Meeting.

**Section 3**

Between meetings of the Local Union, Executive Board shall be the highest authority.

**Section 4**

Between Executive Board meetings, the highest authority in their respective order is:

- President
- Vice-President

**ARTICLE 6**  
**DUTIES OF THE EXECUTIVE BOARD AND LOCAL UNION OFFICERS**

**Section 1**

The Executive Board shall be empowered to represent the Local Union between meetings of the Local Union when urgent business requires a 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 2**

A majority of the members comprising the Local Executive Board shall constitute a quorum. Only a majority of the Executive Board can adjourn a board meeting.

**Section 3**

The Executive Board shall decide all questions involving the interpretation of the Constitution between meetings.

**Section 4**

The Executive Board shall consist of the following Executive Officers: President, Vice President, Recording Secretary, Financial Secretary-Treasurer, three (3) Trustees, Sergeant-at-Arms, Guide and one Retired member elected by the Retirees of Local 2209, per the International Constitution. In addition to the aforementioned officers, the Chairperson of the Bargaining committee, the Zone Committeepersons and Chairperson of any Amalgamated Unit shall serve on the Executive Board. Should one or more of the officers be absent, the absent officer(s) shall be temporarily replaced by the next officer present, following the above order of hierarchy.

**Section 5**

Financial Officers shall be bonded as provided for by the Constitution of the International Union.

**Section 6**

The Executive Board shall meet at least once a month.

## **ARTICLE 6 (cont.)**

### **Section 7**

Special Executive Board meetings may be called either by the President or by a majority of the Executive Board members.

### **Section 8**

No member of Local 2209 shall be eligible to hold any elected or appointed position in Local 2209 if he is a member of any organization which is declared illegal by the Government of the United States of America, through constitutional procedure.

### **Section 9**

The Personal Identification Number for EFTPS (Electronic Federal Tax Payment System) will be changed by the Financial Secretary when there is a change of officers or if any person authorized by the Financial Secretary would have to make a payment in his/her absence.

### **Section 10**

After the negotiation of contract(s) for Local 2209's Clerical and/or Grounds keeping employees, said contract(s) shall be reviewed and then approved or rejected by the Executive Board of Local 2209 by the same manner in which all expenditures are approved and/or rejected. Furthermore, the Local 2209 President shall not sign said contract(s) until the Executive Board approved the contract(s).

## ARTICLE 7

### ATTENDANCE RULES GOVERNING MEMBERS HOLDING ELECTED OR APPOINTED OFFICE

Active leadership is directly proportionate to the amount of participation in local meetings, making for a strong, functioning Local Union. Therefore, in an effort to enhance this participation, the following attendance rules have been established:

#### Section 1

All Executive Board Officers must attend two (2) out of three (3) Executive Board meetings and two (2) out of three (3) Membership Meetings, unless properly excused, in order to hold their respective office or position.

#### Section 2

All Committeepersons, alternates, zones and appointed representatives must attend two (2) out of three (3) scheduled meetings, unless properly excused, called by the President, Chairperson, or International Servicing Representative.

All Standing Committee members must attend two (2) out of three (3) consecutive Standing Committee Meetings, unless properly excused, in order to remain a member of that respective Standing committee (Standing Committee members are appointed).

#### Section 3

The Recording Secretary will maintain a record of all elected and appointed Union officials of Local 2209 in attendance at all membership Meetings and report at each regular Membership Meeting, the attendance at the previous meeting.

- A. Consideration shall be given for reasonable and valid excuses where an elected or appointed Union official fails to meet the above requirements. In the event any question arises over the excuses given by an official for his absence from the meeting, the question must be referred to the next regular membership meeting for discussion.
- B. The President and/or the Shop Chairperson will be authorized to consider requests for excuses from officers or appointed officials under their particular chain of command.



## **ARTICLE 7 (cont.)**

### **Section 4**

Failure of any elected or appointed Union official to comply with the above attendance rules may result in removal from their respective office. They shall not run for any elected office or hold any appointed position for the balance of the term from which they were removed, except as a delegate to the International Constitutional Convention.

(Note: Attendance provisions are mandatory under Article 37, Section 5 of the International Constitution.)

**ARTICLE 8**  
**LOCAL UNION COMMITTEES**

**Section 1**

Local 2209 shall have the following Standing Committees:

1. Constitution & Bylaws
2. Union Label
3. Education
4. Conservation & Recreation
5. Community Services
6. Civil & Human Rights
7. Citizenship & Legislative
8. Consumer Affairs
9. Women's
10. Veterans
11. Chaplaincy

and such other committees as deemed necessary. All Standing Committees of UAW Local 2209 shall be appointed by the President of Local 2209, subject to the approval of the Executive Board and membership confirmation, with the exception of the Election Committee, who shall be elected in accordance with the International Constitution and Article 9 of these Bylaws.

**Section 2**

The Chairperson of the Shop Committee shall be appointed as a member of the Civil Rights Committee.

**Section 3**

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

**Section 4**

These committees shall perform all duties assigned to them by the Constitution and Bylaws and such additional duties as they may be directed to perform by the Executive Board or the Membership.

## **ARTICLE 8 (cont.)**

### **Section 5**

The Committee Chairperson shall be elected by the members of that committee at the first meeting of the committee by a majority vote. Thereafter, the Committee Chairperson shall be elected by the members of the committee, at the first meeting of the committee on or after January 1<sup>st</sup> each odd numbered year.

**ARTICLE 9**  
**ELECTIONS AND ELECTION COMMITTEE**

**Section 1**

The Election Committee shall consist of thirty (30) members and six (6) alternates in good standing. The alternates shall be the next six (6) highest vote getters and if a tie for 22<sup>nd</sup> position or alternate occurs, it will be determined in alphabetical order. The election of the Election Committee shall be held at the January membership meeting, prior to the triennial elections. All terms will be for three (3) years.

- A. Following their elections, the Election Committee shall select from the committee two (2) co-chairs to serve the three (3) year term. The co-chairs shall be responsible for bringing forth recommendations to the membership concerning times, dates, places, the number of committee members needed to staff the polls and other details necessary for the transaction of elections.
- B. Any member who is a candidate, or becomes a candidate, for office cannot serve on the Election Committee.
- C. All elections shall be governed by Article 38 of the International Constitution and the "Guide for Local Union Election Committees".

**Section 2**

Nominations for triennial elections of officials, Constitutional Convention delegates, Bargaining Committee elections and any special elections to fill un-expired terms, shall be governed by the following:

- A. Notices shall be posted in the customary manner, announcing that all members in good standing are automatically nominated for all offices for which they are eligible as well as the dates and hours of the nomination and acceptance period.
- B. The acceptance period shall be for seven (7) business days.
- C. Members wishing to accept nomination shall be under obligation to do so in writing at the Local Union Hall on forms to be provided, during the acceptance period.
- D. Members will automatically be considered as declining if they fail to accept in writing on the provided forms, within the acceptance period.
- E. Any member who accepts nomination may withdraw his/her own name in writing on forms provided, within the nomination/acceptance period.
- F. Candidates shall be tendered a receipt, indicating the date and time that written acceptances or declinations are submitted.

- G. Any member in good standing may nominate any other member in good standing for any specific office established in the election for which the nominee is eligible.
- H. Where a member chooses to nominate another member, she/he shall be required to make such nominations at the Local Union Hall in writing on forms provided, within the first five (5) days of the nomination/acceptance period.
- I. Any member making a written nomination shall be tendered a receipt indicating the date and time the written nomination was submitted.
- J. Any member nominating another member shall be required to notify the member she/he nominates for the specific office, so that her/his nominee will be aware of the nomination and of her/his obligation to accept such nomination in writing on forms provided, within the acceptance period.
- K. If a member is nominated and the nominator fails to notify the nominee, such failure will not invalidate or excuse the nominee's responsibility to accept such nomination in writing on forms provided, within the acceptance period.

### **Section 3**

Triennial elections of all Union officers and representatives shall be held in May or June.

### **Section 4**

When more than two (2) candidates are running for any Executive Board office, Shop Chairperson or Zone Committeeperson in the Local Union and no one has received a majority of the votes cast, there shall be a runoff election between the two (2) candidates receiving the highest number of votes cast.

### **Section 5**

All elected officers terms shall be for three (3) years as set forth in the International Constitution.

### **Section 6**

When runoff elections are necessary for any Union office because more than one (1) candidate for such office receives equal number of votes, the runoff shall be confined to the candidates receiving the highest number of votes for the office involved.

## **ARTICLE 9 (cont.)**

### **Section 7**

In accordance with Article 38 of the International Constitution, no member shall be eligible for election as an Executive Officer of the Local Union until they have been a member in continuous good standing in the Local Union for one (1) year immediately prior to the nomination.

No member shall be eligible for election as a Local Union Committeeperson until they have been a member in continuous good standing in the Local Union for at least six (6) months prior to the date of their nomination. Further, said member must be assigned to the district they wish to represent.

### **Section 8**

All rules on procedure, decided upon by the Election Committee, shall be put into writing and signed by all Election Committee members, then posted before and during elections.

### **Section 9**

Regulations not covered by this Article of these Bylaws shall be governed by the International Constitution.

### **Section 10**

The installation of the elected officers shall take place at the next meeting following the completion of the Local Union elections:

- A. Officers elected by special elections shall assume office immediately following the elections, as per the International Constitution.

### **Section 11**

No Union members or candidates are allowed to campaign or pass out handbills/campaign papers on Union property on Election Day. All members and candidates are to move their vehicles off Union parking lot as soon as possible after voting. In addition, no drinking of any intoxicating liquor on Election Day on Union property. This includes any property rented by Local 2209 for Union elections. It will be the responsibility of all Election Committee members and of the poll workers to carry out these rules.

## **ARTICLE 9 (cont.)**

### **Section 12**

All elections of local union officials and delegates shall be held at locations as follows:

- A. Members in good standing of Units I, II, III and any units subsequently organized at the property located at 12200 Lafayette Center Road, Roanoke, IN (Fort Wayne Assembly) shall vote at said location.
- B. All other members in good standing with UAW Local 2209 including, but not limited to, Retirees, Internationally Appointed Representatives, Unit IV and any subsequently organized units not located at Fort Wayne Assembly shall vote at 5820 East 900 North, Roanoke, IN (UAW Local 2209 Union Hall).
- C. Any other location as deemed necessary by the Election Committee with the approval of the Membership.
  - a. Alternate locations may be determined by a Special Membership Meeting.

### **Section 13**

Whenever the need for a special election is determined, the Election Committee shall bring to the next Membership Meeting, recommendations for membership approval on the procedures to be used for nominations, acceptances, the election and the number of committee members needed to staff the polls.

- A. Any vacancies filled during any term of office will be for the remaining portion of that term.

**ARTICLE 10**  
**SHOP COMMITTEES**

**Section 1**

The Shop Chairperson will be elected on a plant-wide basis.

**Section 2**

All Zone, District and Alternate Committeepersons will be elected by the members of the Zone or District that they represent.

**Section 3**

Persons accepting nomination for Zone, District or Alternate Committeeperson must be working within that Zone or District prior to nomination or appointment.

**Section 4**

- I. The members of the Unit 1 Bargaining Committee shall consist of: The Unit 1 Shop Chairperson; the three (3) Unit 1 Zone Committeepersons; One (1) Shop Committeeperson from 1<sup>st</sup> shift; One (1) Shop Committeeperson from 2<sup>nd</sup> shift; one (1) Unit 1 Shop Committeeperson from 3<sup>rd</sup> shift.
  - A. The Unit1 Shop Chairperson shall automatically become a member of the Unit 1 Bargaining Committee by virtue of their position.
  - B. Each of the 3 Unit 1 Zone Committeepersons shall automatically become members of the Unit 1 Bargaining Committee by virtue of their positions.
  - C. The 1<sup>st</sup> shift Unit 1 Shop Committeeperson shall be elected to the Bargaining Committee by plurality vote of the Unit 1 members assigned to the 1<sup>st</sup> shift. The 2<sup>nd</sup> shift Unit 1 Shop Committeeperson shall be elected to the Bargaining Committee by plurality vote of the Unit 1 members assigned to the 2<sup>nd</sup> shift. The 3<sup>rd</sup> shift Unit 1 Shop Committeeperson shall be elected to the Bargaining Committee by plurality vote of the Unit 1 members assigned to the 3<sup>rd</sup> shift.
    - a. In the event that only one Shop Committee person on a shift accepts the nomination for the position on their shift during the nomination and acceptance period, that Shop Committeeperson shall be elected by acclamation to the Bargaining Committee position of their respective shift.
- II. Bargaining Committee elections will be held following the conclusion of the Triennial Elections. Postings and nominations will follow guidelines laid out in the UAW



International Constitution and UAW Local 2209 Bylaws. The term of office for all Bargaining Committee members will be for 3 years. Whenever a vacancy occurs for a Zone Committeeman position on the Bargaining Committee, the Shop Chairperson will appoint a temporary replacement until the vacancy can be filled by a special election. In the case that a vacancy occurs within six (6) months of the end of the term for the Shop Committee position on the Bargaining Committee, the Shop Chairperson will appoint a replacement for the remainder of the term.

#### **Section 5**

Whenever a District Committeeperson resigns or a vacancy occurs, the Alternate Committeeperson will replace her/him until a special election can be held.

#### **Section 6**

Whenever an Alternate Committeeperson resigns or a vacancy occurs, the Shop Chairperson will appoint a replacement until a special election can be held.

#### **Section 7**

Whenever the need for a special election is determined, the Election Committee will bring recommendations to the next Membership Meeting for approval.

- A. Any vacancies filled during any one (1) term of office will run only for the duration of his/her office.

## **ARTICLE 10 (cont.)**

### **Section 8**

A Shop, Zone, District or Alternate Committeeperson may be recalled by the members he/she represents for failure to perform the duties of his/her office.

- A. A valid petition setting forth specific complaints of failure to perform the duties of his/her office shall be signed by at least fifty percent (50%) of the members he/she represents.
- B. The Shop, Zone, District or Alternate Committeeperson so complained against shall immediately receive notification of the specific complaint and be provided at least seven (7) days advance notice prior to a special recall meeting.
- C. A special meeting will be called for the purpose of recalling the representative listed in Sub-Section "B" above and he/she will be given a chance to defend him/herself of the charge(s).
- D. At least 50 percent (50%) of the membership he/she represents must be present at the recall meeting to constitute a quorum.
- E. The vote to recall will then be taken by secret ballot.
- F. A two-thirds (2/3) vote by the members present will be required for recall.

**ARTICLE 11**  
**FINANCES**

**Section 1**

Authorize the President and the Financial Secretary to dispense funds to pay ordinary bills and monthly expenses of the Local Union.

**Section 2**

Initiation fee for membership in this Local Union shall be twenty dollars (\$20) and shall be used as follows:

- A. Two dollars (\$2) for the Building Fund
- B. Twelve dollars (\$12) for the General Fund
- C. Five dollars (\$5) for the New Member Orientation Fund
- D. One dollar (\$1) for the International Union

**Section 3**

The monthly dues of this Local Union shall be the minimum required by Article 16 of the International Constitution

**Section 4**

All dues not collected by check-off are payable on or before the first day of each month to the Financial Secretary of this Local Union.

**Section 5**

The reinstatement fee established by Local 2209 shall be twenty dollars (\$20), plus the dues for each month of delinquency of dues up to either the date of his/her automatic suspension, or the date of his/her reinstatement. Local 2209, in its discretion, will determine which date to use. In addition, the current month's dues will be payable. Such reinstatement fee shall be uniformly applied to all delinquent members of Local 2209.

## **ARTICLE 11 (cont.)**

### **Section 6**

The Local Union shall pay a representative or member lost time only when that representative or member is performing necessary duties for, or on behalf of, the Local Union during a time for which he/she would otherwise receive pay from the employer. The amount of lost time should never exceed the amount which the Local Union representative would otherwise receive from the employer for the same period of time for which he is being compensated by the Local Union.

Lost time must be limited to the minimum time necessary to perform Union business. All lost time shall be reported to the membership as part of the Financial Report, by the Financial Secretary, at the regular meeting.

### **Section 7**

When performing Union business on behalf of the Local Union, members will be allowed travel and per diem expenses. Rates will follow UAW International Union guidelines. Overnight (\$46.00), day (\$20.00) and travel will be paid as follows: By a unanimous vote of the International Executive Board, the UAW has adopted a policy that the UAW-approved mileage reimbursement rate will automatically track the IRS approved rate payable to driver only. Two delegates will constitute a carload. If a delegate chooses to drive alone, they will receive half the IRS approved rate. UAW Local 2209 shall increase its mileage payment to track the IRS approved mileage reimbursement and continue to track the IRS approved mileage rate from this point forward.

### **Section 8**

All expenses paid under these provisions shall be subject to approval of the President.

### **Section 9**

The Trustees shall audit, or cause to be audited by a Certified Public Accountant selected by the Executive Board, the records of the Financial Officers semi-annually, as required by Article 40, Section 12 of the Constitution of the International Union, UAW.

### **Section 10**

Due to the nature of doing business for Local, the President and Shop Chairperson will receive \$100.00 per month for phone expense.

## **ARTICLE 11 (cont.)**

### **Section 11**

The Local Union shall pay any member the portion of a Performance Bonus and/or Profit Sharing lost, due to being on paid lost time, as they would have otherwise been compensated by their employer. The Eligibility, Qualified Earnings & Payment will follow guidelines set forth by the UAW-GM National Agreement and applicable supplemental agreements. Union Dues Deduction Shall be the minimum amount set forth in Article 16, Section 2 © of the Constitution of the International Union. The amount of the Performance Bonus and/or Profit Sharing should never exceed the amount which the Local Union member would otherwise have received from their employer for the same period of time for which they are being compensated by the Local Union.

- A. This practice shall be suspended if the Local Union General Fund drops below 3 times the amount of one (1) month's per capita tax payments. The practice will be reinstated upon the return of the general fund's balance is above 3 times the amount of 1 month's per capita tax payment.
  1. Any loss in payment due to the suspension of this article shall not be recoverable once instated

### **Section 12**

Anyone not duly authorized by the UAW Local 2209 to attend any function as a delegate, will be responsible for their own expenses and reservations.

### **Section 13**

Delegates that have reservations made by the UAW Local 2209 and do not show up, or who leave early, will be responsible for their expenses-unless the delegate was called out for Local Union business or a serious illness or death in the family. The Executive Board will determine if the delegate will be responsible for reimbursement.

**ARTICLE 12**  
**DELEGATES FROM LOCAL**

**Section 1**

All delegates to International Conventions shall be chosen pursuant to the provisions of Article 8 of the International Constitution.

**Section 2**

When delegates to any conference or convention are to be elected, notice shall be posted at least fifteen (15) days in advance of the regular meeting.

**Section 3**

Whenever a conference or convention convenes at such a time that action cannot be taken at the next Membership Meeting, the Executive Board shall take such action as deemed necessary to insure attendance by Local 2209 delegates.

**Section 4**

Any and all delegates sent to conventions, conferences, meetings, etc., that don't attend designated meetings and are receiving lost time pay, will be required to refund all money for each day they did not attend such meeting. Excuses for non-attendance shall be brought before the President.

**Section 5**

The President, Shop Chairperson, Vice President, Recording Secretary and the Financial Secretary shall be regular delegates to Region 3 Auto Council, for a total of five (5), and one delegate from each Committee that will be presenting at the Region 3 Auto Council, up to four (4). The three (3) Trustees, Sergeant-at-Arms and Guide shall be the alternate delegates to Region 3 Auto Council, by virtue of their respective offices. The maximum number of representatives sent to any particular Region 3 Auto Council meeting shall not exceed nine (9)-five (5) from the Executive Board and four (4) from Standing Committees.

Any committee member who is elected to sit on the Auto Council Executive Board will, by virtue of their position, be a delegate to Auto Council and will be treated as a separate delegate.

## **ARTICLE 12 (cont.)**

### **Section 6**

Delegates to Advisory Council meetings shall be determined by the applicable Bylaws of each Advisory Council.

Bargaining members who are Skilled Tradespersons shall be the delegates to Region 3 Skilled Trades conferences.

**ARTICLE 13**  
**APPEALS**

**Section 1**

Appeals will be handled in accordance with the International Constitution, Article 33. Any person dissatisfied with the action or decision of the Local Union, or any representative thereof, other than the action or decision of the membership of the Local Union, shall take her/his appeal or complaint to the Local Union Recording Secretary within 60 days.

- A. The Executive Board shall refer the matter to the Shop Committee if it involves collective bargaining. Otherwise, the Executive Board shall consider the matter itself.
- B. Whichever of these bodies the matter is referred to shall consult with the grievant, permit her/him full opportunity to be heard and shall reach a decision within 30 days of notification of the appeal.
- C. Within 30 days of receiving notice of such a decision, the grievant, if wishing to appeal further, shall submit her/his appeal to the Recording Secretary, in writing, for consideration by the earliest possible Membership Meeting.



**ARTICLE 14**  
**RETIREES**

**Section 1**

In accordance with the International Constitution, a Local 2209 Retired Workers Chapter is hereby established. We recognize this Retired Workers Chapter as the backbone of this Local Union, while encouraging active participation within this Local Union.

**Section 2**

The President of Local 2209 or his/her designee shall serve as a member of the Retired Workers Chapter with voice and vote.

**Section 3**

One (1) retiree, to be elected by the retired members of the Chapter, will be a member of the Local Executive Board. He/she shall have voice and vote. The term of the Retiree Board member will run concurrent with the terms of the other Executive Officers.

**Section 4**

The Retiree Board member shall be subject to the Bylaws of the Retired Workers Chapter and to the Bylaws of Local 2209, as well as to the International Constitution.

**Section 5**

The Retiree Board member shall not hold an elected office in Local 2209.

**Section 6**

The President of Local 2209 or his/her designee shall not hold an elective office in the Retired Workers Chapter.

**Section 7**

It shall be the duty of the Financial Secretary-Treasurer of Local 2209 to accept, disburse and account for all funds of the Retired Workers Chapter. Funds will be disbursed only upon authorization of the Executive Board of the Retired Workers Chapter. A voucher signed by the Chapter Chairperson and the Chapter Financial Secretary must be presented for all disbursements.

**Section 8**

Local 2209, as a whole, shall offer every assistance for the proper construction and maintenance of the Retired Workers Chapter.

## **ARTICLE 14 (cont.)**

### **Section 9**

Members of UAW Local 2209, who retire in good standing, shall be awarded upon their retirement:

- A. One (1) union made wristwatch or one (1) union made clock, engraved with their name and years of service, for recognition as such, at a cost not to exceed \$100 each.
- B. One (1) engraved nameplate with their date of retirement to be placed on the retiree plaques hanging in the union hall.
- C. The practices listed in sections "a" and "b" above, shall be suspended if the local union general fund drops below 3 times the amount of 1 month's per capita taxes. The practice shall be reinstated upon the return of the general fund's balance to more than 3 times the amount of 1 month's per capita taxes.

**ARTICLE 15**  
**EQUIPMENT AND PROPERTY**

**Section 1**

This article will be handled in accordance with the International Constitution, Article 40, Sections 9 and 12.

**ARTICLE 16**  
**STRIKES**

**Section 1**

All strikes shall be called, or terminated, only in strict conformation with Article 50 of the International Constitution.

- A. All contractual ratification (national and local votes) for UAW Local 2209 will be administered by the Local 2209 Election Committee. The Local 2209 Bargaining Committee will only be authorized to count the votes for strike authorization of the National and Local contracts.

**ARTICLE 17**  
**GENERAL**

**Section 1**

Throughout the time any member is active in UAW Local 2209, if that member receives bereavement pay under the terms of the National Agreement, said member will receive one bible. Furthermore, if a member of Local 2209 dies, that member's closest relative, or their significant other, shall receive a bible. Members will receive only one bible, no matter how many times a member is paid bereavement.

**ARTICLE 18**  
**AMENDMENTS**

**Section 1**

These By Laws may be amended in the following manner:

- A. A new By Law or amendment for a By Law will be submitted in writing with signature to the Recording Secretary or the secretary at the Union Hall to be time stamped and dated prior to the next Executive Board Meeting.
- B. The By Law will be read at the Executive Board Meeting and Membership Meeting following the submission. No discussion or vote.
- C. The By Law will be submitted to the By Laws Committee and a meeting will be held within the first week following the first reading of the By Law at the Membership Meeting.
- D. The By Laws Committee will give a written report to the President and or Recording Secretary within two weeks prior to the next Executive Board/Membership meeting, to insure the By Law is posted prior (at least one week) to the Membership Meeting.
- E. The By Law will be posted prior to the Membership Meeting on the UAW bulletin boards in the plant and at the Union Hall.
- F. The By Law will be read at the Executive Board Meeting (no vote) and read and voted on at the second Membership Meeting following the submission of the By Law. It must pass by a two-thirds (2/3) majority.
- G. Amended Bylaws will be submitted to the International for approval.

**ARTICLE 19**  
**LEASES AND LONG TERM AGREEMENTS**

**Section 1**

No agent or official of the local Union is authorized to execute a real estate lease, deed, service or maintenance contract, or other long-term agreement unless the proposed agreement has been reviewed by an outside expert or attorney and approved by the Local Union Executive Board.