

PREAMBLE

Under Article 37, Section 3 of the International Union, UAW Constitution, it is mandatory for all Local Unions to establish and ratify Bylaws. Bylaws must be submitted to the International Executive Board for review and ratification and are not effective until that submission, excluding limited exceptions that are specified in Article 37, Section 3. Along with the UAW Constitution, your Local Union Bylaws serve as the “law of your Local Union” and establish the processes, protocols and procedures that govern the rights of your Local Union’s members.

Article 1. Name

This Organization shall be known as Local No. [REDACTED], International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

Article 2. Bylaws are Subordinate to the Constitution

The Constitution of this Local Union shall be the Constitution of the International Union, UAW, and these Bylaws shall be in all respects subordinate to said Constitution and all applications and interpretations thereof.

Article 3. Fiscal Year

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

Article 4. Membership

Membership shall be restricted to Membership eligibility under Article 6 of the UAW Constitution.

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 times be subject to the rules of procedure governing meetings and other uniform rules and regulations contained in

the UAW Constitution, policies of the International Executive Board, these Bylaws 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 Union as an organization, 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. Violations 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. The membership shall strive to obtain the objectives set forth in the UAW 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 its Regional Director, International Representatives and help promote organizational activities.

Article 5. Membership Meetings

Regular General Membership Meetings shall be at least once a month (in accordance with Article 37 Section 4 of the Constitution) on 2pm on the first Saturday of the month central time.

Those members present at such Membership Meeting shall constitute a quorum.

Any member who attends a meeting in an intoxicated condition and/or creates a disturbance, or becomes unruly shall lose voice and their right to vote at said meeting. When necessary to maintain order, the member may be evicted from the meeting by order of the Chairperson of the meeting subject to the challenge of the membership. Flagrant or persistent violation of this section by any member shall be conduct unbecoming a union member.

Article 6. Powers of Administration

The membership is the highest authority of this Local Union and shall be empowered to take or direct any action not inconsistent with the UAW Constitution or these Bylaws.

Between membership meetings, the Executive Board shall be the highest authority of the Local Union and shall be empowered to act on behalf of the membership to the extent urgent business requires prompt and decisive action, subject to subsequent membership approval, but the Executive Board may not take action affecting the vital interests of the Local Union without prior membership approval.

Between meetings of the Executive Board, the President shall exercise general administrative authority and shall be empowered to act on behalf of and take action permitted to the Executive Board, subject to subsequent approval of the Executive Board.

Article 7. Local Union Executive Officers

In accordance with Article 38 of the Constitution, the Local Union shall have only the following nine (9) Local Union Executive Officers: a President, a Vice-President, a Recording Secretary, a Financial Secretary-Treasurer (the office of Financial Secretary and Treasurer shall be combined), three (3) Trustees, a Sgt.-at-Arms and a Guide. (Should one or more of these Local Union Executive officers be absent, the absent officer(s) shall be temporarily replaced by the next Local Union Executive Officer present, following the above order of hierarchy.)

All Elections for Local Union Executive Officers shall be held in accordance with Article 38 of the Constitution; The election of Local Union Executive Officers shall take place by secret ballot during May and June and installation shall take place at the regular meeting following the election. There shall be a special election no later than the month of May 2026, to fulfil the new Local Union Executive Officer Positions who shall serve a 3-Year Term. Those Executive Officers, who are already elected shall fill the remainder of their 3-Year Term and when their terms expires there shall be a Special Election to fill the vacancy of such office(s) until the General Elections that will be held in the months of May or June of 2029, for such date to be set by the General Membership, of which all officers shall hold then the same 3-Year Term thereafter.

In accordance with Article 38, Section 14, of the Constitution, all vacancies in Local Union offices, except the office of President, shall be promptly filled by election, provided that the Local Union may provide other means for filling such vacancies for the temporary period pending the holding of the election. In case of a vacancy in the office of President, the Vice President shall fill the vacancy for the unexpired term.

The duties of the Executive Officers are specifically set forth in Article 40 of the UAW Constitution

Article 8. Local Union Executive Board

The Local Union Executive Board shall consist of all the elected Local Union Executive Officers and such Members-at-Large as the Local Union may deem necessary. It is understood that if the Local Union wishes to add Members-at-Large in the future to their Local Union Executive

Board, they shall be required to properly change their bylaws to do so in accordance with the Constitution prior to such election being scheduled. It is also understood, that if in the future, the Local Union receives a charter for a Local Union Retired Workers Chapter, such chapter may also elect a retired member from the Local Union to sit on the Local Union Executive Board.

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 the Constitution, official policies of the International Union; and, to the extent not inconsistent with the foregoing, all official policies of the Local Union.

A simple majority of the Local Union Executive Board shall constitute a quorum. Minutes will be taken of all Executive Board meetings by the Recording Secretary and shall be read to the membership at meetings. All decisions and recommendations of the Executive Board shall be referred to the next regular membership meeting. The Executive Board shall review the Local Union's communications programs and each issue of the Local Union's publications and, where necessary, shall take steps to bring their contents and policy into conformity with the policy of the International Union.

Article 9. Steward Elections/Recall

In accordance with Article 45 of the Constitution, all Stewards shall be democratically elected for three (3) year terms. All members in good standing working under the jurisdiction to be represented by the Steward shall be eligible to nominate and vote for the Steward.

Such Elections shall be held in the months of August, and the Installment of such representatives shall take place at the following Regular Membership Meeting in September. There shall be a special election no later than the month of February 2026, to elect all the Stewards who shall serve a 3-Year Term. Those who are already elected shall fill the remainder of their 3-Year Term and when their terms expires there shall be a Special Election to fill the vacancy of such office(s) until the next Steward Election that will be held in the August 2029, for such date to be set by the Election Committee, of which all Stewards shall hold then the same 3-Year Term thereafter. In vacancy of Steward, shall be held by special election within 45-Calendar days.

Any Recall of a Steward shall be in accordance with Article 45 of the Constitution, A vote on the question of recalling a Steward may be initiated by a petition setting forth the reasons why the recall is sought, and signed by at least 25% percent of the current members working under the jurisdiction of the Steward, then 25% percent of the current members working under the jurisdiction of the Steward must be present at the recall meeting to establish a quorum. A two-thirds vote of those present and voting is necessary to recall.

Article 10. Bargaining Committee

The Local Bargaining Committee shall consist of the following Local Union Executive Officers and Representatives: The President, Chief Union Steward, two Secretaries who shall be elected among the members by the membership no later than 3 months before expiration of the collective bargaining agreement. All Members of the Bargaining Committee must be elected in accordance with our local union bylaws and no temporary appointed officer or representative shall be on the bargaining committee.

Article 11. Standing Committees

The Local Union shall consist of all the required Standing Committees per Article 44 of the UAW Constitution.

Article 12. Election Committee

The Local Union Election Committee shall be nominated and elected in the Month of February for a 3-Year Term by the Membership. The Election Committee shall consist of at least 6 members. Once the Election Committee is elected, those committee members shall elect a Chair and Vice-Chair of the Election Committee who shall be responsible for coordinating any and all local union elections and reports such results to the Membership. The first election for the election committee will be held in 2026.

The Local Union Election Committee shall use the International Union, UAW's Guide for Local Union Election Committees, the UAW Constitution, and these bylaws, for their resources when holding any and all local union elections.

Article 13. Finances

The Local Union has established that \$10 shall be the initiation fee.

The Local Union has established that \$50 shall be the reinstatement fee.

The Local Union shall pay a representative or member lost time only when that representative or member is performing necessary duties for and on behalf of the Local Union during a time for which they would otherwise be compensated by the employer. The amount of lost time should never exceed the amount which the Local Union representative or member would otherwise have

received from their employer for the same period of time for which they are being compensated by the Local Union.

When required to stay overnight:

- *Housing accommodations, single room occupancy rate, or ½ of a double room rate if shared with another member plus meals, not to exceed International Executive Board Policy per day with hotel receipt.*
- *Not to exceed International Executive Board Policy per day on day of return.*
- *When **not** required to stay overnight, the maximum shall not exceed International Executive Board Policy for meals.*

Transportation:

- *The actual cost of airfare **NOT** to exceed coach fare, or the IRS mileage rate, whichever is more economical.*
- *Not to exceed the maximum amount established by the International Executive Board.*
- *Expense for transportation is to be paid for the actual mode of transportation used. Mileage expense can only be paid to the driver of the automobile.*

Article 14. Eligibility for Office

Eligibility for Executive Officer is set forth in the UAW Constitution and cannot be increased or decreased by the Local Union.

If there are no eligibility requirements for Non- Executive Officers or officials in the Bylaws, it would be presumed that the only requirement is to be a member in continuous good standing.

Article 15. Attendance Rules

(no attendance rules have been established by the Local Union at this time)

Article 16. Delegates from the Local Union

All delegates to International Conventions shall be chosen pursuant to the provisions of Article 8 of the UAW Constitution. The eligibility for Convention Delegate is also controlled by the UAW Constitution.

(no other delegates have been established yet)

Article 17. Order of Business

Order of Business at Regular Monthly Local Union Membership Meetings shall be governed by the suggested order of business per Article 42 of the Constitution.

Order of Business at Local Union Executive Board Meetings shall be governed by the suggested order of business per Article 42 of the Constitution for Membership Meetings.

Article 18. Appeals

Any and all Appeals shall be within accordance with Article 33 of the Constitution.

Article 19. Strikes

Any Strikes shall be called or terminated only in strict conformance with Article 50 of the UAW Constitution.

Article 20. Lease Agreements

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.

Article 21. General

In accordance with Article 6 Section 14 of the Constitution, all members of the Local Union are also members of this International Union and subject to the orders, rulings and decisions of this International Union and the properly constituted authorities of the same.

In accordance with Article 6 Section 15 of the Constitution, The International Union and the Local Union to which the member belongs shall be her/his exclusive representative 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 contracts with employers covering all such matters, including contracts requiring membership or the continuance of membership in the Union as a condition of employment or continued employment; and contracts requiring the employer to deduct, collect, or assist in collecting from her/his wages any dues, initiation fees, reinstatement fees, payable to the International Union or her/his Local Union.

In accordance with Article 6 Section 16 of the Constitution, the International Union and the Local Union to which the member belongs, and each of them, are by her/him irrevocably designated, authorized and empowered exclusively to appear and act for the member and in her/his behalf before any board, court, committee or other tribunal in any matter affecting her/his status as an employee or as a member of her/his Local Union or the International Union; and exclusively to act as the member's agent to represent and bind her/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 s/he might or could do if personally present.

In accordance with Article 9 of the Constitution, Local Union Officers shall, from the date of taking office, be required to register and vote in elections for civil officers in the area in which their homes are located; provided they are eligible under the laws of the area and that it is a physical possibility for them to do so. Violation of this Section shall subject the person charged to discipline, in pursuance of the procedure provided for in this Constitution.

In accordance with Article 19 Section 3 of the Constitution, No Local Union Officer, International Officer or International Representative shall have the authority to negotiate the terms of a contract or any supplement thereof with any employer without first obtaining the approval of the Local Union. After negotiations have been concluded with the employer, the proposed contract or supplement shall be submitted to the vote of the Local Union membership, at a meeting called especially for such purpose. Should the proposed contract or supplement be approved by a majority vote of the Local Union or unit members so participating, it shall be referred to the Regional Director for her/his recommendation to the International Executive Board for its approval or rejection. In case the Regional Board Member recommends approval, the contract becomes operative until the final action is taken by the International Executive Board.

In accordance with Article 23 Section 4 of the Constitution, It shall be mandatory that each Local Union affiliate with the appropriate State CAP Council and any city, county or area CAP Council

established under this structure in accordance with the requirements of Article 37, Sections 1 and 2 of this Constitution.

In accordance with Article 27 Section 1 of the Constitution, Education shall be a mandatory part of the business of the International Union and of each Local Union, particularly education in labor history, labor problems, the objectives of the International Union and the problems of the International Union, its members and their families.

In accordance with Article 33 Section 5 of the Constitution, It shall be the duty of any individual or body, if aggrieved by any action, decision or penalty imposed, to exhaust fully the individual or body's remedy and all appeals under this Constitution and the rules of this Union before going to a civil court or governmental agency for redress.

In accordance with Article 37 Section 7 of the Constitution, no Local Union or other subordinate body, and no officer, agent, representative or member thereof shall have the power or authority to represent, act for, commit or bind the International Union in any matter except upon express authority having been granted therefore in writing by the International Executive Board or the International President.

In accordance with Article 38 Section 6 of the Constitution, 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 extent not inconsistent with the foregoing, all official policies of the Local Union.

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 Union property to the properly constituted Local Union officers.

Wherever in these Bylaws a pronoun is used it refers equally, where the reference is applicable, to both men and women in the singular and in the plural.

Article 22. Previous Local Union Bylaws prior to Affiliation with UAW

It is understood and approved by the Membership that these UAW Local bylaws supersede any previous bylaws of the WOODWARD MPC EMPLOYEES REPRESENTATIVE UNION that were adopted prior to the local union affiliating with the International Union, UAW, and receiving a charter establishing of our own UAW Local Union.

Article 23. Amendment(s) to Bylaws

These Bylaws may be amended by presenting a motion in writing setting forth the amendments sought to a membership meeting. The motion shall be read to that meeting and referred to the Constitution and Bylaws Committee which will report to the succeeding membership meeting, the notice of which must contain a notice of the particular Bylaw amendments that will be considered. If approved by two-thirds of the membership vote thereon at this succeeding meeting, the amendment shall be considered adopted by the membership. Such bylaws then shall be sent to the International President's Office for approval, with copy supplies to the Region at the same time.

Bylaws submitted to the International Union for review and approval should be typed or printed on 8 ½ x 11 sized paper.

To resubmit your Bylaws with changes, revisions or amendments, please take the following steps.

Step 1

Take each page of the Bylaws that need to be changed and mark the sections you want to change.

Step 2

Retype the entire page, with the change(s) typed in.

Step 3

Underline the changes on the new page in red. *(If you deleted a portion of the old Bylaw without substituting anything new for it so that there is nothing to underline, make a note in red that the section was deleted.)*

Step 4

Insert the new page, with changes, into the Bylaws and discard the old page.

Step 5

Send one complete set of the revised Bylaws along with a letter indicating the date the Local Union membership approved the Bylaw change(s). Send your submission to:

International Union Bylaws Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Step 6

The International Union will send a report to your Local Union after the Bylaws have been processed.

***CHANGES MADE TO YOUR BYLAWS ARE NOT IN EFFECT UNLESS THEY
HAVE BEEN SUBMITTED IN ACCORDANCE WITH THE PROCEDURE
OUTLINED ABOVE.***