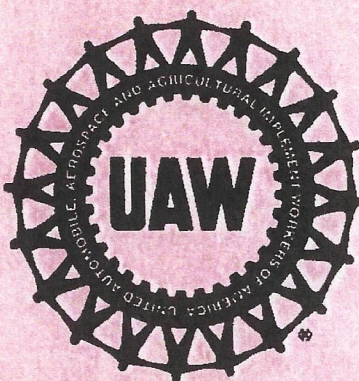


**TO THE DELEGATES
38TH CONSTITUTIONAL CONVENTION

THE CONSTITUTION COMMITTEE'S
PARTIAL REPORT ON
Article 10 Section 22 - Officers and Elections**



**38TH CONSTITUTIONAL CONVENTION
Detroit, Michigan
July 25 – 28, 2022**

Members	Local	Region
Aaron Shinaul, Chairperson	12	2B
Raquel Harvey, Recording Secretary	600	1A
Yolanda Passement	22	1
Frank Hines, Jr.	503	1D
Michael Moe	1268	4
Rafael Jamie	2865	8
Greg Suggs	5286	8
Daniel Maloney	1097	9
Michael Digiuseppe	259	9A

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- The *center* column shows the proposed change:
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 - ⇒ Additions appear underlined.
- The *right* column shows the Constitution if the proposed change is approved (new language bolded).

Article 10, Section 22
Officers and Elections
 New section as follows:

Current Language	Proposed Change	Result
N/A	<u>Section 22: Beginning in 2026, in all UAW elections, including elections for International Executive Board Officers and Members, Local Union Officers, and any other elected position within the UAW, whether at the International Union or Local Union level, only UAW members and retirees in good standing may contribute anything of value to a candidate's campaign. There is no maximum contribution amount that any member or retiree in good standing may contribute during any campaign cycle.</u>	Section 22: Beginning in 2026, in all UAW elections, including elections for International Officers and International Executive Board Members, Local Union Officers, and any other elected position within the UAW, whether at the International Union or Local Union level, only UAW members and retirees in good standing may contribute anything of value to a candidate's campaign. There is no maximum contribution amount that any member or retiree in good standing may contribute during any campaign cycle.

TO THE DELEGATES
38TH CONSTITUTIONAL CONVENTION

THE CONSTITUTION COMMITTEE'S
PARTIAL REPORT ON
Region 6 - Article 10 Section 2, 21



38TH CONSTITUTIONAL CONVENTION
Detroit, Michigan
July 25 – 28, 2022

Members	Local	Region
Aaron Shinaul, Chairperson	12	2B
Raquel Harvey, Recording Secretary	600	1A
Yolanda Passement	22	1
Frank Hines, Jr.	503	1D
Michael Moe	1268	4
Rafael Jamie	2865	8
Greg Suggs	5286	8
Daniel Maloney	1097	9
Michael Digiuseppe	259	9A

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Article 10
Officers and Elections
Edits to Section 2 as follows:

Current Language (as amended by the 2022 Convention on July 25, 2022)	Proposed Change	Result
<p>Section 2. Within the geographical districts as determined by the International Constitution, the International Executive Board Members shall be nominated in the regions as established by the International Executive Board and existing on the actual day any such nominations are accepted by the Convention. Only the delegates from the Local Unions in any such regions shall nominate their International Executive Board Members. Any member in continuous good standing for one (1) year, and who has worked at least ninety (90) working days in a workplace(s) located within the region, whose Local Union is located within the region can be nominated and elected. It shall require a</p>	<p>Section 2. Within the geographical districts as determined by the International Constitution, the International Executive Board Members shall be nominated in the regions as established by the International Executive Board and existing on the actual day any such nominations are accepted by the Convention. Only the delegates from the Local Unions in any such regions shall nominate their International Executive Board Members. Any member in continuous good standing for one (1) year, and who has worked at least ninety (90) working days in a workplace(s) located within the region, whose Local Union is located within the region can be nominated and elected. It shall require a two-thirds (2/3) vote of the International Executive Board to change the</p>	<p>Section 2. Within the geographical districts as determined by the International Constitution, the International Executive Board Members shall be nominated in the regions as established by the International Executive Board and existing on the actual day any such nominations are accepted by the Convention. Only the delegates from the Local Unions in any such regions shall nominate their International Executive Board Members. Any member in continuous good standing for one (1) year, and who has worked at least ninety (90) working days in a workplace(s) located within the region, whose Local Union is located within the region can be nominated and elected. It shall require a two-thirds (2/3) vote of the International Executive Board to change the</p>

Current Language	Proposed Change	Result
<p>two-thirds (2/3) vote of the International Executive Board to change the composition of any region within a geographical district.</p>	<p>composition of any region within a geographical district.</p> <p><u>As provided for in Article 10, Section 21, Region 6 will become operative upon the conclusion of 2022 elections and the installation of new International Executive Board Members. As such, at the 2022 Convention, only delegates from Local Unions within the enumerated nine states of Region 6 shall nominate candidates for the International Executive Board position of Region 6.</u></p>	<p>composition of any region within a geographical district.</p> <p>As provided for in Article 10, Section 21, Region 6 will become operative upon the conclusion of 2022 elections and the installation of new International Executive Board Members. As such, at the 2022 Convention, only delegates from Local Unions within the enumerated nine states of Region 6 shall nominate candidates for the International Executive Board position of Region 6.</p>

Article 10
Officers and Elections
Edits to Section 21 as follows:

Current Language	Proposed Change	Result
<p>Section 21. The geographical districts and the number of International Executive Board Members for each district of the International Union in the United States and Canada shall be as listed below:</p> <ol style="list-style-type: none"> 1. Michigan, CanadaRegions 1, 1A, and 1D 2. Ohio and IndianaRegion 2B 4. Illinois, Iowa, Nebraska, Wisconsin, Minnesota, North Dakota, South Dakota, Wyoming and Montana ...Region 4 5. Missouri, Arkansas, Louisiana, Kansas, Oklahoma, Texas, Colorado, New Mexico, Washington, Oregon, California, Idaho, Nevada, Utah, Arizona, Alaska and Hawaii Region 5 8. Tennessee, Virginia, West Virginia, North Carolina, South Carolina, Mississippi, Alabama, Georgia, Florida, the District of Columbia, Maryland, Delaware, Kentucky, the following counties 	<p>Section 21. The geographical districts and the number of International Executive Board Members for each district of the International Union in the United States and Canada shall be as listed below:</p> <ol style="list-style-type: none"> 1. Michigan, CanadaRegions 1, 1A, and 1D 2. Ohio and IndianaRegion 2B 4. Illinois, Iowa, Nebraska, Wisconsin, Minnesota, North Dakota, South Dakota, Wyoming, <u>and Montana, Colorado, Missouri, and Kansas...</u>Region 4 5. Missouri, Arkansas, Louisiana, Kansas, Oklahoma, Texas, Colorado, New Mexico, Washington, Oregon, California, Idaho, Nevada, Utah, Arizona, Alaska and Hawaii Region 5 <u>6. Washington, Oregon, California, Nevada, Idaho, Utah, Arizona, Hawaii, and Alaska . . . Region 6</u> 8. Tennessee, Virginia, West Virginia, North 	<p>Section 21. The geographical districts and the number of International Executive Board Members for each district of the International Union in the United States and Canada shall be as listed below:</p> <ol style="list-style-type: none"> 1. Michigan, CanadaRegions 1, 1A, and 1D 2. Ohio and IndianaRegion 2B 4. Illinois, Iowa, Nebraska, Wisconsin, Minnesota, North Dakota, South Dakota, Wyoming, Montana, Colorado, Missouri, and Kansas ...Region 4 6. Washington, Oregon, California, Nevada, Idaho, Utah, Arizona, Hawaii, and Alaska . . . Region 6 8. Tennessee, Virginia, West Virginia, North Carolina, South Carolina, Mississippi, Alabama, Georgia, Florida, the District of Columbia, Maryland, Delaware, Kentucky, Arkansas, Louisiana, Oklahoma, Texas and New Mexico, the following counties of

Current Language	Proposed Change	Result
<p>of Pennsylvania: Franklin, Cumberland, Adams, York . . . Region 8</p> <p>9. New York, New Jersey, Rhode Island, Connecticut, Massachusetts, Vermont, New Hampshire, Maine and Pennsylvania, excluding the counties of Franklin, Cumberland, Adams and York Regions 9 and 9A</p> <p>When an Executive Board Member vacancy occurs in any region, for any reason, and the International Executive Board determines that conditions and factors exist comparable to those which necessitated the decisions in 1984 to combine the regions in the Detroit Area and in 1990 to combine the regions in the Ohio district (that is, Ohio, West Virginia, and those parts of Pennsylvania west of and including the counties of McKean, Cameron, Cambria and Somerset), and further, determines that it is in the overall best interest of the Union, then the region will be combined with one (1) of the other contiguous regions. The remaining</p>	<p>Carolina, South Carolina, Mississippi, Alabama, Georgia, Florida, the District of Columbia, Maryland, Delaware, Kentucky, <u>Arkansas, Louisiana,</u> <u>Oklahoma, Texas and</u> <u>New Mexico,</u> the following counties of Pennsylvania: Franklin, Cumberland, Adams, York . . . Region 8</p> <p>9. New York, New Jersey, Rhode Island, Connecticut, Massachusetts, Vermont, New Hampshire, Maine, <u>Puerto Rico</u> and Pennsylvania, excluding the counties of Franklin, Cumberland, Adams and York Regions 9 and 9A</p> <p><u>Once the 2022 elections</u> <u>set forth in Article 10,</u> <u>Section 5 have concluded</u> <u>and new International</u> <u>Executive Board members</u> <u>are installed into office,</u> <u>Region 6 shall become</u> <u>operative. Until that time,</u> <u>local unions contained</u> <u>within those enumerated</u> <u>nine states shall continue</u> <u>to be serviced by, and</u> <u>reside within, their existing</u> <u>Region 4 or Region 8</u> <u>designation.</u></p>	<p>Pennsylvania: Franklin, Cumberland, Adams, York . . . Region 8</p> <p>9. New York, New Jersey, Rhode Island, Connecticut, Massachusetts, Vermont, New Hampshire, Maine, Puerto Rico and Pennsylvania, excluding the counties of Franklin, Cumberland, Adams and York Regions 9 and 9A</p> <p>Once the 2022 elections set forth in Article 10, Section 5 have concluded and new International Executive Board members are installed into office, Region 6 shall become operative. Until that time, local unions contained within those enumerated nine states shall continue to be served by, and reside within, their existing Region 4 or Region 8 designation.</p> <p>When an Executive Board Member vacancy occurs in any region, for any reason, and the International Executive Board determines that conditions and factors exist comparable to those which</p>

Current Language	Proposed Change	Result
<p>International Executive Board Member will have jurisdiction over the combined regions.</p>	<p>When an Executive Board Member vacancy occurs in any region, for any reason, and the International Executive Board determines that conditions and factors exist comparable to those which necessitated the decisions in 1984 to combine the regions in the Detroit Area and in 1990 to combine the regions in the Ohio district (that is, Ohio, West Virginia, and those parts of Pennsylvania west of and including the counties of McKean, Cameron, Cambria and Somerset), and further, determines that it is in the overall best interest of the Union, then the region will be combined with one (1) of the other contiguous regions. The remaining International Executive Board Member will have jurisdiction over the combined regions.</p>	<p>necessitated the decisions in 1984 to combine the regions in the Detroit Area and in 1990 to combine the regions in the Ohio district (that is, Ohio, West Virginia, and those parts of Pennsylvania west of and including the counties of McKean, Cameron, Cambria and Somerset), and further, determines that it is in the overall best interest of the Union, then the region will be combined with one (1) of the other contiguous regions. The remaining International Executive Board Member will have jurisdiction over the combined regions.</p>

TO THE DELEGATES
38TH CONSTITUTIONAL CONVENTION

THE CONSTITUTION COMMITTEE'S
PARTIAL REPORT ON
Article 11 Section 1, 2, 3, 8 - Salaries



38TH CONSTITUTIONAL CONVENTION
Detroit, Michigan
July 25 – 28, 2022

Members	Local	Region
Aaron Shinaul, Chairperson	12	2B
Raquel Harvey, Recording Secretary	600	1A
Yolanda Passement	22	1
Frank Hines, Jr.	503	1D
Michael Moe	1268	4
Rafael Jamie	2865	8
Greg Suggs	5286	8
Daniel Maloney	1097	9
Michael Digiuseppe	259	9A

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Article 11
Salaries
Edits to Section 1 as follows:

Current Language	Proposed Change	Result
<p>Section 1. Provided the membership in the UAW's industrial sectors receive bargained for profit sharing payments, the International President, International Secretary-Treasurer, International Vice Presidents and International Executive Board Members shall receive a lump sum payment up to a maximum of 3% from the revenue created by profit sharing dues, which lump sum payments shall be payable in the first payroll periods of August 2018 and 2019, and a 4% lump sum payment in March 2019. The salaries shall remain at the levels set forth in Section 3, subject to future bargaining as described in Section 13.</p>	<p>Section 1. Provided the membership in the UAW's industrial sectors receive bargained for profit sharing payments, the International President, International Secretary-Treasurer, International Vice Presidents and International Executive Board Members shall receive a lump sum payment up to a maximum of 3% <u>of their annual salary</u> from the revenue created by profit sharing dues, which lump sum payment shall be payable in the first payroll periods of August 2018<u>2022</u> and 2019<u>2023</u>, and a 43% <u>lump sum payment increase in base salary in March 2019<u>2023</u></u>. The salaries shall <u>otherwise</u> remain at the levels set forth in Section 3, subject to future bargaining as described in Section 13.</p>	<p>Section 1. Provided the membership in the UAW's industrial sectors receive bargained for profit sharing payments, the International President, International Secretary-Treasurer, International Vice Presidents and International Executive Board Members shall receive a lump sum payment up to a maximum of 3% of their annual salary from the revenue created by profit sharing dues, which lump sum payments shall be payable in the first payroll periods of August 2022 and 2023, and a 3% increase in base salary in March 2023. The salaries shall otherwise remain at the levels set forth in Section 3, subject to future bargaining as described in Section 13.</p>

Article 11
Salaries
Edits to Section 2 as follows:

Current Language	Proposed Change	Result
<p>Section 2. Provided the membership in the UAW's industrial sectors receive bargained for profit sharing payments, International Representatives, shall receive a lump sum payment up to a maximum of 3% from the revenue created by profit sharing dues, which lump sum payments shall be payable in the first payroll periods of August 2018 and 2019, and a 4% lump sum payment in March 2019. The salaries shall remain at the levels set forth in Section 8, subject to future bargaining as described in Section 13.</p>	<p>Section 2. Provided the membership in the UAW's industrial sectors receive bargained for profit sharing payments, International Representatives, shall receive a lump sum payment up to a maximum of 3% <u>of their annual salary</u> from the revenue created by profit sharing dues, which lump sum payments shall be payable in the first payroll periods of August 2018<u>2022</u> and 2019<u>2023</u>, and a 4<u>3</u>% lump sum payment <u>increase in base salary</u> in March 2019<u>2023</u>. The salaries shall <u>otherwise</u> remain at the levels set forth in Section 8, subject to future bargaining as described in Section 13.</p>	<p>Section 2. Provided the membership in the UAW's industrial sectors receive bargained for profit sharing payments, International Representatives, shall receive a lump sum payment up to a maximum of 3% of their annual salary from the revenue created by profit sharing dues, which lump sum payments shall be payable in the first payroll periods of August 2022 and 2023, and a 3% increase in base salary in March 2023. The salaries shall otherwise remain at the levels set forth in Section 8, subject to future bargaining as described in Section 13.</p>

Article 11
Salaries
Edits to Section 3 as follows:

Current Language	Proposed Change	Result
<p>Section 3. The salaries of the International President, International Secretary-Treasurer, International Vice Presidents and International Executive Board Members in full for services rendered by each of said officers shall be the following sums:</p> <p>International President shall be paid 1.8 times the salary of International Representatives per annum.</p> <p>International Secretary-Treasurer shall be paid 1.67 times the salary of International Representatives per annum.</p> <p>International Vice Presidents shall be paid 1.62 times the salary of International Representatives per annum.</p> <p>International Executive Board Members shall be paid 1.49 times the salary of International Representatives per annum.</p>	<p>Section 3. The salaries of the International President, International Secretary-Treasurer, International Vice Presidents and International Executive Board Members in full for services rendered by each of said officers shall be the following sums:</p> <p>International President, shall be paid 1.8 times the salary of International <u>Representatives two hundred six thousand, six hundred seventy-six dollars and seventy-seven cents (\$206,676.77) per annum.</u></p> <p>International Secretary-Treasurer, shall be paid 1.67 times the salary of International <u>Representatives one hundred ninety-one thousand, seven hundred fifty dollars and twelve cents (\$191,750.12) per annum.</u></p> <p>International Vice Presidents, shall be paid 1.62 times the salary of International <u>Representatives one</u></p>	<p>Section 3. The salaries of the International President, International Secretary-Treasurer, International Vice Presidents and International Executive Board Members in full for services rendered by each of said officers shall be the following sums:</p> <p>International President, two hundred six thousand, six hundred seventy-six dollars and seventy-seven cents (\$206,676.77) per annum.</p> <p>International Secretary-Treasurer, one hundred ninety-one thousand, seven hundred fifty dollars and twelve cents (\$191,750.12) per annum.</p> <p>International Vice Presidents, one hundred eighty-six thousand, nine dollars and ten cents (\$186,009.10) per annum.</p> <p>International Executive Board Members, one hundred seventy-one thousand, eighty-two dollars and forty-four</p>

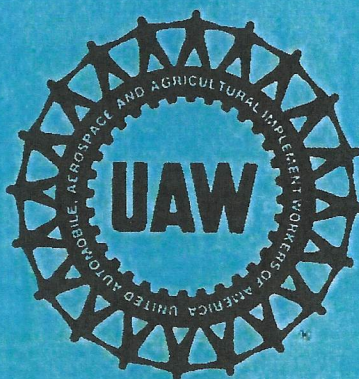
Current Language	Proposed Change	Result
<p>Salaries shall be payable in biweekly installments.</p>	<p><u>hundred eighty-six thousand, nine dollars and ten cents (\$186,009.10)</u> per annum.</p> <p>International Executive Board Members, shall be paid 1.40 times the salary of International Representatives <u>one hundred seventy-one thousand, eighty-two dollars and forty-four cents (\$171,082.44)</u> per annum.</p> <p>Salaries shall be payable in biweekly installments.</p>	<p>cents (\$171,082.44) per annum.</p> <p>Salaries shall be payable in biweekly installments.</p>

Article 11
Salaries
Edits to Section 8 as follows:

Current Language	Proposed Change	Result
<p>Section 8. The full salary for International Representatives shall be one hundred eleven thousand four hundred seventy-six dollars and fifteen cents (\$111,476.15) per annum. The initial salary for a newly appointed International Representative shall be 90% of the classification rate for her/his assignment and shall be increased in annual increments, so that no later than achieving three years of seniority on staff s/he shall be receiving the full salary for her/his classification. The International Executive Board shall determine the salaries of International Representatives acting as professional specialists, key personnel and major and minor department heads.</p> <p>Salaries shall be payable in biweekly installments.</p>	<p>Section 8. The full salary for International Representatives shall be one hundred eleven thousand four hundred seventy-six dollars and fifteen cents (\$111,476.15) <u>one hundred fourteen thousand, eight hundred twenty dollars and forty-three cents (\$114,820.43)</u> per annum. The initial salary for a newly appointed International Representative shall be 90% of the classification rate for her/his assignment and shall be increased in annual increments, so that no later than achieving three years of seniority on staff s/he shall be receiving the full salary for her/his classification. The International Executive Board shall determine the salaries of International Representatives acting as professional specialists, key personnel and major and minor department heads.</p> <p>Salaries shall be payable in biweekly installments.</p>	<p>Section 8. The full salary for International Representatives shall be one hundred fourteen thousand, eight hundred twenty dollars and forty-three cents (\$114,820.43) per annum. The initial salary for a newly appointed International Representative shall be 90% of the classification rate for her/his assignment and shall be increased in annual increments, so that no later than achieving three years of seniority on staff s/he shall be receiving the full salary for her/his classification. The International Executive Board shall determine the salaries of International Representatives acting as professional specialists, key personnel and major and minor department heads.</p> <p>Salaries shall be payable in biweekly installments.</p>

TO THE DELEGATES
38TH CONSTITUTIONAL CONVENTION

THE CONSTITUTION COMMITTEE'S
PARTIAL REPORT ON
Article 12 Section 21 - Duties of IEB



38TH CONSTITUTIONAL CONVENTION
Detroit, Michigan
July 25 – 28, 2022

Members	Local	Region
Aaron Shinaul, Chairperson	12	2B
Raquel Harvey, Recording Secretary	600	1A
Yolanda Passement	22	1
Frank Hines, Jr.	503	1D
Michael Moe	1268	4
Rafael Jamie	2865	8
Greg Suggs	5286	8
Daniel Maloney	1097	9
Michael Digiuseppe	259	9A

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Article 12, Section 21
Duties of the International Executive Board
New section as follows:

Current Language	Proposed Change	Result
N/A	<u>Section 21. To ensure an open flow of information and better communication with the UAW's active and retired membership, the International Executive Board shall hold up to two unionwide Town Hall meetings per year, to which all active and retired UAW members are invited.</u>	Section 21. To ensure an open flow of information and better communication with the UAW's active and retired membership, the International Executive Board shall hold up to two unionwide Town Hall meetings per year, to which all active and retired UAW members are invited.

TO THE DELEGATES
38TH CONSTITUTIONAL CONVENTION

THE CONSTITUTION COMMITTEE'S
PARTIAL REPORT ON
Article 41 Section 4 Duties of Local Union Members



38TH CONSTITUTIONAL CONVENTION

Detroit, Michigan

July 25 – 28, 2022

Members	Local	Region
Aaron Shinaul, Chairperson	12	2B
Raquel Harvey, Recording Secretary	600	1A
Yolanda Passement	22	1
Frank Hines, Jr.	503	1D
Michael Moe	1268	4
Rafael Jamie	2865	8
Greg Suggs	5286	8
Daniel Maloney	1097	9
Michael Digiuseppe	259	9A

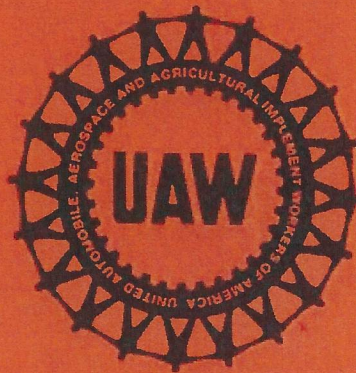
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Article 41
Duties of Local Union Members
New Section 4 as follows:

Current Language	Proposed Change	Result
N/A	Section 4. It shall be the <u>duty of each member to participate in Local Union meetings; to vote in Local and International Union elections; and to become educated and active in policy discussions of the Union.</u>	Section 4. It shall be the duty of each member to participate in Local Union meetings; to vote in Local and International Union elections; and to become educated and active in policy discussions of the Union.

TO THE DELEGATES
38TH CONSTITUTIONAL CONVENTION

THE CONSTITUTION COMMITTEE'S
PARTIAL REPORT ON
Article 44 Local Union Committees



38TH CONSTITUTIONAL CONVENTION
Detroit, Michigan
July 25 – 28, 2022

Members	Local	Region
Aaron Shinaul, Chairperson	12	2B
Raquel Harvey, Recording Secretary	600	1A
Yolanda Passement	22	1
Frank Hines, Jr.	503	1D
Michael Moe	1268	4
Rafael Jamie	2865	8
Greg Suggs	5286	8
Daniel Maloney	1097	9
Michael Digiuseppe	259	9A

Current Language	Proposed Change	Result
<p>facing the whole society;</p> <ul style="list-style-type: none"> • Union members must take seriously their responsibilities as citizens and work, through their union and individually, to realize the goals of participatory democracy and responsible and accountable government. 	<p>before such decisions are made;</p> <ul style="list-style-type: none"> • The UAW must play an active role at all levels of government to protect the lives and rights of its members and their families. We must work constantly on the political and legislative problems facing the whole society; • Union members must take seriously their responsibilities as citizens and work, through their union and individually, to realize the goals of participatory democracy and responsible and accountable government. 	<p>that affect their lives before such decisions are made;</p> <ul style="list-style-type: none"> • The UAW must play an active role at all levels of government to protect the lives and rights of its members and their families. We must work constantly on the political and legislative problems facing the whole society; • Union members must take seriously their responsibilities as citizens and work, through their union and individually, to realize the goals of participatory democracy and responsible and accountable government.

TO THE DELEGATES
38TH CONSTITUTIONAL CONVENTION

THE CONSTITUTION COMMITTEE'S
PARTIAL REPORT ON
UAW Ethical Practices Codes



38TH CONSTITUTIONAL CONVENTION

Detroit, Michigan

July 25 – 28, 2022

Members	Local	Region
Aaron Shinaul, Chairperson	12	2B
Raquel Harvey, Recording Secretary	600	1A
Yolanda Passement	22	1
Frank Hines, Jr.	503	1D
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UAW Ethical Practices Codes
Democratic Practices
Edits as follows:

Current Language	Proposed Change	Result
<p>The UAW is proud of its democratic heritage. Its Constitution is carefully designed to ensure each member her/his full democratic right, both as an individual and through her/his elected representatives, to express her/himself freely and to participate at all levels in the decisions governing the Union. Moreover, individual rights as a UAW member are protected against infringement or abuse, for a member may appeal complaints concerning the administration of the Union, to the Local Union, the International Executive Board and the Constitutional Convention; and has the right to submit her/his appeal to the Public Review Board, comprised of citizens with national reputations outside the</p>	<p>The UAW is proud of its democratic heritage. Its Constitution is carefully designed to ensure each member her/his full democratic right, both as an individual and through her/his elected representatives, to express her/himself freely and to participate at all levels in the decisions governing the Union. Moreover, individual rights as a UAW member are protected against infringement or abuse, for a member may appeal complaints concerning the administration of the Union, to the Local Union, the International Executive Board and the Constitutional Convention; and has the right to submit her/his appeal to the Public Review Board, comprised of citizens with national reputations outside the</p>	<p>The UAW is proud of its democratic heritage. Its Constitution is carefully designed to ensure each member her/his full democratic right, both as an individual and through her/his elected representatives, to express her/himself freely and to participate at all levels in the decisions governing the Union. Moreover, individual rights as a UAW member are protected against infringement or abuse, for a member may appeal complaints concerning the administration of the Union, to the Local Union, the International Executive Board and the Constitutional Convention; and has the right to submit her/his appeal to the Public Review Board, comprised of citizens with national reputations outside the</p>

Current Language	Proposed Change	Result
<p>labor movement, whose decisions are final and binding.</p> <p>The democratic principles which have always governed the International Union, UAW, and its Local Unions are:</p> <p>1. Each member shall be entitled to a full share in Union self-government. Each member shall have full freedom of speech and the right to participate in the democratic decisions of the Union. Subject to reasonable rules and regulations, each member shall have the right to run for office, to nominate and to vote in free, fair and honest elections. In a democratic union, as in a democratic society, every member has certain rights but s/he also must accept certain corresponding obligations. Each member shall have the right freely to criticize the policies and personalities of Union officials; however, this does not include the right to undermine the Union as an institution; to vilify other members of the Union and its elected officials or to carry on activities with complete disregard of the rights of other members and the interests of the Union; to subvert the</p>	<p>labor movement, whose decisions are final and binding.</p> <p>The democratic principles which have always governed the International Union, UAW, and its Local Unions are:</p> <p>1. Each member shall be entitled to a full share in Union self-government. Each member shall have full freedom of speech and the right to participate in the democratic decisions of the Union. Subject to reasonable rules and regulations, each member shall have the right to run for office, to nominate and to vote in free, fair and honest elections. In a democratic union, as in a democratic society, every member has certain rights but s/he also must accept certain corresponding obligations. Each member shall have the right freely to criticize the policies and personalities of Union officials; however, this does not include the right to undermine the Union as an institution; to vilify other members of the Union and its elected officials or to carry on activities with complete disregard of the rights of other members and the interests of the Union; to subvert the</p>	<p>labor movement, whose decisions are final and binding.</p> <p>The democratic principles which have always governed the International Union, UAW, and its Local Unions are:</p> <p>1. Each member shall be entitled to a full share in Union self-government. Each member shall have full freedom of speech and the right to participate in the democratic decisions of the Union. Subject to reasonable rules and regulations, each member shall have the right to run for office, to nominate and to vote in free, fair and honest elections. In a democratic union, as in a democratic society, every member has certain rights but s/he also must accept certain corresponding obligations. Each member shall have the right freely to criticize the policies and personalities of Union officials; however, this does not include the right to undermine the Union as an institution; to vilify other members of the Union and its elected officials or to carry on activities with complete disregard of the rights of other members and the interests of the Union; to subvert the</p>

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<p>Union in collective bargaining or to advocate or engage in dual unionism.</p>	<p>Union in collective bargaining or to advocate or engage in dual unionism.</p>	<p>Union in collective bargaining or to advocate or engage in dual unionism.</p>
<p>2. Membership meetings shall be held regularly, with proper notice of time and place and shall be conducted in an atmosphere of fairness.</p>	<p>2. Membership meetings shall be held regularly, with proper notice of time and place and shall be conducted in an atmosphere of fairness.</p>	<p>2. Membership meetings shall be held regularly, with proper notice of time and place and shall be conducted in an atmosphere of fairness.</p>
<p>3. All Union rules and laws must be fairly and uniformly applied and disciplinary procedures, including adequate notice, full rights of the accused and the right to appeal, shall be fair and afford full due process to each member.</p>	<p>3. All Union rules and laws must be fairly and uniformly applied and disciplinary procedures, including adequate notice, full rights of the accused and the right to appeal, shall be fair and afford full due process to each member.</p>	<p>3. All Union rules and laws must be fairly and uniformly applied and disciplinary procedures, including adequate notice, full rights of the accused and the right to appeal, shall be fair and afford full due process to each member.</p>
<p>4. Each Local Union shall maintain adequate safeguards so that all of its operations shall be conducted in a democratic and fair manner. No corruption, discrimination or anti-democratic procedure shall ever be permitted under any circumstances.</p>	<p>4. Each Local Union shall maintain adequate safeguards so that all of its operations shall be conducted in a democratic and fair manner. No corruption, discrimination or anti-democratic procedure shall ever be permitted under any circumstances.</p>	<p>4. Each Local Union shall maintain adequate safeguards so that all of its operations shall be conducted in a democratic and fair manner. No corruption, discrimination or anti-democratic procedure shall ever be permitted under any circumstances.</p>
	<p><u>5. Each member has the right and responsibility to report activities or practices that they reasonably and in good faith believe are in violation of the Ethical Practices Codes; such reports should be provided to the</u></p>	<p>5. Each member has the right and responsibility to report activities or practices that they reasonably and in good faith believe are in violation of the Ethical Practices Codes; such reports should be</p>

	Proposed Change	Result
	<p><u>UAW Ethics Officer. There shall be no discrimination or retaliation of any kind against a member who has exercised this right and responsibility.</u></p>	<p>provided to the UAW Ethics Officer. There shall be no discrimination or retaliation of any kind against a member who has exercised this right and responsibility.</p>