

TO THE DELEGATES
38TH CONSTITUTIONAL CONVENTION

THE CONSTITUTION COMMITTEE'S
PARTIAL REPORT ON
Article 2 Section 2 - Objects (Gender - Neutral Pronouns)



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 Diguseppe	259	9A

- The *left* column shows the current language of the UAW CONSTITUTION.
- The *center* column shows the proposed change:
 - All deletions are struck through with lines.
 - Additions appear underlined.
- The *right* column shows the CONSTITUTION if the proposed change is approved (new language bolded).

Article 2
Objects
Edits to Section 2 as follows:

Current Language	Proposed Change	Result
Section 2. To unite in one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status or sexual orientation, gender identity or gender expression, all employees under the jurisdiction of this International Union.	Section 2. To unite in one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status or sexual orientation, gender identity or gender expression, all employees under the jurisdiction of this International Union. <u>This Constitution shall use gender neutral language and pronouns throughout whenever feasible.</u>	Section 2. To unite in one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status or sexual orientation, gender identity or gender expression, all employees under the jurisdiction of this International Union. This Constitution shall use gender neutral language and pronouns throughout whenever feasible.

TO THE DELEGATES
38TH CONSTITUTIONAL CONVENTION

THE CONSTITUTION COMMITTEE'S
PARTIAL REPORT ON
Article 10, Section 5 – Officers and Elections



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

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Aaron Shinaul, Chairperson	12	2B
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Article 10
Officers and Elections
Edits to Section 5 as follows:

Current Language	Proposed Change	Result
<p>Section 5. All elections of International Officers and International Executive Board Members shall be by roll-call vote. In any election for International President, International Secretary-Treasurer, International Executive Board Member, or International Trustee where there are three (3) or more candidates and, on the first ballot no such candidate receives a majority, there shall be a run-off between the two (2) candidates who received the highest number of votes on the first ballot.</p>	<p>Section 5. (a) All elections of International Officers and International Executive Board Members shall be by roll-call vote <u>a mail vote of a secret ballot by eligible members in good standing and, in the case of the election of International Executive Board Members, secret ballots shall be cast in a mail vote by eligible members in good standing within the geographical districts listed in Section 21.</u></p> <p>(b) In any election for International President, International Secretary-Treasurer, <u>or</u> International Executive Board Member, or International Trustee where there are three (3) or more candidates and, on the first ballot no such candidate receives a majority, there shall be a subsequent run-off election</p>	<p>Section 5. (a) All elections of International Officers and International Executive Board Members shall be by a mail vote of a secret ballot by eligible members in good standing and, in the case of the election of International Executive Board Members, secret ballots shall be cast in a mail vote by eligible members in good standing within the geographical districts listed in Section 21.</p> <p>(b) In any election for International President, International Secretary-Treasurer, or International Executive Board Member where there are three (3) or more candidates and, on the first ballot no such candidate receives a majority, there shall be a subsequent run-off election conducted in a</p>

Proposed Change	Result
<p><u>conducted in a mail vote of a secret ballot between the two (2) candidates who received the highest number of votes on the first ballot.</u></p>	<p>mail vote of a secret ballot between the two (2) candidates who received the highest number of votes on the first ballot.</p>
<p><u>(c) The election of the three (3) International Vice Presidents shall be determined by a majority vote as follows:</u></p>	<p>(c) The election of the three (3) International Vice Presidents shall be determined by a majority vote as follows:</p>
<p><u>(i) Each voter may vote for one candidate for each open position.</u></p>	<p>(i) Each voter may vote for one candidate for each open position.</p>
<p><u>(ii) Where there are less than seven (7) candidates, the three (3) candidates receiving the greatest number of votes shall be declared elected.</u></p>	<p>(ii) Where there are less than seven (7) candidates, the three (3) candidates receiving the greatest number of votes shall be declared elected.</p>
<p><u>(iii) Where there are seven (7) or more candidates, the majority point is determined by adding the total votes cast for the office of Vice President, dividing by the number of positions to be filled, and</u></p>	<p>(iii) Where there are seven (7) or more candidates, the majority point is determined by adding the total votes cast for the office of Vice President, dividing by the number of positions to be</p>

	Proposed Change	Result
	<p><u>dividing by two (2); which will determine the fifty (50) percent mark that must be exceeded for a majority.</u></p> <p>(iv) <u>In the event more than three (3) candidates receive a majority vote, the three (3) candidates with the greatest majority shall be declared elected.</u></p> <p>(v) <u>Where there are seven (7) or more candidates and no candidate receives a majority, the run-off is confined to the six (6) candidates receiving the greatest number of votes.</u></p> <p>(vi) <u>Where there are seven (7) or more candidates and only one (1) candidate receives a majority, the run-off is confined to the candidates who finished in</u></p>	<p><u>filled, and dividing by two (2); which will determine the fifty (50) percent mark that must be exceeded for a majority.</u></p> <p>(iv) <u>In the event more than three (3) candidates receive a majority vote, the three (3) candidates with the greatest majority shall be declared elected.</u></p> <p>(v) <u>Where there are seven (7) or more candidates and no candidate receives a majority, the run-off is confined to the six (6) candidates receiving the greatest number of votes.</u></p> <p>(vi) <u>Where there are seven (7) or more candidates and only one (1) candidate</u></p>

	Proposed Change	Result
	<p data-bbox="751 306 954 412"><u>second, third, fourth and fifth position.</u></p> <p data-bbox="659 453 987 874">(vii) <u>Where there are seven (7) or more candidates and only two (2) candidates receive a majority, the run-off is confined to the candidates who finished in third and fourth positions.</u></p> <p data-bbox="613 915 987 1587">(d) <u>For the period of oversight, and in accordance with the terms of the January 29, 2021, Consent Decree entered by the United States District Court in Detroit, the Court-appointed Monitor, in consultation with the International Union, shall develop the election rules and methods for the election of International Officers and International Executive Board Members, which shall provide the specific dates for the mailing and tabulation of ballots to occur.</u></p>	<p data-bbox="1153 306 1390 625">receives a majority, the run-off is confined to the candidates who finished in second, third, fourth and fifth position.</p> <p data-bbox="1060 666 1390 1161">(vii) Where there are seven (7) or more candidates and only two (2) candidates receive a majority, the run-off is confined to the candidates who finished in third and fourth positions.</p> <p data-bbox="1016 1202 1390 1876">(d) For the period of oversight, and in accordance with the terms of the January 29, 2021, Consent Decree entered by the United States District Court in Detroit, the Court-appointed Monitor, in consultation with the International Union, shall develop the election rules and methods for the election of International Officers and International Executive Board Members, which shall provide the specific</p>

					Result dates for the mailing and tabulation of ballots to occur.
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Article 44

Local Union Committees

Edits as follows:

Current Language	Proposed Change	Result
The Local Union shall have the following standing committees: Constitution and Bylaws, Union Label Education, Conservation and Recreation Community Services, Civil and Human Rights, Citizenship and Legislative, Consumer Affairs, Veterans, a Local Union Women's Committee where such membership exists, and such other committees as they deem necessary. All committees should be appointed or elected subject to the discretion of the Local Union or Unit Workplace Organization in the case of an Amalgamated Local Union.	The Local Union shall have the following standing committees: Constitution and Bylaws, <u>Organizing</u> , Union Label Education, Conservation and Recreation Community Services, Civil and Human Rights, Citizenship and Legislative, Consumer Affairs, Veterans, a Local Union Women's Committee where such membership exists, and such other committees as they deem necessary. All committees should be appointed or elected subject to the discretion of the Local Union or Unit Workplace Organization in the case of an Amalgamated Local Union.	The Local Union shall have the following standing committees: Constitution and Bylaws, Organizing , Union Label Education, Conservation and Recreation Community Services, Civil and Human Rights, Citizenship and Legislative, Consumer Affairs, Veterans, a Local Union Women's Committee where such membership exists, and such other committees as they deem necessary. All committees should be appointed or elected subject to the discretion of the Local Union or Unit Workplace Organization in the case of an Amalgamated Local Union.

CONTRACTS AND NEGOTIATIONS

Article 19 Page 56-57

WHEREAS, prior to 2007, the UAW took action to protect our membership by following the union principle of "equal pay for equal work," overcoming employer actions which divided workers based on race, gender, language, or national origin; and

WHEREAS, the adoption of tiers in the automotive sector in 2007 has had a devastating impact on unity within our ranks; and

WHEREAS, it is the desire of the membership of the UAW to decisively reject all tiered contract language to the point of placing this prohibition into the Constitution.

THEREFORE BE IT RESOLVED, amend Article 19 to add a new section as follows: "The International Executive Board shall reject management proposals for contract language which seek to divide the membership through tiered wages, benefits, or post-employment income and benefits. Where current contracts provide for such divisive compensation, it shall be the obligation of the International Executive Board to seek the elimination of all such tiers by raising lower tiers to the higher level, holding to the long-standing union principle of "equal pay for equal work'."

* * *

Refer to CBC
Haley

Summary of Fees Related to Consent Decree Activities

Fees paid to the Monitor's team from 2021 to date = \$6,987,985

Vendor Fees associated with Referendum Vote paid from 2021 to date = \$2,237,075

Fees associated with UAW Ethics Hotline paid from 2020 to date = \$850,272

Fees associated with Adjudications Officer paid from 2021 to date = \$165,297

Estimated vendor costs associated with the November 2022 mail ballot election = \$2,600,000

Grand Total to date = \$12,840,629