

UAW 4929 BYLAWS DRAFT

Article 1, Name

Section 1. This Organization shall be known as Local No. 4929, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW). Hereinafter referred to as the Local Union. This document shall be officially known as the Bylaws of said Local Union.

Article 2, Constitution and Bylaws

Section 1. These bylaws shall in all respects be covered by and conform to the Constitution of the International Union, UAW (hereinafter International Constitution).

Article 3, Fiscal Year

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

Article 4, Membership

Section 1. Membership in this Local Union shall be extended to student employees at Western Washington University meeting any of the following criteria:

- a. Currently employed in a position that falls under the jurisdiction of this Local Union.
- b. Have received an official appointment letter with a future start date for a position under the jurisdiction of this Local Union.
- c. Have been employed in a position under the jurisdiction of this Local Union within the past twelve (12) months.

Section 2. Membership shall be defined as members in good standing as defined in the International Constitution.

Section 3. Union dues are payable by members who are employed in positions represented by the Local. Union dues shall be 1.44% of gross pay per month.

- a. Any member employed in the unit whose dues are not paid by the end of one (1) calendar month shall automatically be suspended, consistent with Article 16 of the International Constitution, with the exception of members who leave the unit temporarily.

Section 4. The initiation fee shall be set at ten dollars (\$10). Reinstatement will be granted to

members in good standing and will require a reinstatement fee equivalent to the initiation fee plus the dues for the current month and all delinquent months, consistent with Article 16 of the International Constitution.

Section 5. 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 International Constitution, policies of the International Executive Board, these Bylaws and other official rules of the Local Union.

- a. A member in exercising the foregoing rights and privileges shall not take irresponsible actions 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 6. 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 its Regional Director, International Representatives and help promote organizational activities.

Article 5, Membership Meetings

Section 1. General Membership Meetings will be held no less frequently than once every month and a notification of the upcoming meeting will be posted publicly and sent to each member individually no fewer than seven (7) days prior to the meeting.

Section 2. Special Membership Meetings can be called between regularly scheduled meetings by order of the Executive Board, or upon written request to the recording secretary from at least fifteen (15) of the members of the local union. Notification of a Special Membership Meeting must be posted publicly and sent to each member individually no less than five (5) days prior to the meeting or as soon as is practicable for meetings called on shorter than five (5) days' notice.

Section 3. A quorum for Membership Meetings shall consist of thirty (30) members of the Local Union in attendance.

Section 4. 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 subject to the challenge of the membership. Flagrant or persistent violation of this section by any member shall be conduct unbecoming a union member.

Section 5. In accordance with Article 42 of the International Constitution, questions of a parliamentary nature shall be decided by Robert's Rules of Order.

Article 6, Powers of Administration

Section 1. The membership is the highest authority of this Local Union and shall be empowered to take or direct any action not inconsistent with the International Constitution or these Bylaws.

Section 2. 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.

Section 3. Between meetings and votes of the Executive Board, the President, in consultation with the appropriate officers and staff, shall exercise general administrative authority and shall be empowered to act on behalf of and take action permitted to the Executive Board. All decisions taken by the President shall be subject to subsequent approval of the Executive Board.

Article 7, Local Union Officers

Section 1. The elected Executive Officers of the Local Union shall constitute the Local Union's Executive Board and consist of the: President, Vice President, Recording Secretary, Financial Secretary, Sergeant at Arms, Guide, and three (3) Trustees. The Executive Board shall also include a number of Members-at-Large who shall be all the Head Stewards from each bargaining unit. The Executive Officers shall be elected in accordance with the procedures of Article 38, Section 5 of the International Constitution. In the case that the Local Union represents multiple bargaining units, each Trustee position should be held by a member of each unit when possible.

Section 2. Each bargaining unit will elect one (1) Head Steward for each one hundred (100) workers represented by the bargaining unit, or a major fraction thereof, with a minimum of two (2). Each unit will also elect a Unit Chair and Unit Recording Secretary who shall be the first two Head Stewards for the Unit. In addition to the duties of a Head Steward, the Unit Chair shall have general administrative responsibility for the Unit, and shall chair the Unit Bargaining Committee. In addition to the duties of a Head Steward, the Unit Recording Secretary shall take minutes at Unit meetings.

- a. Unit Chairs, Unit Recording Secretaries, and other Head Stewards will serve three (3) year terms.

- b. Bargaining Committee members who were elected in 2024 will temporarily serve as Head Stewards until the first Local Union Officers Election according to Article 14.

Section 3. It shall be the duty of each elected Local Union official to fulfill their duties faithfully as provided in the International Constitution and Local Union Bylaws.

Section 4. The Executive Board is responsible for the supervision of all staff, and shall be empowered to delegate whatever authority is necessary for efficient operation of the Local Union.

Section 5. In case of removal or resignation of the President, the Vice-President will succeed to the Presidency in accordance with Article 38, Section 14 of the International Constitution.

Section 6. Elected officers who do not expect to remain members for the entirety of a three (3) year term may elect to resign the position at any time, for any reason without penalty.

Section 7. All vacancies shall be promptly filled by election, in accordance with Article 14 of these bylaws.

Section 8. The membership of each unit and the number of student employees shall be computed twice a year during the months of September and March, or immediately after the formation of a new unit. This computation is for the purpose of determining the number of Executive Board Members-at-Large and the apportionment of Stewards. In the event that the computation would reduce the number of Head Stewards from a Unit, that reduction will not take place until there is a Head Steward vacancy from that Unit or the next recomputation, whichever is first.

Article 8, Executive Board

Section 1. The Executive Board shall hold regular monthly meetings. Seven (7) calendar days' notice of the meeting shall be posted on the Local Union website. Additional special meetings shall be held upon request of three (3) or more officers of the Executive Board to the Recording Secretary. Except in emergency situations, three (3) calendar days' notice of special meetings shall be posted on the Local Union website.

Section 2. A simple majority of the Executive Board shall constitute a quorum.

Section 3. Minutes will be taken of all Executive Board Meetings by the Recording Secretary, and shall be available to the membership upon request.

Section 4. All decisions and recommendations of the Executive Board shall be referred to the membership meeting.

Section 5. It shall be the duty of the Executive Board to see to it that all policies formulated by the membership and the Executive Board are duly executed.

Section 6. The Executive Board shall decide upon requests by stewards or members whether to advance a grievance to arbitration.

Section 7. The Executive Board shall review each communication issued on behalf of the Union, and the Local Union website, and, where necessary, shall take steps to bring the contents into conformity with the policy of the International and Local Union, as per Article 29, Section 7 of the UAW Constitution.

Section 8. Every member in good standing shall be permitted to be present and observe Executive Board meetings, except the portions of those meetings regarding confidential personnel information, membership lists, grievances, and legal matters. Attendees who are not elected members of the Executive Board shall not be entitled to vote and shall have a voice only when called upon.

Section 9. The Executive Board shall appoint at least one of its members to each of the standing committees, except, however, the Election Committee or any Trial Committee.

Article 9, Bargaining Committees

Section 1. The Bargaining Committee for each unit will consist of a subset of the members of the Executive Board excluding the Head Stewards from other bargaining units.

Section 2. All bargaining sessions shall be open to members of the Local Union.

Section 3. The Bargaining Committee must present both Initial Bargaining Demands and the Final Contract to the membership for ratification.

Section 4. In the event that a member of the Bargaining Committee resigns from their position or is on a defined long-term leave (i.e., a minimum of one month) which prevents them from discharging their duties as a Bargaining Committee member, their bargaining unit shall hold a special election to select a member in good standing from the appropriate Unit to serve as the Bargaining Committee Alternate until the vacancy is filled at the next regularly scheduled or vacancy election, or the Bargaining Committee member's long term leave is elapsed. The special election will be held according to the terms of Article 14 (Elections), except that the election shall be held no sooner than seven (7) days after the close of nominations.

Article 10, Stewards

Section 1. All members in good standing under the jurisdiction to be represented by the Stewards shall be eligible to vote for the Stewards.

Section 2. There shall be at least one (1) Steward position available for an interested member from any given department or hiring unit at which there are members of this Local Union employed. Each Steward should represent no more than fifty (50) members when possible. Steward jurisdictions shall correspond with departments or hiring units wherever possible. The Executive Board shall modify jurisdictions as needed to maximize collaboration between representatives.

Section 3. It shall be the duty of each elected Steward to fulfill their various duties faithfully as

provided in the International Constitution, and Local Union Bylaws, and in implementation of Local Union plans, including outreach and representation.

Section 4. Pursuant to Article 45 of the UAW Constitution, Stewards shall be elected for two (2) year terms. Elections of the first class of stewards, who will serve a term from October 2024 through September 2026, will take place after ratification of these bylaws. Thereafter terms will run for two years beginning in October of the election year.

Section 5. In the event of a vacancy in a Steward position outside of a regular election period, any member in good standing may accept a nomination for the vacant position at the next membership meeting, or in writing prior to the meeting. The membership will then immediately vote on the appointment, with appointments confirmed by simple majority.

Section 6. A Steward may be recalled by the full voting members that they represent for failure to perform the duties of the office.

Section 7. All Stewards must attend a Local Union grievance handling training session prior to being the sole representative on any grievance.

Article 11, Standing Committees

Section 1. The Local Union shall have the following standing committees and working groups:

- Advocacy and Contract Enforcement Committee
- Communications Working Group
- Political Working Group
- **Constitution and Bylaws Committee**
- **Citizenship and Legislative Committee**
- **Civil Rights Committee**
- **Community Service Committee**
- **Conservation/Recreation Committee**
- **Consumer Affairs/Union Label Committee**
- **Education Committee**
- Health and Safety Committee
- **Organizing Committee**
- Personnel Committee
- **Women's Committee**
- **Veteran's Committee**

Other committees shall be established as needed by the Executive Board.

Section 2. The chairs of the committees will be elected by the members of the committee, with the exception of the Advocacy and Contract Enforcement Committee, Political Working Group, Constitution and Bylaws Committee, and Personnel Committee which do not have a chair. Committee meetings are open to all members, with the exception of committee meetings involving confidential personnel information, membership lists, grievances and legal matters.

Section 3. Committee meeting times and locations will be posted at least seven (7) days prior to the meeting time on the Local Union website. All members will be eligible to serve on committees.

Section 4. These committees shall perform all duties assigned to them by the International Constitution, Local Union Bylaws, and such additional duties pertinent to the committee as they may be directed to perform by the Executive Board.

Section 5. All committees shall have attendance records and written minutes.

Article 12, Elections Committee

Section 1. All Local Union elections, strike votes, and contract ratification votes shall be held under supervision of a democratically elected election committee. The Election Committee shall be responsible for the publication of notice for nominations and elections, the verification of eligibility for candidates, the organization and supervision of election proceedings, and the counting of ballots.

Section 2. The Election Committee shall consist of seven (7) members in good standing and one (1) alternate who is a member in good standing. The term of office for the Election Committee shall be one (1) year. The Chair of the Election Committee is elected by the members of the committee.

Section 3. A meeting of the general membership shall be called for the purpose of nominating and electing Local Union Election Committee members. Notice of these meetings shall be posted publicly and sent to each member individually at least five (5) days in advance.

Section 4. All members in good standing shall be nominated automatically for the Elections Committee. Any member in good standing may accept nomination at a membership meeting called for the purpose.

Section 5. The election of election committee members shall be held immediately on the close of nominations. Election committee members and one (1) alternate election committee member shall be elected by plurality.

Section 6. A vacancy on the Election Committee shall be filled by the alternate member of the Election Committee.

Section 7. Alternate members of the Election Committee shall assist in the conduct of the election as needed. The Election Committee may also recruit and supervise volunteers as needed to assist in the conduct of the election, including overseeing ballot boxes, conveying ballots from the polling place to the location where the ballot count is held, and counting ballots for elections. In no case shall such volunteers be candidates for office in the election.

Section 8. No member or alternate member of the Election Committee shall be eligible to run for any office in any election that the committee supervises. In the event that a person serving as a member or alternate member of the Election Committee seeks an office, they are automatically resigned from the position on the Election Committee when accepting nomination for that office.

Article 13, Personnel Committee

Section 1. All Local Union hiring and oversight of personnel and contractors will be done under the supervision of the democratically elected Personnel Committee. The Personnel Committee shall be responsible for publishing job descriptions, conducting open hiring processes, conducting interviews, and making recommendations for hiring to the Executive Board. The Personnel Committee will also be responsible for writing policies, including rates of pay and other benefits, overseeing performance reviews, and overseeing other job-related matters.

Section 2. The Personnel Committee shall consist of ten (10) members in good standing and one (1) alternate who is a member in good standing. The term of office for the Personnel Committee shall be one (1) year. The Chair of the Personnel Committee is elected by the members of the committee. Personnel Committee members may hold other elected positions in the Local Union.

Section 3. A meeting of the general membership shall be called for the purpose of nominating and electing Local Union Personnel Committee members. Notice of these meetings shall be posted publicly and sent to each member individually at least five (5) days in advance.

Section 4. All members in good standing shall be nominated automatically for the Personnel Committee. Any member in good standing may accept nomination at a membership meeting called for the purpose.

Section 5. The election of election committee members shall be held immediately on the close of nominations. Personnel committee members and one (1) alternate election committee member shall be elected by plurality.

Section 6. A vacancy on the Personnel Committee shall be filled by the alternate member of the Personnel Committee. In the event that additional vacancies become available, a vacancy election shall be held at the next Membership meeting.

Section 7. No member or alternate member of the Personnel Committee shall be eligible to apply for any position that the committee supervises. In the event that a person serving as a member or alternate member of the Personnel Committee seeks a position, they must resign from the Committee before the start of the hiring process.

Article 14, Elections

Section 1. In accordance with the UAW International policies and practices, the exact time, place, and manner of all membership votes shall be determined by the membership or membership body.

Section 2. The first triennial election for Local Union Officers will occur in May of 2027 and every three (3) years thereafter. A regularly held vacancy election for Local Union Officers, including the Officers of the Executive Board, shall take place in October of every year. The Elections Committee may hold other vacancy elections if deemed necessary. Installation shall take place at the next Executive Board meeting following the election, except as otherwise

authorized by the UAW International Executive Board.

Section 3. The members of the Local Union shall be notified promptly for nomination and election of Local Union Officers. The notice shall be announced at Campus Unit membership meetings and shall be distributed by email, and by posting on the Local Union website. The notice shall include the dates, times, and places of the election and possible run-off elections, the date and time of the close of the nomination period, and instructions for accepting nomination as described in this Article.

Section 4. All members shall be nominated automatically for all Local Union offices. Any member may accept nomination by submitting in writing a statement of acceptance to the Election Committee. Members may only accept a nomination for one (1) Executive Board position. The statement of acceptance shall state how their name should appear on the ballot. Each member accepting nomination may also submit a candidate statement of up to five hundred (500) words to the Recording Secretary. Statements of acceptance and candidate statements may be submitted separately or together, according to the procedures determined by the Elections Committee. Statements of acceptance and candidate statements must be received by the Recording Secretary no later than ten (10) days after the notice for nomination. Acceptances of nomination will be posted in a manner accessible to all members within twenty-four (24) hours of being received. After the deadline for accepting nominations has expired, no election of write-in candidates shall be accepted. All Local Union executive officers shall be elected, by a majority of votes cast, for three (3) year terms.

Section 5. Candidate statements shall be distributed simultaneously no later than seven (7) days before the election, by posting on the Local Union website, and at the Local Union office. Candidate statements will be made available during the election in accordance with the UAW Guide for Local Union Election Committees.

Section 6. Apart from the resources described in this Article that are to be provided equally to all candidates, no other Local Union resources may be used by any candidate to campaign for Local Union office.

Section 7. The election shall be held no sooner than fourteen (14) days after the close of nominations. It shall be conducted by secret ballot, and balloting shall be conducted so as to afford all members a reasonable opportunity to vote. Every member must personally cast their vote.

Section 8. Upon the close of the polls, all ballots shall be conveyed promptly to one location for the ballot count. The election committee shall count the ballots.

Section 9. Each candidate may designate one (1) member of the Local Union to be present at the ballot count as a challenger.

Section 10. Following each election, the Election Committee shall report in writing a canvas of the results of the election. Results shall be released electronically. No protests to an election shall be considered unless raised within seven (7) days of the closing of the polls or at the next Executive Board meeting or Membership Meeting, whichever is later. A protest must either be in writing or made at the Executive Board or Membership Meeting. If written, the protest must be actually received by the Recording Secretary before the deadline.

Section 11. The membership may order a new election, either in acting upon a protest or in ratification of a recommendation of the Election Committee. In the event the membership should order a new election, the matter shall be submitted to the President of the International Union, UAW, in accord with the Constitution of the International Union, UAW.

Section 12. If the office of President shall become vacant, that office shall be filled by the Vice President in accordance with Article 38, Section 14 of the International Constitution.

Section 13. Election to an office is considered an automatic resignation of currently held positions. No one may hold more than one Executive Board position, simultaneously. This does not apply to positions that can be concurrently held. The only positions which can be concurrently held are:

1. An Officer position and a position on a Committee
2. An Officer position and a paid position within the Union.

Section 14. Officers shall be sworn in at the bodies at which they serve. For example, Executive Board members shall be sworn in at Executive Board meetings or general membership meetings. Stewards shall be sworn in at the Campus Unit membership meetings. Any Officer can be sworn in at the statewide membership meetings.

Section 15. For regularly scheduled elections, Officers shall assume their roles and responsibilities at their installation ceremonies (pursuant to Article 14, Sections 1 and 14). For special elections, Officers shall assume their roles immediately following the results of the election.

Article 15, Eligibility for Elected Office

Section 1. All candidates standing for elected office of the Executive Officers of the Local Union must be members and have been in continuous good standing for one (1) year prior to accepting a nomination, except in the case of a newly organized unit, in which case any members in good standing may run until the first triennial election in May of 2027.

Section 2. All other candidates standing for elected office of the Local Union must be members and be in good standing prior to accepting a nomination.

Section 3. No member may run for or hold more than one elected office simultaneously, with the exceptions outlined in Article 14, Section 13. All candidates who were elected for office must, if applicable, follow the resignation procedures outlined in Article 14, Section 13, for positions which can not be held concurrently.

Article 16, Attendance Rules

Section 1. All members of the Executive Board, are required to attend the following:

- a. Two (2) of three (3) consecutive membership meetings unless officially excused for cause by a majority vote of the Executive Board;
- b. Two (2) of three (3) consecutive meetings, other than membership meetings, expected of their respective office or position unless officially excused for cause by a majority vote of the Executive Board;

Failure to comply with the above attendance rules by any elected official shall result in a warning for the first offense and automatic removal from their respective office or position for the second, and they shall not be permitted to run for any elective office for the balance of the term of office from which they were removed, except as a delegate to the UAW Constitutional Convention.

Article 17, Recall

Section 1. A Local Union Officer against whom charges have been filed in accordance with the trial procedure established by the Constitution of the International Union, UAW may be suspended from office pending the outcome of the trial, by a two-thirds (2/3) vote of the Executive Board.

Section 2. Elected officials can be recalled by the members they represent for failure to perform the duties of the office. In order to recall an elected official, at least twenty-five percent (25%) of the members the elected official represents must sign a valid recall petition, setting forth specific complaints of the elected official failure to perform the duties of the office, and must file such a petition with the Local Union Recording Secretary. In the case of recalling a steward, a majority of the members the steward represents must sign said valid recall position, rather than twenty-five percent (25%).

Section 3. A special meeting for the recall of an elected official shall be held within thirty (30) days of the filing of such a petition, except that no such special meeting for recall shall be held in the months of July, August, or September. If a valid recall petition is presented after June 15th but before September 15th, then the special meeting for recall shall be scheduled for the month of October. The members shall be properly notified of the place, date, and time of any special meeting for recall at least fourteen (14) days prior to the meeting.

Upon the filing of such a petition with the Local Union, a special meeting for recall shall be held, of which fourteen (14) days notification shall be given, unless there is a scheduled general membership meeting within fourteen (14) days of the presentation of the petition to the recording secretary. If there is a scheduled general meeting within fourteen (14) days of the petition being presented to the recording secretary, the recall vote can be added to the agenda for the general meeting.

Section 4. A two-thirds (2/3) vote of the members present at such a meeting for recall of an elected official shall be required to recall. Quorum for such a meeting shall be twenty-five percent (25%) of the members the elected officer represents, except in the case of a steward, wherein a majority of the members the steward represents shall constitute a quorum.

Article 18, Budgets & Finances

Section 1. The Executive Board shall decide budgets for the Local Union. Any union-related expenditures require majority approval of the Executive Board for reimbursement.

- a. The Executive Board may allocate a budget for elected officer pay. Such an allocation shall be implemented by the Executive Board, unless otherwise stipulated. Collecting elected officer pay alone does not constitute employment as Local Union staff.

Section 2. No agent or official of the Local Union or Campus Unit is authorized to execute a real estate lease, deed, service or maintenance contract or other long-term agreement unless the proposed agreement has been approved by the Executive Board.

Section 3. The Executive Board may implement a travel policy. This policy shall be posted on the Local Union website.

Advance approval of the Executive Board is required for reimbursement of travel and related expenses. Reimbursement for per diem expenses when traveling on Union business shall be provided to elected Local Union officials as follows:

- a. Hotel/Motel: when authorized to stay overnight and with hotel receipt, the reimbursement shall be the single room occupancy rate, or half (1/2) of a double room if shared with another member. All hotel/motel rates must be approved by the Executive Board in advance.
- b. Meals: when authorized to travel more than one hundred (100) miles from home the reimbursement shall be the current per diem rate established by the International Executive Board up to \$30 per day when required to stay overnight, and \$15 when not required to stay overnight. When authorized to travel less than one hundred (100) miles but more than fifty (50) miles and required to stay overnight, the reimbursement shall be the current per diem rate established by the International Executive Board up to \$30 per day.
- c. Transportation: all air travel must be approved by the Executive Board in advance; the actual cost of airfare is not to exceed coach fare, or twenty-eight (28) cents per mile, whichever is more economical. Expense for transportation is to be paid for the actual mode of transportation used. Mileage expenses can only be paid to the driver of the automobile. A maximum of \$35 per round trip for transportation to, or parking at, an airport will be reimbursed with a receipt when traveling on Union business.

Section 4. Lost time: this will be paid in cases where prior approval, including amount of wages and dates lost time, has been granted by the Executive Board. 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.

Article 19, Local Union Employees

Section 1. The Executive Board may, together with the Personnel Committee, appoint and remove Local Union employees (or temporary contractors) as necessary to carry on the business of the Local Union.

Section 2. Upon request by the Executive Board, the Personnel Committee shall oversee the process of writing job descriptions, overseeing application processes, and conducting hiring processes for Local Union Staff.

Section 3. The Personnel Committee shall make recommendations to the Executive Board regarding hiring, termination, policy changes and other personnel-related decisions. These shall be decided by a supermajority vote of the Executive Board. The Executive Board may also vote, by a simple majority, to remit a personnel-related decision to a Membership Meeting.

Section 4. All Local Union staff must be UAW members in good standing.

Section 5. The Personnel Committee shall be responsible for determining policies, including those determining compensation, conditions, benefits, and review processes for employees. All policies must be approved by the Executive Board. In the event that the Executive Board and Personnel Committee are unable to reach agreement, the issue shall be decided by a majority vote at a Membership Meeting.

Section 6. Local Union Employees are accountable to the Personnel Committee, the Executive Board, and the membership of the Local Union. Employees will be tasked with carrying out the duties assigned to them to the best of their ability while at all times representing the values of the Local Union.

Section 7. Compensation and benefits for Local Union employees should generally be commensurate with those for bargaining unit employees. While it's recognized that the demands of the position and the structure of the union may necessitate some differences, employment with the Local Union should neither significantly enrich nor impoverish someone compared to bargaining unit work, and improvements to conditions (such as compensation) should happen concurrently with changes that happen for workers in the bargaining unit.

Article 20, Delegates from Local

Section 1. All delegates to conventions of the International Union, UAW shall be chosen pursuant to Article 8 of the Constitution of the International Union, UAW.

Section 2. The Executive Board shall appoint delegates to Community Action Program state, county or city councils.

Article 21, Appeals

Section 1. Consistent with Article 33 of the International Constitution, a member feeling themselves aggrieved by any actions, inaction or decision of the Local Union or one of its representatives must initiate their complaint or appeal within sixty (60) days of the time they are aware, or reasonably should have been aware of the action, inaction or decision. This appeal shall be made to the Recording Secretary, who will refer the matter to the Executive Board.

Section 2. The Executive Board shall refer the matter to the Bargaining Committee if it involves collective bargaining. Otherwise, the Executive Board shall, themselves, consider the matter.

Section 3. Whichever of these bodies the matter is referred to shall consult with the grievant and permit their full opportunity to be heard prior to making a decision.

Section 4. Within thirty (30) days of receiving notice of decision on the appeal, the grievant may appeal further by submitting their appeal in writing to the Recording Secretary for consideration by the membership at the next membership meeting.

Section 5. An appeal from the decision of the Local Union membership may be made to the International Executive Board of the UAW in accordance with Article 33 of the International Constitution.

Article 22, Strikes

Section 1. Strikes may only be called by a two-thirds (2/3) majority of those voting and in accordance with Article 50 of the International Constitution.

Article 23, General

Section 1. All Local Union officers, committees, stewards and other members handling funds or other property of the Union shall at the completion of their duties, turn over all papers, documents, funds, and/or other union property to the properly constituted Local Union officers.

Article 24, Amendments

Section 1. Members may move to amend the bylaws in a Local membership meeting; the motion must be presented in writing and must set forth the amendment(s) sought. The motion shall be read to the meeting and referred to the Bylaws Committee, which will report to the succeeding membership meeting. The notice of that meeting must contain a notice of the particular bylaw amendments that will be considered. If approved by two-thirds (2/3) of those voting at this succeeding meeting the amendment shall be considered adopted.