



REVISED SEPTEMBER 2023

**UAW LOCAL 2280
BYLAWS**

"PREAMBLE"

We are publishing these rules and regulations to help instill into the minds of the members a better understanding of their rights and privileges, as well as their corresponding duties and obligations. Moreover, because an informed membership is a strong membership, we can further strengthen our democratic process by making this information available to the entire membership. As a result, each member should receive a greater measure of dignity and security if he/she seeks conscientiously to understand and exemplify by practice the intent and purpose of this obligation as a member of Local 2280.

Steve Ellison, Chairperson

Dana Greene

James Montgomery

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PREAMBLE

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ARTICLE 1
NAME OF ORGANIZATION - FISCAL YEAR

This organization shall be known as the International Union, United Automobile, Aerospace, Agricultural Implement Workers of America, UAW.

This document shall be officially known as the Constitution and Bylaws of said International Union and it shall also be the Constitution of every member of this Local Union 2280. The Constitution of this Amalgamated 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.

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

ARTICLE 2
PURPOSE OF ORGANIZATION

To unite in one organization, regardless of religion, race, creed, color, sex, age, ability, political affiliation or nationality, all employees under the jurisdiction of the International Union.

ARTICLE 3
MEMBERSHIP, COMPOSITION AND RIGHTS

Section 1. (a) The Local Union shall be composed of workers eligible for membership in the International Union, United Automobile, Aerospace, Agricultural Implement Workers of America (UAW), over whom the Local Union has jurisdiction.

(b) 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 decision. These rights shall at

all times be subject to the rules of procedure governing meetings and other uniform rules and regulations contained in the Constitution, 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 organizations, or their free democratic heritage, or which would interfere with the performance by the 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.

Section 2. Any member who attends a meeting in an intoxicated condition and/or creates a disturbance or becomes unruly shall lose voice and right to vote at said meeting. Where necessary to maintain order, the member may be evicted from the meeting by order of the Chairman 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 3. All questions of parliamentary nature shall be decided by Robert's Rules of Order.

Section 4. Any member or members appealing to the Executive Board of Local 2280, UAW, for a hearing on any subject, etc., shall submit a written brief or letter stating any and all facts involved. This being done, the aggrieved may be asked to appear or his legal representative may appear upon request before the Board. No lost time shall be involved and no disposition will be made by said Board except in the case of emergencies, (emergencies to be determined by the Board), until a complete investigation of the case has been made.

ARTICLE 4 INITIATION - FEES - AND DUES

Section 1. The initiation and reinstatement fee shall be fifty dollars (\$50) for membership in the Local Union. Five dollars (\$5) to be placed in the New Member Orientation Fund, one dollar (\$1)

shall be forwarded to the International Secretary-Treasurer and forty-four dollars (\$44) shall go into the Building Fund.

Section 2. The dues of each member shall be as outlined in the UAW Constitution.

Section 3. The amount appropriated to Committees, Councils, etc., shall be as provided in the International Constitution as it now exists or may be hereafter amended.

Section 4. The Local Union will have a Local Union publication which will be titled "Labor Informer" and each Local Union member will receive a copy of this publication when published.

Section 5. Dues may be increased only as outlined by the International Constitution, Article 47, Section 1.

Section 6. This Local Union 2280 being covered by a Check-Off Agreement may upon approval of the International Executive Board use a permanent membership card.

Section 7. All interest accrued through Local Union monies will be placed directly into the Building Fund.

ARTICLE 5 DUES OF MEMBERSHIP

Section 1. It shall be the duty of each member to conscientiously seek to understand and exemplify by practice the intent and purpose of his obligation as a member of this Local 2280 and the International Union, UAW.

ARTICLE 6 POWERS AND ADMINISTRATION AND DUTIES OF EXECUTIVE BOARD

Section 1. The highest authority of the Local Union shall be vested in the General Membership Meeting to be called once each month.

Section 2. Between General Membership Meetings, the highest authority shall be the Executive Board of the Local Union which shall meet the second week of each month.

Section 3. The Local Union Executive Board shall carry out the bylaws formulated and adopted by the general membership. It shall be the duty of the Board to see that the proper procedure and method for the trial of Local Union members is carried out.

Section 4. A simple majority shall constitute a quorum of the Local Union Executive Board.

Section 5. The Local Union President will exercise general administrative authority between meetings of the Executive Board.

**ARTICLE 7
LOCAL UNION EXECUTIVE OFFICERS**

Section 1. The Local Union shall have the following Executive Officers:

President
Vice President
Recording Secretary
Financial Secretary
Three (3) Trustees
Sergeant-At-Arms
Guide

Section 2. The Officers shall serve for a three (3) year period as stated in Article 38, Section 2, of the International Constitution.

**ARTICLE 8
DUTIES OF LOCAL UNION OFFICERS**

Section 1. The duties of your Local Union Officers shall be as provided in the International Constitution of the UAW.

Section 2. The Trustees shall be responsible for making purchases for the Local Union in excess of \$2,500.

A request for purchases shall be submitted, in writing, to the Trustees and it shall be their duty to make the purchase at the lowest possible price consistent with good quality of merchandise needed.

(a) The above rules apply to all Standing Committees and any other committee unless exempted there from by the general membership.

Section 3. The President shall be a full-time job paid by the Union.

Section 4. The Financial Secretary, Vice President and Recording Secretary shall be added to perform their duties as deemed necessary and shall be paid by the Local Union.

ARTICLE 9 NOMINATION AND ELECTION OF OFFICERS

Section 1. Nominations will be held each three (3) years for the Executive Officers, Board Members At-Large, District and Alternate Committee, Plant Chairman and Plant Committee.

(a) No member may accept nomination for more than one (1) Executive Office in any Local Union election. If a member holding one of the Executive Offices, the term of which is not expiring, desires to become a candidate for another Executive Office, such member is obligated to notify the Local Union of this resignation from his/her present office as per the International Constitution, Article 38, Section 16, in advance of the nomination and election of candidates for both offices during the same election. Such resignation would become effective at the time of installation.

(b) Executive Officers, Plant Chairman, Plant Committee and District Committee must receive a majority of the votes cast for that office in order to be declared a winner.

(c) In the event that no candidate for the positions listed above receives a majority of the votes cast for that office, a Run-Off Election will be held between the two (2) candidates receiving the greatest number of votes. Such Run-Off Election shall be in compliance with the procedures outlined in the UAW Constitution and guided by the Guide for Local Union Elections.

(d) In the event of a tie between the #2 and #3 candidates running for an office, (if he/she does not have the majority of votes), a run-off will take place between those two (2) candidates the following week. Then the candidate receiving the greatest number of votes will run-off with the candidate who finished in the #1 position.

(e) Candidates for Board Member At-Large, Standing Committee, Convention, Sub Councils and all Alternates will be elected by a plurality vote, i.e., those receiving the greatest number of votes cast.

(f) When more than one (1) candidate is to be elected for the same office, the method of determining a majority will be accordance with the procedure outlined in the UAW Constitution.

(g) Installation of newly elected Executive Officers, Board Members At-Large, District and Alternate Committee, Plant Chairman and Plant Committee shall take place at the regular meeting following the election but no more than thirty (30) days following the election.

Section 2. No member may accept nomination for more than one (1) Executive Office in any Local Union election.

Section 3. District and Alternate Committeepersons shall be nominated and elected by and from the districts in which they work. Eligibility to vote in a specific district will be determined by the place the individual's name is located on the official polling lists at the time of the General Election.

Section 4. Any eligible candidate in any election shall have the right to submit his commonly known name for the office he/she desires to be nominated to and it shall so appear on the official election ballot.

Section 5. A one (1) day election shall be held in May or the first full week of June. In the event of a run-off election, it shall be held the week following the election for one (1) day only. Polls will be open on the designated days for no less than twelve (12) hours.

Section 6. Any member spoiling his/her ballot shall return it to the Election Committee and will be issued a new ballot. The word "Void" must be written across the face of such spoiled ballot and initialed by two (2) members of the Election Committee.

(a) Any member convicted of misrepresenting returns, altering, mutilating or destroying deposited ballots, voting fraudulently or of intimidating others by threats or otherwise interfering with a member in the exercise of his/her right to cast a ballot in Local Union elections and strike balloting, shall be punished in accordance with the Trial Procedure outlined in the Constitution. Any member so convicted shall be disqualified for either elective or appointive office within the jurisdiction of the International Union for a period of not less than two (2) years or more than five (5) years.

ARTICLE 10 ELECTION COMMITTEE

Section 1. An Election Committee of seven (7) members will be nominated and elected at a General Membership meeting in the month of February prior to the nomination of Officers. The eighth highest vote getter will serve as an alternate committee member. They shall function for a period of three (3) years. This Election Committee shall take care of all elections of the Local Union. The General Election will be conducted by the Election Committee. The CPA, if hired, will verify the vote count and submit a report to the Election Committee Chairperson. If the Local should rent voting machines, then the Election Committee Chairperson will verify the count with one (1) member of the Election Committee Present.

Section 2. The Election Committee shall receive eight (8) hours of lost time wages per day and fifteen dollars (\$15) per day expenses.

Section 3. The Election Committee Chairman shall be paid eight (8) hours lost time wages plus fifteen dollars (\$15) expenses for preparation of all Local 2280 elections.

Section 4. It shall be mandatory that the Election Committee bar any campaigning within twenty-five (25) feet from the Local Hall and twenty-five (25) feet from the Van Dyke polling sites,

or any unauthorized member in the room where the votes are being tabulated. Further that they establish any additional rules to maintain a democratic and orderly election.

Section 5. The Election Committee shall see that each candidate is given a number along with his/her name.

(a) The number shall be drawn by the candidate at a lottery held by the Election Committee and that the lottery shall be held on the closing of declinations. Any candidate not present at the lottery shall have his/her number drawn by an Election Committee official. The candidate's name and number shall appear on the ballot in numerical order according to the results of the lottery.

(b) All ballots shall be numbered in numerical order.

Section 6. No candidate in any election shall be a member of the Election Committee having supervision over such election. The candidate receiving the highest number of votes will be the Chairman of the Election Committee, if he or she so elects, or the Election Committee can choose among themselves to elect a Chairman.

Section 7. The duties of the Election Committee shall be as follows:

(a) To ascertain the eligibility of the candidates, to provide for printing of the ballots and to see the election is properly advertised through bulletin boards, to publish all the names of the candidates at least one (1) week prior to the election. It shall be the duty of the Election Committee to post all proper election bulletins throughout the plant.

(b) In the event of a Run-Off Election, the committee will be paid for one (1) day and no preparation time will be paid. In other words, eight (8) hours time, plus fifteen dollars (\$15) expense per day.

ARTICLE 11 ELECTION RULES

Section 1. Any candidate shall have a right to petition for a recount. Such petition must be filed with the Election Committee,

in writing, within three (3) calendar days after the final results have been posted. If the Election Committee refuses to grant the recount, a candidate has recourse by appealing to the next General Membership meeting.

Section 2. Any voter in line at the polls at the time of closing will be permitted to vote.

Section 3. The membership shall have the right to name the day or days on which the election will be held.

Section 4. When a member has voted for more candidates than are permitted for the office, that part of the ballot will become void, however, this shall not affect the validity of the remainder of the ballot.

Section 5. Each candidate shall be entitled to one (1) challenger; the challenger must be a member of Local 2280 and the candidate must notify the Election Committee, in writing, of the challenger before the actual counting of the ballots takes place. Any candidate running for any office cannot be a challenger.

Section 6. All signs must be at least 25 feet from the polling site.

Section 7. Nominations, declinations and elections will be conducted in accordance with the International Constitution, Article 38, Section 2, and guided by the Guide for Local Union Elections.

- (a) A Nominations list of the membership who are seeking an elected position shall be posted throughout the plant after the close of nominations on the same day so the membership may be able to make a proper declination the following day, declination day, based on who will be running for an elected position.
- (b) After the membership, who have decided to decline running for an elected office and have made a declination not to seek an elected office, a final list of the membership who are seeking an elected position shall be posted throughout the plant after the close of declinations on the same day so the membership will know who will be running for an elected position and the office they are seeking.

Section 8. All members of Local 2280 in good standing shall be automatically nominated for all Local offices. Those desiring to run must accept, in writing, at the Local Union office at a time designated by the Election Committee. A member of the Election Committee will be present during the nomination and declination period to determine the eligibility of the candidates.

Section 9. In order to be eligible as a candidate for all Offices and Standing Committees the candidates must be members in continuous good standing with the Local Union for a period of twelve (12) months immediately preceding the date of nomination, and must acquaint themselves with the procedure, and a thorough knowledge of the International Constitution, Agreements and bylaws.

Section 10. Members choosing to run as delegates to the International Convention shall be governed by the eligibility requirements of Article 8 of the International Constitution of the UAW.

Section 11. District Committeepersons shall be elected by secret ballot for a period of three (3) years by the members of their districts. Due notice of such election must be posted fifteen (15) days in advance.

Section 12. All Committeepersons shall be democratically elected and shall be required to take the oath of office as provided for in Article 39, International Constitution.

Section 13. Those members desiring to be candidates to delegates bodies shall submit their names to an Election Committee member, in writing, on forms furnished by the committee.

ARTICLE 12 STRUCTURE OF LOCAL UNION EXECUTIVE BOARD

Section 1. The Local Union Executive Board shall consist of all the elected Executive Officers, and two (2) Executive Board Members-At-Large, the Unit Chairman and Plant Committeepersons. A retired member of the Local Union Retired Workers Chapter will also be a member of the Executive Board.

Section 2. In the event a permanent vacancy occurs for an Executive Board Member-At-Large said vacancy will be filled by the President's appointment until the next regular membership meeting,

at which time an election will be formally announced. Normal election procedure and timing will be observed, i.e., nominations, declinations, election and run-off, if needed.

ARTICLE 13
DISTRICT COMMITTEEPERSONS, ALTERNATES AND DUTIES OF

Section 1. There shall be elected for three (3) years a District Committeeperson in compliance with the National Ford Agreement.

(c) When any permanent District Committeeperson vacancies occur in the districts during the term of office, or should occasions arise which require additions to the representational structure in the plant the following will apply:

(d) The Unit Chairperson will appoint a member to fill that vacancy for forty-five (45) days. A one (1) day election will be held within said forty-five (45) days subject to Local Union membership approval. The polls will be open for at least ten (10) hours. The polls will be open to coincide with the shift on which the election takes place. The Election Committee may recommend the hours that the polls will be open, however, membership approval of set hours must be secured.

Section 2. (a) After an Alternate Committeeperson is elected in conformity with the Local Union's bylaws, they will serve as the Alternate in the district elected regardless of shift or department that they have been transferred to after being elected, and if the elected Alternate refuses to serve, without good cause, they shall be considered a "QUIT" and the Plant Chairman will appoint an Alternate to serve in their place, until the next proper election, at which time the Alternate District Committee opening will be placed on the ballot.

(b) At the conclusion of their term of office, all Officers and Committeepersons will turn over to their successors all papers, documents, funds and other Union property in their possession.

(c) It is the duty of the District Committeeperson to instruct the Alternate District Committeeperson in their duties in case of absence of the Committeeperson.

(d) A meeting of all Committeepersons shall be held at least once each month. A simple majority shall constitute a quorum.

(e) The District Committeepersons shall exchange opinions, relative to grievances and demands procedure and other organizational problems. They shall when called upon make recommendations to the Bargaining Committee.

Section 3. It shall be the duty of the District Committee:

(a) To receive complaints and grievances of their district and shall make every effort in conformity with the grievance machinery to satisfactorily adjust and settle all grievances.

(b) To call a special meeting of their district when they deem necessary or upon request of at least ten percent (10%) of the members in good standing in the district. Such petitions must clearly outline the reason for requesting the meeting.

(c) To investigate all accidents or injuries in his or her district and make a written report of the same to the Local Union Recording Secretary. To confine his or her activities to his or her own district.

(d) To carry out all duties as prescribed by the International Union, the Local Bylaws and to abide by the decisions of the general membership, the Local Union Executive Board and members of his or her district and the duly elected Officers of the Local Union.

Section 4. Any Committeeperson may be recalled including Alternates by the following procedure:

(a) At a special meeting properly posted for the purpose of recall in accordance with Article 45, Section 3, of the International Constitution.

(b) Twenty-five percent (25%) of the people he/she represents will be required to sign a petition setting forth specific complaints of the committeeperson's failure to perform the duties of the office for recall purposes.

(c) Twenty-five percent (25%) of the people he/she represents must be present at the recall meeting to establish a quorum.

(d) A two-thirds (2/3) vote of those present is necessary to recall.

Section 5. No Committeeperson will interfere in District Committee meetings other than their own. Failure to comply may result that charges be placed against such member.

Section 6. (a) In the event of a reduction in manpower necessitating the removal of a District Committeeperson, the District Committeeperson having the least amount of constituents on the shift affected will be removed. As the manpower increases, the District Committeepersons will be put back in reverse order.

(b) As long as there is more than one (1) Committeeperson on a shift, there will be a Skilled Trades Committeeperson and a Production Committeeperson.

ARTICLE 14

LOCAL UNION OFFICERS SALARY AND OTHER BENEFITS

Section 1. The salary of the Local Union President and the daily wages/lost time of the Vice President, Recording Secretary and Financial Secretary are as follows:

(a) The annual salary of the Local Union President shall be equal to that of an International Representative, as outlined in the Constitution of the International Union, UAW.

(b) The daily wages/lost time of the Local Union Vice President, Recording Secretary and Financial Secretary will be nine (9) hours at time and one-half his/her plant classification rate. The daily wages/lost time will never exceed four percent (4%) below the President's salary.

(c) Lost time wages for Union business will be limited to the members regular scheduled hours. It shall be illegal for any Union member who is paid by the company to also collect lost time wages drawn from the Union each week.

(d) 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 she/he 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 her/his

employer for the same period of time for which she/he is being compensated by the Local Union.

(e) The salaries referred to in Article 14, Section 1, shall be paid to the respective officers on a per day, per week, basis.

(f) Any monies received from the company such as Profit Sharing, Performance Bonus, Christmas Bonus, Signing Bonus and other bonuses of any type will not be considered part of an elected officers annual salary.

Section 2. Expenses

President	\$45.00 per week
Vice President	\$40.00 per week
Recording Secretary	\$40.00 per week
Financial Secretary	\$40.00 per week
Trustees (Three)	\$30.00 per month
Plant Chairperson	\$45.00 per week
Plant Committeepersons	\$35.00 per week
District Committeepersons	\$30.00 per week
Health & Safety Representatives	\$30.00 per week
Benefit Representative	\$30.00 per week
ERC Representative	\$30.00 per week
ESSP Representative	\$30.00 per week
Quality Representative	\$30.00 per week
Standards/Job Security Representative	\$30.00 per week

The Executive Board Members-At-Large, the Guide, Sergeant-At-Arms and Retiree Chapter Chairperson will be a monthly expense of twenty dollars (\$20) providing they attend the Local Union Executive Board Meeting.

(a) Expenses will be paid on the amount of active dues paying membership of the Local. The following schedule will apply:

- 900 or more members - Full Amount
- Below 1,000 members - No Expenses

(b) Provided that a Per Capita Rebate is in effect, the following schedule will apply:

700 or more members - Full Amount
Below 700 members - No Expenses

Section 3. The Local Union Officers will receive all wage and benefit improvements equivalent to the employer Contract, based on the wages of the highest paid Officer. This includes Cost-of-Living Allowance, vacation, excused absence (E) days, profit sharing, holiday pay and any pay in lieu.

Section 4. In the absence of any of the above representatives for personal reasons, conferences, conventions or vacations, the replacement will receive the expense allowance. If any of the above are off on Local Union business they will receive the expense.

Section 5. (a) At the beginning of each election term the Local shall purchase two (2) new Union shirts for each newly elected or re-elected full-time elected and appointed Local representative. This includes President, Vice President, Recording Secretary, Financial Secretary, Trustees (3), Sergeant-At-Arms, Guide, Executive Board Members-At-Large, Retiree Chairperson, Plant Chairperson, Plant Committeeperson and District Committeepersons. Also included are Benefit Representative, Health and Safety Representatives (2), ESSP Representative, Employee Resource Coordinators, Quality Representative, Standards/Job Security Representative, Joint Apprenticeship Coordinator, F.P.S. Coordinators, F.P.S. Coordinators and Ergonomics Representative.

(b) At the beginning of each new election term, the Local Union shall purchase one (1) new Union shirt for each newly elected Alternate District Committeeperson and each Alternate Appointed Representative.

(c) The second full year of a Local Union election term the full-time elected and each full-time appointed representative as enumerated in Sub-Section (a) above. The Local Union will also purchase one (1) new shirt for each alternate elected and each alternate appointed representative as enumerated in Sub-Section (b) above.

(d) Unless absolutely unavoidable, all purchases will be Union-made from UAW authorized vendors. This includes most printed materials, as well as shirts, hats, other clothing, etc.,

**ARTICLE 15
LOCAL UNION MEETINGS**

Section 1. Regular Union Membership Meetings will be held at least once each month. This meeting shall be held on a Sunday each month. The time and date will be announced in advance of the meeting.

Section 2. Special Membership Meetings may be called when deemed necessary by the Local Union Executive Board. It shall be the duty, however, of the Local Union President to call a Special Membership Meeting upon a petition of two-hundred and fifty (250) members in good standing. Notification of the meeting shall be posted on bulletin boards and no other business shall be transacted except that business stated in the petition.

Section 3. Thirty (30) members present at a regular or special meeting of the membership of the Local Union shall constitute a quorum for the transaction of business.

**ARTICLE 16
ORDER OF BUSINESS AT A GENERAL MEMBERSHIP MEETING**

Section 1.

Call to Order
Roll Call
Reading of Minutes of Previous Meetings
Reports:
 Financial Secretary
 Plant Chairman/Plant Committee
 Committee Reports
President's Report
Unfinished Business
New Business
Questions & Answers
Adjournment

ARTICLE 17
BYLAW CHANGES AND AMENDMENTS
DUTIES OF BYLAW COMMITTEE

Section 1. (a) A resolution or motion, in writing, calling for amendment, alteration or revision shall be presented and read at a regular membership meeting. Copies of the current bylaw and the proposed change will be available for members at that regular meeting.

(b) The resolution or motion shall be referred to the Bylaw Committee and shall be reported out by said Committee at the next membership meeting, together with the recommendation by the Bylaw Committee.

(c) It will require a two-thirds (2/3) vote of those voting to amend the bylaws and a majority of those voting to adopt new bylaws.

Section 2. The Bylaws of Local 2280 shall at all times be subordinate and subject to the provisions of the Constitution of the International Union, as such Constitution now exists, or may from time to time hereafter be altered or amended and in the event of any conflict the Constitution of the International shall govern.

The duties of the Constitution and the Bylaw Committee shall be as follows:

(a) To study the Constitution of the International Union and these bylaws and to formulate and recommend changes or amendments to the bylaws.

(b) To formulate proposed bylaws.

(c) Formulate recommendations into resolutions to be submitted to the International Convention after such resolutions are approved by the general membership of the Local.

(d) To be available to the President or Regional Director to interpret the bylaws.

Section 3. The Committee shall meet in regular sessions. Special meetings may be called when requested by the Executive Board or general membership.

Section 4. The Local Union bylaw changes and/or amendments will be submitted to the International Bylaw Committee for approval.

ARTICLE 18 STANDING COMMITTEES

Section 1. All Standing Committees as outlined in the International Constitution shall be elected for three (3) years during the month of October.

Section 2. No member shall be allowed to serve on more than two (2) Standing Committees.

Section 3. The Local shall have Standing Committees as per the International Constitution and their duties shall be as per the International Constitution.

Section 4. There shall be for each Standing Committee a Secretary to be elected by the members of each committee.

Section 5. In the event a vacancy exists on a Standing Committee, the President shall appoint a replacement.

Section 6. Each committee, Recreation, Education, Bylaws, Community Service, Civil Rights, Consumer Affairs, Women's, Union Label, Veterans, and Macomb, Wayne, Oakland and Thumb Area CAP and Chaplaincy shall have up to five (5) elected members. The Building Fund Committee shall have five (5) members unless changed at a General Membership Meeting.

Section 7. The candidate receiving the highest number of votes on any Standing Committee will be the Chairperson of the committee if he/she elects. For Standing Committee elections in 2004 and beyond, no elected candidate can be a Chairperson on more than one (1) committee per term. If a person receives the highest number of votes on more than one (1) committee, that person can select which committee he/she would like to be Chairperson. For the other committee, the elected candidate having the second highest number of votes in the committee will be the Chairperson of the committee if he/she so elects. In the event the eligible candidate chooses not to become Chairperson, the committee can elect a chairperson among themselves.

Section 8. A majority shall constitute a quorum for all committees.

Section 9. Standing Committees formed through affirmation will decide among themselves the Committee Chairperson. In the event no decision is reached, the Local President shall select the committee member to hold that position.

ARTICLE 19 DELEGATES AND EXPENSES

Section 1. Delegates attending conventions outside a one-hundred (100) mile radius will be the current expense rate approved by the International Executive Board, per day, except for travel days when dinner expense is not warranted, the current expense rate approved by the International Executive Board, will be paid. If overnight lodging is required, the Local Union will pay single occupancy or one-half (1/2) of a double room rate is shared by another member at the site of the authorized conference at the going rate.

(a) When a member is attending an authorized conference, convention or meeting, etc., with a call letter from the International, UAW, all fees will be paid by the Local Union, (fees to mean, i.e., registration fee, conference fee, material.) When attending conferences lasting over one day that are at least 20 miles distance from local, mileage expense will be paid at the current mileage rate approved by the International Executive Board.

(b) The lowest possible air fare will be paid if traveling by plane. If driving, reimbursement will be for actual round trip mileage, not to exceed thirty-seven and one-half cents (37.5¢) per mile or the current mileage rate approved by the International Executive Board. Roadway tolls, if applicable, may be added to the amount. In no event will expense exceed the lowest possible air fare, if the member is traveling by car. If delegates share riding in a car, only the owner of car will receive the mileage rate.

(c) Expenses incurred for a delegate parking his/her car at the airport of departure or the site of the approved function will be reimbursed upon return, to a maximum of seven (7) days, provided he/she has a receipt. In no event will expense exceed the length of time of the conference plus travel days.

(d) Delegates shall be paid twelve dollars (\$12), per day, including travel days for personal phone calls. To receive reimbursement, proof of phone call must appear on itemized statement from hotel. Necessary phone calls made by the officers and delegates to the Local Union office should be made collect, if at all possible, and are reimbursable while in attendance at conferences.

(e) If flying, mileage allowance will be paid for at thirty-seven and one-half cents (37.5¢) per mile or the current mileage rate approved by the International Executive Board, to and from originating airport for round trip mileage computed from the Local Union office.

(f) If flying, transportation costs related to arrival or departure between airport and hotel/conference site will be reimbursed provided he/she has a receipt to a maximum of sixty dollars (\$60) total.

(g) If delegate, traveling by plane, chooses to purchase his/her own air fare, in no event will the reimbursement exceed the lowest possible air fare that could have been secured by the Local's arrangements. If delegate secures a lower fare than the local could secure, he/she will not be reimbursed more than the actual cost of the air fare.

(h) A voting tabulation on the action of Local 2280 delegates during the convention business sessions shall be posted on all bulletin boards throughout the plant for the benefit and information of the general membership.

(i) Each delegate to a convention or other Union business shall be expected to submit a report at the request of the general membership.

Section 2. Each delegate attending conventions or other Union activities shall be allowed a maximum of two (2) days lost time for traveling, (one (1) day each way).

Section 3. Local Union members selected to attend special Union activities or summer schools where arrangements already have been made for room/board shall be paid an expense of five dollars (\$5) per day. Lost time shall be limited to eight (8) hours per day and/or forty (40) hours per week, Monday through Friday.

Section 4. The runner-up delegate shall be the Alternate Delegate to the International Convention.

Section 5. Delegates bodies, committee members or delegates having meetings in our Local 2280 or rental site shall not be paid an expense allowance.

Section 6. Local 2280 shall be allocated delegates to the conventions based on the number of members.

Section 7. The Local Union will not send an additional number of guests or fraternal delegates to a conference or convention exceeding the number of regular delegates.

Section 8. Lost time wages for Union business will be limited to eight (8) hours per day. It shall be illegal for any Union member who is paid by the company to also collect lost time wages from the Local. The violation of this bylaw by any member may be cause for immediate suspension pending a full investigation.

Section 9. 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 she/he 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 her/his employer for the same period of time for which she/he is being compensated by the Local Union.

**ARTICLE 20
ALTERNATES**

Section 1. (a) Alternates for District Committee will be nominated and elected at the General Elections of the Local Union and will appear on the official election ballot as "Alternate District Committee."

**ARTICLE 21
PURCHASE OF FUNERAL FLORAL ARRANGEMENT OR BIBLE**

Section 1. Local 2280 shall purchase a funeral floral arrangement or a bible. The cost not to exceed the sum of seventy-five dollars (\$75). The funeral floral arrangement or bible will bear the inscription of UAW Local 2280. Deceased family members will include and are in accordance with Article IX, Section 19, of the Master Agreement, (Bereavement Pay).

Section 2. Requests subsequent to one (1) year after death will not be honored for bibles. Only one (1) bible or one (1) funeral floral arrangement, per family, per death, will be issued.

**ARTICLE 22
FORD SUB COUNCIL 5 & 3 DELEGATES**

Section 1. The number of delegates to Ford Sub Councils 5 and 3 shall be governed by the bylaws of the National Ford Council. The term of office will be three (3) years.

Section 2. Delegate elections shall be conducted by the Local Union Election Committee.

Section 3. A Special Meeting will be called for the purpose of electing delegates to the Ford Sub Councils. These elections will be by secret ballot during the month of July following the General Elections.

Section 4. Sub Council 5 and 3 elections will be held at 11 a.m. and the Sub Council 5 election will immediately follow the election of the Sub Council 3 delegate.

Section 5. The allocation of the National Ford Council delegates are as follows: First two (2) delegates are the President and the Plant Chairperson (as per National Ford Council Bylaws). In accordance with the National Ford Council Bylaws, when another delegate is allocated said delegate will be the Plant Committeeperson. When there is more than one (1) Plant Committeeperson, highest vote getter from current General Election will be that delegate.

ARTICLE 23 ATTENDANCE RULES

Section 1. Local Union 2280 Executive Board members must attend two (2) out of three (3) membership meetings, two (2) out of three (3) Executive Board meetings and two (2) of three (3) educational classes sponsored by the Local.

Section 2. District Committeepersons must attend two (2) out of three (3) membership meetings, two (2) out of three (3) District Committee meetings and two (2) out of three (3) educational classes pertaining to committeepersons, such as grievance procedure. They should also attend as many other educational classes as possible for their own benefit and for the welfare of the members they represent.

Section 3. Standing Committee members and members holding Appointed positions must attend two (2) out of three (3) membership meetings, two (2) out of three (3) meetings of their specific office or Appointed office and as many educational classes possible.

Section 4. The Recording Secretary will keep attendance records and report all absentees to the monthly Executive Board meetings. He/she shall also be responsible for furnishing any and all attendance forms and minutes required for any committee meetings held at the Local to that committee's designated chairperson, (Standing, District or other).

Section 5. Local Union members elected to any positions in the Local Union such as the Executive Board Members At-Large, District and Plant Committeepersons, any Standing Committee members and Appointed positions shall be removed from office for failure to attend two (2) out of three (3) meetings of their special office or educational classes sponsored by the Local Union and two (2) out of three (3) General Membership meetings over a three (3) month period, unless they shall have a legitimate excuse accepted by the Executive Board.

Section 6. Reasonable excuses for failure to attend the necessary required amount of meetings allowed for by the Executive Board will be administered in such manner as to assure the excuses will be granted only when an affected member is absent from a meeting for a legitimate reason.

Section 7. Affected members not satisfied with the passing of the Executive Board judgment on excuses may appeal the decision to the next General membership meeting.

Section 8. Failure to meet the requirements of the attendance rules for the second time during the term shall result in automatic removal of office.

Section 9. When a member is removed from office for failure to comply with the established attendance rules, he/she shall not be eligible to run for any elective position for the remainder of the term of office from which he/she were so removed. But, however he/she will be eligible to be a candidate as a delegate to the International UAW Convention.

Section 10. In order to minimize the possibility of any controversy over whether or not a member actually attended a meeting he/she shall sign an attendance form for each required meeting.

Section 11. At Executive Board meetings the forms will be furnished by the Recording Secretary. At meetings for Standing Committees, the receipts will be furnished by the Chairman of each committee or Acting Chairman.

Section 12. All excuses should be submitted in writing or called in personally to the Recording Secretary of the Local.

Section 13. The Executive Board of Local Union 2280 shall have the power to consider requests for excuses for not attending meetings of any and all Standing Committees within the Local Union. No excuse will become valid until approved by the Executive Board of the Local Union.

Section 14. The Roll Call will be read out by the Recording Secretary at every second General Membership meeting with no exceptions.

ARTICLE 24 UNION LABEL COMMITTEE

Section 1. The duties of the Union Label Committee shall be as follows:

(a) To promote the purchase of Union-made goods and merchandise by the membership of the Local and keep informed as to Union-made merchandise. It shall obtain whatever information is available from the International Union.

(b) Where so provided to see that the International Union Label is molded, stamped or affixed to all parts manufactured as assembled onto finished products.

Section 2. It shall be the duty of the Union Label Committee to work in conjunction with the educational committee of the Local Union and the International Union and with the Union Label Committee.

ARTICLE 25
EDUCATION COMMITTEE

Section 1. Education is a recognized part of the business of this Local Union, particularly in the history, principles and objectives of the International Union and the labor movement in general.

Section 2. The Education Committee shall consist of as many members as the Executive Board finds is necessary who shall be elected by the Local membership.

(a) The Local Union shall set aside a separate fund of two cents (2¢) per dues paying member to finance the educational activities of the Local Union.

(b) This fund shall be kept separate and distinct from all other funds and shall be used only for educational purposes as passed on by the Financial Secretary, Trustees, Executive Board and approved by the membership of the Local Union.

Section 3. Duties of the Education Committee shall be as follows:

(a) To promote educational and cultural activities of the Local Union.

(b) To arrange and have charge of all classes for the membership which must include teaching of the principles of Unionism and history and objectives of the labor movement, parliamentary law, classes for Stewards and Committeepersons, and such other classes as it may deem necessary to carry out the general policy of the Education Department of the International Union.

(c) To set up a library with ample facilities for the use of the membership, with the principles outlined in the objects and preamble of the International Constitution.

(d) To furnish upon request of the Local Union, speakers, literature, teachers and motion pictures.

(e) To hold regular meetings at least once every two (2) months. Special meetings may be called by the Chairman and must be called when requested by the majority of the committee or when ordered by the Local Union Executive Board.

ARTICLE 26
COMMUNITY ACTION PROGRAM
(CAP)

Section 1. The duties of the CAP Committee shall be as follows:

(a) To analyze labor legislation and keep the membership informed thereon.

(b) To investigate and approve all political petitions before they are permitted to be circulated and to be approved by the general membership.

(c) To ascertain the qualifications of political candidates and inform the members of the issues of Local, State and Federal elections.

(d) To see the proper steps are taken by Local, State and Federal public officials of the Local's decisions, recommendations or protest or endorsements.

(e) To see that all members are urged to vote in all public elections and if necessary to appoint Sub Committees to achieve this end.

(f) To advise the membership of pending legislation or action to organize effective protest, endorsement or other actions among the members of the Local.

(g) To see that all literature, pamphlets, placards and other political material issued by the International Union and the Local Union are properly and effectively distributed among the members and others.

(h) Duly elected delegates to County Councils shall be the first appointed to work on political action when needed on full or part-time basis.

ARTICLE 27
PLANT BARGAINING COMMITTEE

Section 1. The Plant Bargaining Committee shall be elected the same as the Local Union Officers for a period of three (3) years.

(a) There shall be a Chairman elected from the Van Dyke Plant. When the manpower warrants, a Plant Committeeperson will be elected.

(b) Where there is one (1) Plant Committeeperson and the membership reaches two-thousand (2,000), the next elected representative will be a Plant Committeeperson. When the manpower drops below one thousand nine-hundred and ninety-nine (1,999), the next elected representative to be removed will be a Plant Committeeperson.

(c) In the event of a reduction in force necessitating the removal of a Plant Committeeperson, the Plant Committeeperson having the least amount of continuous seniority on Plant Committee will be removed. In the event both Plant Committeepersons have the same amount of seniority, the person receiving the least amount of votes will be removed. As the manpower increases, the Plant Committeepersons will be recalled in reverse order.

Section 2. Duties of the Unit Chairman shall be as follows:

(a) To present all grievances to the management including those raised by District Committeepersons and by the general membership.

(b) To review and prepare grievances and present them to the management.

(c) To coordinate Union activities between the various shifts and departments.

(d) To direct the Union activities in their respective departments, promote goodwill and harmony among the members and adjust any differences arising between the department and stewards and membership.

(e) In the event the elected Plant Committee is absent, the Chairman will pick a District Committeeperson to serve as Alternate Plant Committee. The Chairman is to rotate each District Committeeperson into the Alternate Plant Committee as much as possible.

Section 3. The Unit Bargaining Committee shall be responsible to the Local Union membership.

Section 4. All Agreements between the Unit Bargaining Committee and the company become the property of Local 2280 and are to be filed for future references.

Section 5. The Plant Committee shall submit a monthly report to the membership.

Section 6. Any Agreement affecting any segment of the membership shall not become effective unless it is ratified by the members effected and all members shall be given knowledge of the Agreement.

**ARTICLE 28
LEISURE TIME ACTIVITIES AND CONSERVATION**

Section 1. The Committee shall be composed of not less than five (5) members who shall be elected. The duties of the committee shall be as follows:

(a) To supervise and direct the recreation activities of the Local Union or any other athletic activities sponsored by the Local Union.

(b) To obtain such playgrounds and other facilities as are required for recreational purposes.

(c) To be responsible for the care and preservation of the property used for recreational purposes.

(d) To make a full and complete investigation among the membership of the Local to ascertain whether or not the city has provided adequate recreational facilities for their children and before the expiration of its term of office, to make a complete report to the general membership of its investigation together with its recommendations.

(e) To provide funds and facilities and be in charge of social functions and entertainments, such as the Christmas Party and Annual Picnic.

(f) If feasible, to establish a baseball and bowling team for the members.

(g) The funds to carry on the activities of the Recreational Committee shall be provided from the funds set up for recreational purposes.

(h) This fund shall be kept separate from all other funds. The Local Union shall set aside one cent (1¢) per dues paying member for recreational activities.

Section 2. Only members of Local 2280 shall be permitted to participate in any athletic activity played under the insignia of the Local Union.

Section 3. No sports event shall be allowed to be published in the Local paper other than the ones sponsored by the Local Union.

ARTICLE 29 CIVIL RIGHTS COMMITTEE

Section 1. It shall be mandatory that each Local Union set up a Civil Rights Committee. The specific duties of this committee shall be to promote fair employment practices and endeavor to eliminate discrimination affecting the welfare of the individual members of the Local Union, the International Union, the labor movement and the nation.

ARTICLE 30 VETERANS COMMITTEE AND DUTIES OF

Section 1. A Veterans Committee shall be formed as per International Constitution. It shall be the duties of this committee to promote activities and provide information on all aspects of veteran's affairs to the Local membership.

ARTICLE 31
SKILLED TRADES AND APPENDIX "F"

Section 1. Structure: Skilled Trades shall elect for three (3) years the following:

- (1) Skilled Trades Chairman
- (1) Skilled Trades Vice Chairman
- (1) Skilled Trades Secretary
- (1) Skilled Trades Sergeant-At-Arms

Section 2. Skilled Trades meetings will be held twice a year or semi-annually. Twenty (20) members shall constitute a quorum.

Section 3. The Skilled Trades Chairman, Vice Chairman, Secretary and Sergeant-At-Arms will be elected for three (3) years. Said election will be a one (1) day referendum vote by secret ballot. The Skilled Trades membership will establish the date of the election. Those elected will take office at the next regular Skilled Trades meeting.

Section 4. Delegates to the Skilled Trades Convention will be elected by a one (1) day referendum vote. Polls will be open from 6 A.M. and close at 6 P.M. Eligibility will be determined by the Skilled Trades Department of the International Union.

Section 5. A separate Skilled Trades meeting will be called for the purpose of ratifying National and Local Agreements pertaining to Skilled Trades matters.

ARTICLE 32
APPEAL PROCEDURE

Section 1. Appeals will be made in accordance with the International Constitution of the UAW.

ARTICLE 33
STRIKES

Section 1. All strikes shall be called or terminated only in strict conformance with Article 50 of the International Constitution.

**ARTICLE 34
RETIREEES**

Section 1. The Local Union Retired Workers Chapter shall hold a regular General Membership meeting at least once each month.

Section 2. The retired members of the Local Union Chapter shall elect a retired member to be a member of the Local Union Executive Board with voice and vote. The election of such Retiree Board Member shall be in pursuant to Article 55, Section 1, of the Constitution of the International Union.

Section 3. The Local Union President or his designee shall serve as a member of the governing board of the Local Union Retired Workers Chapter with voice and vote.

**ARTICLE 35
RETIREEES RECOGNITION AWARDS**

Section 1. Upon retirement of any member in good standing of Local 2280, a watch inscribed with the Local insignia or a plaque with a suitable inscription together with the Local insignia shall be presented to the retiree as a recognition award. The choice is to be elected by the retiree.

**ARTICLE 36
LEASES AND LONG-TERM AGREEMENT**

Section 1. No agent or official of the Local Union is authorized to execute a real estate lease, deed, service or maintenance contract or other long-term agreement unless the proposed agreement has been reviewed by an outside expert or attorney and approved by the Local Union Executive Board.

**ARTICLE 37
ALLOCATIONS FOR MEMBER EVENTS**

Section 1. For the purpose of member meetings, member training and any other member related events held at the Local, the Local can purchase up to \$400 in food and refreshments for said event.

