

UAW LOCAL 2200 BY-LAWS
(Revised 2002)

ARTICLE 1- NAME

The organization shall be known as Metropolitan Detroit Professionals (M. D. P.) Local 2200 UAW.

ARTICLE 2 - CONSTITUTION AND BY-LAWS

The Constitution of this local union shall be the Constitution of the International Union, UAW, and these By-Laws shall be in all respects subordinate to said Constitution and all applications and interpretations thereof.

ARTICLE 3 - FISCAL YEAR

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

ARTICLE 4 – MEMBERSHIP

Section 4. 01. The Local Union shall be composed of workers eligible for membership in the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), over whom the Local Union has jurisdiction. Eligible workers may become members upon payment of dues and \$30.00 initiation fees.

Section 4. 02. Date of membership shall be the first day of the month for which dues are paid. Members not paying their dues within the calendar month in which they are due shall automatically become delinquent. Delinquent members may be reinstated by payment of the current reinstatement fee plus all delinquent dues up to the date of reinstatement.

Section 4. 03. Each member in good standing of the 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 Constitution, By-Laws 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 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 4. 04. Each member 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 strengthen and promote the labor movement; to cooperate with Regional Board Members, the International Representatives and help promote organizational activities.

ARTICLE 5 – POWERS OF ADMINISTRATION

Section 5. 01. The Joint Council of this Local Union shall be the highest legislative and policy-making body of the Local Union and shall be empowered to take or direct any action not inconsistent with the Constitution or these By-Laws.

Section 5. 02. Between the Joint Council meetings, the Executive Board shall be the highest authority of the Local Union and shall be empowered to act on behalf of the Joint Council to the extent urgent business requires prompt and decisive action, subject to the approval of the Joint Council, but the Executive Board may not take action affecting the vital interests of the Local Union without Joint Council approval.

Section 5. 03. Between meetings of the Executive Board, the President shall exercise general administrative authority and shall be empowered to act in behalf of,

and take action on behalf of the Executive Board subject to subsequent approval of the Executive Board.

ARTICLE 6 – MEMBERSHIP MEETINGS

Section 6. 01. A meeting of the general membership shall be held at least once every year. Special meetings of the general membership may be called by either the President, or a majority of the Executive Board or the Joint Council, or by the Recording Secretary through a petition requested by at least one-third (1/3) of the total membership of the Local Union.

ARTICLE 7 – LOCAL UNION OFFICERS

Section 7. 01. The Executive officers of the Local Union shall consist of the following: President, Vice-President, Recording Secretary, Financial Secretary/Treasurer, three (3) Trustees, Sergeant-at-Arms, and Guide.

Section 7. 02. The term of office for Local Union officers shall be for three (3) years from the date of installation, which shall take place at the next general membership meeting following their election.

Section 7. 03. The election of officers shall be by secret ballot during May and/or June, and shall be conducted according to the procedures of the International Union Constitution Article 38. No members shall be eligible for election as an officer until they have become a member in continuous good standing for one (1) year immediately prior to their nomination.

Section 7. 04. All vacancies in elected offices, except the office of President, shall be promptly filled by election for the unexpired term. In the case of a vacancy of the President, the Vice-President shall fill the vacancy of the unexpired term.

Section 7. 05. If members holding an office, the terms of which has not expired, desire to become a candidate for another executive office, such members must notify the Local Union of their resignation from the present office sufficiently in advance of the nominating meeting to permit nomination and election of candidates for both offices during the same election. Such resignation shall be effective at the time of installation of the newly elected officeholder.

No member of the Local union may hold two (2) Executive Board positions in the Local Union at any time.

Section 7. 06. The duties of the Local Union Executive Officers shall be as described in Article 40 of the International UAW Constitution.

ARTICLE 8 – EXECUTIVE BOARD

Section 8. 01. The elected Executive Officers, Unit Chairpersons, and the representatives of the Local Union Retiree Chapter shall constitute the Executive Board of the Local Union.

Section 8. 02. Executive Board meetings shall be held once a month and may be called at any other time by the President or the majority of the Board Members. A quorum shall constitute a simple majority of the total members of the Board. Meetings of the Executive Board shall be conducted under the latest revision of Robert’s Rule of Order.

Section 8. 03. Notice of special Executive Board meetings, time, place, and stated purpose will be furnished to Board Members at least three (3) days prior to the date of the meeting. The stated purpose will be the only order of business. The quorum shall constitute a simple majority of the total members of the Board.

Section 8. 04. The Executive Board shall be empowered to act on behalf of the membership in accordance with Article 5. The Executive Board shall direct payment of all ordinary bills and expenses of the Local Union not to exceed \$750.00 in any single disbursement. All disbursement must be reported to the next membership meeting for approval. In no case shall the Executive Board transact any business which may affect the vital interest of the Local Union until the approval of the Joint Council is secured.

Section 8.05. Minutes will be taken of all Executive Board meetings by the Recording Secretary and shall be available to the Joint Council at its next regular meeting.

Section 8. 06. All decisions and recommendations of the Executive Board shall be referred to the next regular Joint Council meeting.

Section 8. 07. The Executive Board may appoint at least one of its members to each of the standing committees in a liaison or advisory capacity, except to the Election Committee or any Trial Committee.

ARTICLE 9 – JOINT COUNCIL

Section 9. 01. The Joint Council shall consist of the Local Union officers, the representative of the Local Union Retirees' Chapter, and all the duly elected Unit officers.

Section 9. 02. Any one delegate of those present and voting can request as roll call vote, to be implemented by a simple 25% of those delegate present and voting. This will be done via voice or by show of hands, and if approved, shall be implemented on a per capita voting system (see (a) through (g) below):

Section 11. The elected Unit Offers to the Joint Council of each Unit shall cast a proportional vote to the number of members represented in their Unit divided by the number of Unit officers that Unit has on the Joint Council.

(Example): If a Unit has 20 members and 2 Unit officers, each Unit officer would have 10 votes.

Section 11. No proxy voting shall be permitted and no Unit officers may carry more than their proportional share of the votes.

Section 11. ©If Unit officers are absent, their vote is lost for recording purposes.

Section 11. The voting strength of each Unit officer shall be computed on March 1st and again on September 1st and that voting strength shall be in effect for each of the six-month periods thereafter.

Section 11. New Units shall carry their proportional voting strength immediately upon their inclusion in the Joint Council.

Section 11. Local Union officers and the representative of the Local Union Retirees' Chapter shall carry the average vote of all the other members of the Joint Council.

(Example): 1,000 Local Union members divided by 100 members of the Joint Council equals 10 votes per Local Union officer or Retirees' representative.

Section 11. If Local Union officers are also Unit officers, their votes as a Unit officer are to be returned and equally redistributed to the other officers of that Unit.

Section 9. 03. All decisions of the Joint Council shall be effective and binding unless reversed by subsequent referendum vote of the membership, called for by two or more units embracing at least one-third (1/3) of the total membership of the Local Union, or one-third (1/3) of the total number of Units.

Section 9. 04. In order to be eligible as a member of the Joint Council a member must be in a good standing in the local Union.

Section 9. 05. The Joint Council shall approve, reject or amend the reports of the Executive Board and the Standing Committees.

Section 9. 06. The Joint Council shall consider all problems of the Union that may come before it.

Section 9. 07. A quorum of the Joint Council shall consist of twenty percent (20%) of the Joint Council members in good standing.

ARTICLE 10 – COMMITTEES

Section 10. 01. The Local Union shall have the following standing Committees:

By-Laws Committee

Conservation and Recreation Committee

Fair Practices and Anti-Discrimination Committee

Citizenship and Legislative Committee (CAP)

Consumer Affairs Committee

Education Committee

Union Label Committee

Community Services Committee

Women's Committee

Health and Safety Committee

Section 10. 02. The President shall appoint chairpersons and committee members with the advice and consent of the Executive Board. The President shall establish additional committees as directed by the Joint Council, or the Executive Board.

Section 10. 03. Standing Committees are advisory to the Executive Board and shall perform all duties assigned to them by the Constitution and By-Laws and such additional duties as they may be directed to perform from time to time by the membership or Executive Board.

ARTICLE 11 – DELEGATES

Section 11. 01. Delegates attending International Union Constitutional Conventions and International Union TOP Councils, shall be reimbursed at a reasonable rate in accordance with Article 13, Section 13.04 (a) and (b).

Section 11. 02. Delegate eligibility and election will be determined in accordance with Article 8 of the International Constitution.

Section 11. 03. Delegates for various CAP Councils and Conferences shall be those from the Local Union designated by the CAP Council By-Laws and additional delegates designated by the Executive Board from the membership of the Local Union Citizenship Legislative (CAP) Committee.

Section 11. 04. The Local Union Executive Board shall designate from among the elected leadership and members of Standing Committees the delegates, not otherwise mandated, to conference, and conventions other than the International Union Constitutional Convention.

ARTICLE 12 - ATTENDANCE AT MEETINGS

Section 12. 01. Unless excused for cause, all members holding an elective position in this Union, Officers, Executive Board Members, Joint Council Members, are required to attend:

- (a) 3 out of every 5 consecutive Joint Council Meetings.

- (b) 3 out of every 5 consecutive meetings other than Joint Council meetings expected of their respective office or position.
- (c) In order to be excused for cause, members must notify the Local Union by telephone no later than the scheduled time of the meeting, or the Recording Secretary, in writing no later than three (3) days following the meeting, giving a valid reason for their absence.
- (d) Failure of any elected officials to comply with the above attendance rules, shall result in automatic removal from their respective office or position, and they shall not be permitted to run for any elected office for the balance of the term of the office from which they were removed, with the exception of the elected Delegates or Delegate to the International Convention.
- (e) Any affected member may appeal the decision of the Local Union Executive Board to the next Joint Council Meeting.

ARTICLE 13 - FINANCES

Section 13. 01. The Local Union Initiation Fee shall be \$30.00 and reinstatement fee shall be \$30.00

Section 13. 02. The Local Union dues shall be the minimum monthly membership dues established by the International Constitution.

Section 13. 03. One dollar (\$1.00) from each Unit member's monthly dues shall be placed in their Unit's fund. This fund shall be used to pay the necessary expenses of the Unit. All payments made from the Unit fund shall be approved by the Unit membership at a membership meeting.

Section 13. 04. The Local Union shall pay members lost time only when those members are 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 the lost time should never exceed the amount which the members would otherwise have received from the employer for the same period of time for which they are being compensated by the Local Union.

Section 13. 05. Any officer or member, elected or appointed participating in Local or International Union business may request reimbursement for reasonable out-of-pocket expenses and/or lost time within the following guidelines:

- A. Non-overnight trips
 - 1. Lost time
 - 2. Transportation - coach airfare

(mileage [28 cents] per mile not to exceed the cost of coach airfare)

3. Meals - [\$40.00] per day
4. Necessary expenses (parking, toll fees, registration fees, taxi, and limousine service)

B. Overnight trips

1. Lost time
2. Transportation - coach airfare (mileage [28 cents] per mile not to exceed the cost of the coach airfare)
3. Lodging (single room occupancy rate or half of the double occupancy rate or a conference/convention arranged rate, whichever is applicable).
4. Meals - [\$40.00] per day
5. Necessary expenses (parking, toll fees, registration fees, taxi, and limousine service).

Section 13. 06

- (a) Miscellaneous expenses of [\$10.00] per month will be allocated for grievance hearings and negotiations for Stewards, Bargaining Team Members or Unit Chairperson.
- (b) Miscellaneous expenses of [\$150.00] per month will be allocated for services performed by the President and Financial Secretary.
- (c) Miscellaneous expenses of [\$75.00] per month will be allocated for services performed by Vice President and Recording Secretary.
- (d) Hospitality expenses of [\$300.00] per month allotted for the Local's meetings.

ARTICLE 14- ELECTION PROCEDURES

Section 14. 01. The membership shall be notified at least seven (7) days in advance of the time, place, and purpose of a general membership meeting at which nominations for officers of the Local Union will take place.

At such a meeting, after the nominations, a seven (7) member standing Election Committee shall be elected from the membership. This committee shall serve as the standing Election Committee for a term of three (3) years.

Section 14. 02. The standing Election Committee shall be responsible for securing written acceptance from nominees within seven (7) days after the

nominating meetings, insuring eligibility of candidates and conducting the election in accordance with the International UAW Constitution.

Section 14. 03. The time and place for all elections shall be established by the Joint Council. Elections shall be by secret ballot and each member shall personally cast their own ballots, except as provided in Section 14. 04 of this Article.

Section 14. 04. The use of absentee ballots will be allowed only in regularly scheduled elections held for Executive Officers or Convention Delegates. Only members who will be away from the Local Union during the entire period of the election on a work assignment for the employer or on Local Union business may apply for an absentee ballot pursuant to the International Constitution, pages 150 and 151--Interpretation No. 1 of Article 38, Section 10(b).

Section 14. 05. A notice containing both the time and place of election, and the time and place of any possible run-off election, shall be given to the membership at least twenty-five (25) days in advance of the election. At least seven (7) days shall elapse between the nomination meeting and the date of the election.

Section 14. 06. All elective positions shall be filled by a simple majority of votes cast.

ARTICLE 15 - CONSTITUTED UNIT

Section 15. 01. A duly constituted Unit within the Local Union shall consist of a recognized group organized for the purpose of obtaining a collective bargaining agreement or one which has obtained a collective bargaining agreement.

ARTICLE 16 - UNIT OFFICERS

Section 16. 01. The officers of a Unit within the Local Union shall consist of the Unit Chairperson, Unit Secretary, and Stewards who shall serve a three (3) year term.

Section 16. 02. Nominations and election of all Unit officers shall take place within thirty (30) days following the regular Local Union election, or in June during non-Local Union election years. Proper notice of such nominations shall be given at least seven (7) days prior to such nominations. Election of all Unit Chairpersons, Unit Secretaries, and Stewards shall be conducted in a similar manner as provided for Local Union Officers.

Section 16. 03. The officers of the Unit shall be elected by a majority vote of those voting at a regular Unit election.

Section 16. 04. In the event of a vacancy occurring in the office of Unit Chairperson, by reason of death, resignation, removal, incapacity, or any other cause, the office shall be filled by the Unit Secretary until an election can be held.

Section 16. 05. In the event that Section 16. 04 above is applied, the Unit Secretary may be replaced at the next Unit meeting by a vote of those present on a temporary basis until the election for Unit Chairperson is held and the Unit Secretary will then return to the previous position held.

ARTICLE 17 - DUTIES OF UNIT OFFICERS

Section 17. 01. All Unit officers shall conduct their offices in accordance with the UAW Constitution, the By-Laws of this Local Union, and the Unit's collective bargaining agreement.

Section 17. 02. The Unit chairpersons shall preside over meetings of their Units and may appoint committees to assist them with their work. The Unit Chairperson shall be responsible to the Joint Council of the Local Union for their Units.

Section 17. 03. Unit Secretaries shall keep a correct record of the proceedings of the Unit, conduct the general correspondence received by the Unit which does not pertain directly to the duties of the Chairperson and keep a file for future reference. They shall bring to the attention of the members of the Unit any correspondence upon which the membership must take action. Unit Secretaries shall submit a copy of the Unit Membership Minutes to the recording Secretary of the Local Union, within the ten (10) days after such meetings. Unit Secretaries will also notify the Local Union of the results of Unit elections after the approval by the Unit Membership of the results and will include the names, addresses and telephone numbers (home and work) of all the duly elected representatives.

ARTICLE 18 - UNIT MEETINGS

Section 18. 01. Unit Meetings shall be held in accordance with the current UAW Constitution. Special meetings shall be called at the discretion of the Unit Chairperson, by order of the Unit's Stewards, or by the President of the Local Union, or by order of the Joint Council of the Local Union.

ARTICLE 19 - STRIKES

Section 19. 01. All strikes shall be called or terminated only in strict conformance with Article 50 of the International UAW Constitution.

ARTICLE 20 - APPEALS

APPEALS WITHIN LOCAL UNION

Section 20. 01. Any member of the Local Union dissatisfied with the action or decision of the Local Union or any representative thereof, other than the action or decision of the membership of the Local Union, shall take such appeal or complaint to the Local Union Recording Secretary within sixty (60) days of the action or decision, as permitted by Article 33, Section 2 of the UAW Constitution.

- (a) The Executive Board shall refer the matter to the proper Unit if it involves collective bargaining; otherwise, the Executive Board shall consider the appeal or complaint itself.
- (b) Each of the bodies the appeal or complaint is referred to shall: (1) consult with the grievant; (2) permit the grievant full opportunity to be heard before the body; and (3) reach a decision.
- (c) Within thirty (30) days of receiving a notice of such a decision, the grievant, if wishing to appeal further, shall submit such appeal to the Recording Secretary, in writing, for consideration by the earliest possible membership meeting.

APPEALS TO THE INTERNATIONAL UNION

Section 20. 02. In accordance with Article 33, Section 6, of the UAW Constitution, a member wishing to appeal from the action or decision of the membership of the Local Union shall do so in writing within thirty (30) days. Such an appeal shall be sent to the International Union President and a copy sent to the Recording Secretary of the Local Union. Such appeal should set forth the action or decision being appealed and should include any and all information available in support of the appeal.

ARTICLE 21 - PARLIAMENTARY AUTHORITY

Section 21. 01. Roberts Rules of Order (latest revised edition) shall be used as a guide at all meetings of this Local Union unless they are in conflict with the Constitution or these By-Laws of this Local Union.

ARTICLE 22 - AMENDMENTS

Section 22. 01. These By-Laws may be amended by presenting a motion in writing setting forth the amendments sought to a membership meeting. The motion shall be read to that meeting and referred to the Constitution and By-Laws Committee which will report to the succeeding membership meeting, the notice of which must contain a notice of the particular By-Laws amendments that will be considered. If approved by two-thirds of the membership present at this succeeding meeting, the amendment shall be considered adopted by the membership.