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The Constitution of the 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.

FOREWORD

In Local Union Bylaws, as in the Constitution of the United States of America, it is impossible to provide literally for all the rights and procedures, principles and obligations necessary for the democratic operation of a union.

Should any contingency arise not provided for in these rules, members are expected to act according to the dictates of common sense, bearing constantly in mind the purposes of our union, the objectives we seek to attain, and the human dignity that is the divine right of every man and woman on earth.

Therefore, the authority to add to or detract from this set of rules is retained by the rank and file membership of our local union.

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ARTICLE I - NAME

Section 1. This organization shall be known as Local 22, a subordinate local of the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW).

Section 2. Local 22 shall be considered an Amalgamated Local Union consisting of Unit Organizations, approved by the Local Union and Regional Director in whose territory they are located.

ARTICLE II - MEMBERSHIP

Section 1. 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.

Section 2. All employees within the bargaining unit will become members of Local 22 and shall fill out a standard form of application provided the applicant is qualified in accordance with the provisions of the International Constitution.

Section 3. In case any applicant is challenged, the challenger shall appear before the Executive Board within fifteen (15) days with a signed written statement supporting the challenge. The Executive Board shall bring before the membership a recommendation within thirty (30) days from date of challenge, taking a majority vote to pass the recommendation.

Section 4. New members will be sent membership cards and a notice of the next membership meeting.

(a) It is the responsibility of the member to see that his/her dues are paid. (See Article 16, Section 2 - International Constitution).

Section 5. Upon acceptance of application, membership shall date from the first of the month for which dues are paid.

ARTICLE III - POWERS OF ADMINISTRATION

Section 1. Powers of administration of the Local Union shall be governed by the International Constitution and the Local Union Bylaws.

(a) The membership of the Local Union shall be governed by the International Constitution and the Local Union Bylaws.

(b) 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 act prior to membership approval.

(c) Between meetings of the Executive Board, the President shall exercise general administrative authority and shall be empowered to act on behalf of, and take action permitted to the Executive Board, subject to subsequent approval of the Executive Board.

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ARTICLE IV - LOCAL UNION OFFICERS

Section 1. The Local Union shall have the following Executive Officers: President, Vice President, Recording Secretary, Financial Secretary, Treasurer, three (3) Trustees, Sergeant-at-Arms, and Guide. (Note: The offices of Financial Secretary and Treasurer shall be combined under the title of Financial Secretary.)

Section 2. Financial officers (including Presidents) of the Local Unions of this International Union shall be bonded by such methods and agencies and in such amounts as the International Executive Board may determine, but in no case shall the bond be for less than the amount required by law.

ARTICLE V - DUTIES OF OFFICERS

Please refer to Article 40, Page 116 of the International Constitution.

Section 1.

(a) The President shall see that the committees are actively engaged in carrying out their respective programs and report to the general membership of the inactivity of any of the committees.

(b) Between sessions of the Local Executive Board, he/she shall carry out the instructions of the Executive Board and shall have authority to direct the working of the Local Union within the provisions of the International Constitution and the Local Union Bylaws.

(c) He/She shall perform such other duties as are necessary to protect and advance the interest of the Local Union.

(d) The President and Financial Secretary shall have the authority to make disbursements of Local Union funds, but not to exceed Fifty Dollars (\$50.00) in any single disbursement or transaction.

(e) The President shall negotiate the contract with Vitec.

Section 2.

(a) The Vice President shall function in strict accordance with the International Constitution and the Bylaws of the Local Union.

(b) The Local Union Vice President shall be administrative assistant to the Local Union President.

(c) The Local Union Vice President shall fill a temporary vacancy of the office of Local Union President.

(d) The Vice President shall direct the Insurance and Benefits section, and shall be chairperson of the Local Union Steward Council.

(e) The Vice President shall be responsible for attendance records at Membership, Steward Council, or any meetings called by Executive or Membership action.

(g) The Vice President shall be responsible for the grievance procedure for the GM Salary Nurses Group.

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ARTICLE V - DUTIES OF OFFICERS, Cont.

Section 3.

(a) The Financial Secretary shall function in strict accordance with the International Constitution and the Bylaws of Local 22, UAW.

(b) He/She shall notify the members of their delinquency, but failure to give such notice shall not exonerate the member from the penalties for such delinquency.

(c) He/She shall keep available not more than One Hundred Dollars (\$100.00) in cash in his office.

(d) He/She shall make a report to the membership once a month of all receipts and expenditures of Local Union funds. In the event membership meetings are suspended or canceled for any reason, such report shall be made to the Executive Board.

(e) He/She shall keep a separate record of funds for each of the committees of the Local Union drawing per capita allotment as provided for under the International Constitution.

(f) He/She shall prepare an election poll book for each booth containing the list of eligible voters and submit the same to the election committee chairperson upon his/her request ten (10) days prior to the general elections.

(g) The Financial Secretary shall furnish monthly copies of all financial reports of the Local Union to the Recording Secretary for the latter's records.

(h) The Financial Secretary shall be in charge of all organizing activities of the Local Union.

Section 4.

(a) The Recording Secretary shall function strictly in accordance with the International Constitution and the Local Bylaws.

(b) The Recording Secretary shall keep an accurate record of all minutes of the Executive Board and Membership meetings on file at the Local Union Headquarters. The Recording Secretary shall conduct roll call (Local Union Executive Board officers' attendance) at Executive Board and Membership meeting of the Local Union.

Section 5. The Sergeant-at-Arms, Guide, and Trustees shall function according to the International Constitution and these bylaws, and shall attend all officer's or Executive Board Meetings.

Section 6.

All full time officers shall, in addition to the duties outlined in this article, act in the capacity of servicing representative in those units or plants designated by the Local Union President. The President shall negotiate the contract for Vitec. The Vice President shall be responsible for the grievance procedure for the GM Salary Nurses Group.

“Article 45, Section 1 of the International Union, UAW Constitution, Page 210, June 2006: Retired members are ineligible to run for any local union position which carries responsibility for grievance and/or bargaining required by the Collective Bargaining Agreements or local union bylaws. (Las Vegas, 6/1/02).”

Section 7. Full-time officers of Local 22 shall be the sole bargaining agents of Local 22 for all OPEIU contract negotiations and settlements.

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ARTICLE VI - SALARIES

Section 1. The Office of the President shall be a full-time position when the membership reaches three thousand (3,000) dues paying members and shall become a part-time position when membership diminishes to fifteen hundred (1,500) dues paying members.

(a) The salary of the President shall be equal to that of an International Representative, less any gross wages received from the company the officer is employed by, only if membership levels are at or above 3,000 dues-paying members. This provision will be suspended for an officer who is covered by the UAW/GM National Agreement Doc. 77, which provides 40-hours compensation to the GM member. All others will be compensated at their current facility rate for time lost including overtime.

(b) The salary of the Financial Secretary shall be Five Hundred Dollars (\$500.00) per year less than that of the President, less any gross wages received from the company the officer is employed by.

(c) The salary of the Vice President shall be Five Hundred Dollars (\$500.00) per year less than that of the President, less any gross wages received from the company the officer is employed by.

(d) The Local Union President, Vice President, and Financial Secretary shall receive the same amount of vacation time from the Local Union as if he/she were working in the plant, less any gross vacation and holiday pay received from the company the officer is employer by. Any accredited vacation time for officers that is unused will be paid in lieu of vacation time off at the time of his/her next eligibility date.

(e) When the Local Union President, Vice President, and Financial Secretary are on sick leave, he/she shall receive full salary for the first four (4) weeks of such said leave. Starting with the fifth (5th) week he/she shall receive 75% of his/her salary only, less any gross sick leave pay which he/she may receive from the company the officer is employed by.

(f) In compliance with the International Union Executive Board's policy established March 20, 1986 regarding severance plans for full time officers the following is shown here:

(A) Regarding percentage of contribution - The percentage contributed by the President is 2% of all wages over \$450.00 per month. The percentage contributed by Local 22 will be 8% of the gross wage less any gross wages received from the company the President is employed by, excluding all monies paid under Document 77 with the exception of one (1) hour per week, retroactive back to June 19, 2000.

(B) Provide that the severance plan must be funded in accordance with UAW accounting practices.

(C) Regarding percentage of contribution - The Vice President and Financial Secretary will contribute 2% of all wages over \$450.00 per month. The percentage contributed by Local 22 will be 8% of the full time officers' gross wages with the exception of one (1) hour wage per week from the company the officer is employed by, retroactive back to June 19, 2000.

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ARTICLE VI - SALARIES, Cont.

(g) The Local Union President, Vice President, and Financial Secretary shall receive, according to which corporation he/she is employed by, any bonuses negotiated, plus the difference between the gross profit sharing, less the amount actually received by the officer from the company the officer is employed by.

Section 2. The Financial Secretary's office shall be a full-time position when the membership reaches Three Thousand Two Hundred (3,200) dues paying members and shall become a part-time position when the membership diminishes to Two Thousand (2,000) dues paying members.

(a) The Vice President shall become a full-time position when the membership reaches Three Thousand five Hundred (3,500) dues paying members and shall become a part-time position when the membership diminishes to Two Thousand (2,000) dues paying members.

When the offices of Vice President and/or Financial Secretary become part-time positions they will receive lost time for the days or hours allotted. Such days/hours will be determined as follows: The Vice President and Financial Secretary will be allotted three (3) days per week and compensated at their current rate of pay for time lost from the facility at which they are employed. Increases or decreases in the allotted time/compensation will be determined on an as-needed basis. Full-time compensation will not be attained until respective dues-paying membership levels are reached as outlined above.

Section 3. All lost time shall be at the discretion of the Local Union President, Executive Board, or Membership Action.

Section 4. Lost time shall be paid on the basis of time lost from the plant at the member's prevailing rate as follows: (except as otherwise provided in these bylaws.)

(a) 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 he/she would otherwise have been 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 his/her employer for the same period of time for which he/she is being compensated by the Local Union.

Section 5. The Local Union shall pay life insurance coverage for the Local Union full time Executive Officers based on their salaries equivalent to what it would be if working in the plant and the total premiums for hospitalization, surgical, medical, dental, vision and hearing only if these benefits are not provided by the company the officer is employed by.

Section 6. The salaries listed herein for the full-time officers shall be their total wages under this section, regardless of whether such officers work a five (5) day week or more, if necessity dictates.

ARTICLE VII - EXPENSES**Section 1.**

(a) The Election Committee Chairperson shall be allowed lost time plus Fifteen Dollars (\$15.00) per day expenses per election day. The Election Committee shall be allowed lost time plus Ten Dollars (\$10.00) per day expenses per election day. Except, during the regular triennial elections, they shall receive an additional Ten Dollars (\$10.00) expense money per election day.

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- (b) All elected representatives shall receive one (1) shirt each per term. All Document 46 and Internationally Appointed representatives and locally appointed representatives shall receive one (1) shirt each per term unless newly elected or appointed to a new position. The newly elected or newly appointed shall receive three (3) shirts per term.

Election Committee members shall receive one (1) shirt per term. All elected delegates shall receive one (1) shirt per term.

- (c) The Local Union shall reimburse the following full-time elected and appointed officers:
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|-----------------------|--|
| - President | - Plant/Unit Chairperson |
| - Vice President | - Unit Benefit/Pension Representatives |
| - Financial Secretary | - EAP Representatives |
| - Shop Committee | |

only, for telephone charges they may incur while fulfilling their duties to our membership, as Local Union officers, on Local Union business.

- (d) For reimbursement, the officers (above) will submit a voucher for lost expense and their telephone bill to the Local Union Financial Secretary each month. The officer requesting reimbursement will indicate to the Financial Secretary the charges billed for Union Business.

Section 2.

- (a). Lost time shall be approved as necessary for a member attending a conference, convention, meeting, or event held at least one hundred (100) miles from the local union.

A member shall be authorized to request reimbursement for tolls and/or parking fees incurred for a vehicle used for the above purposes providing receipts are provided.

Any member using a vehicle for the purposes described, above, shall be authorized to request to be reimbursed for mileage calculated from outside the 100 mile radius from UAW Local #22 Headquarters based on the International rate. (i.e. Black Lake is 600 miles from Local 22, UAW – Member will be paid for 400 miles at the approved rate after deducting 100 mile radius each way for trip.)

- (c) A member(s) elected, or appointed to attend a conference, convention, meeting, or event shall be authorized to request to be paid lost time not more than eight (8) hours per day, and not more than forty (40) hours per week.

The \$46.00 expense monies are paid only when overnight stay is required. If a member travels a distance of more than 100 miles from the local union and returns on the same day he/she would receive a \$20.00 expense allowance.

A member described above, shall be authorized to request reimbursement for lodging, single occupancy only if applicable, or one-half that amount if shared with another member, when required to stay overnight.

Transportation to and from such conference shall not exceed the amount of Coach Air Fair transportation, or the International rate, whichever is more economical. Mileage shall be calculated from and to UAW Local #22 Union Headquarters. Expense for transportation is to be paid for the actual mode of transportation used. Mileage expense can only be paid to the driver of the automobile.

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(e) A member attending a school, and the Union pays a tuition fee shall be authorized to request to be paid lost time not more than eight (8) hours per day, or, not more than forty (40) hours per week, and five dollars (\$5.00) per day expenses. Expenses paid per Article VII, Section 2c in Local Union Bylaws.

A member using a vehicle for the purposes described, above, shall be authorized to request to be reimbursed for mileage driven from and to UAW Local #22 Headquarters from outside the 100 mile radius at the International rate.

(f) Any member who is paid by the Local Union to attend a conference or convention who works in the plant for days he/she is paid by Local 22 will be subject to trial in compliance with Article XIII of these bylaws.

(g) If the Call Letter specifies certain meals are provided, the Local Union will deduct them from per diem paid:

*If meals are furnished, no per diem is paid

- o Breakfast is \$11.00
- o Lunch is \$12.00
- o Dinner is \$23.00

ARTICLE VIII - ELECTIONS

Section 1. The Election Committee shall function in strict accordance with the International Constitution, UAW and the Bylaws of Local 22, UAW.

Section 2.

(a) Any member shall be eligible as a candidate for an elected office of the Local Union who meets the requirements of the International Constitution and the Local Bylaws.

(b) Candidates for Executive Officers, Plant Chairperson, or Unit Chairperson and Zone Committeeperson must have been members in continuous good standing in the Local Union for one (1) year immediately prior to acceptance deadline.

(c) Candidates for District Committeeperson and Alternate Committeeperson must have been members in continuous good standing in the Local Union for ninety (90) days immediately prior to acceptance deadline.

(d) Every member in good standing in accordance with the Constitution and the Local Union Bylaws shall automatically stand nominated for one Executive position and/or Bargaining position (Zone, District, Alternate) as of the posting of the general election. Any member wishing to accept nomination must do so in writing, in person, or by registered or certified mail to the Local Union Financial Office within the acceptance deadline posted in the plant. A signed and dated copy of the Nomination Acceptance Form will be given to candidates who register in person as their Official Receipt. All acceptances shall be publicized within seven (7) days after acceptance deadline. The Local Union Executive Board shall recommend the dates, time, place and hours of the election to the membership for their approval. All acceptances for elections must be opened with the Election Committee Chairperson and at least one (1) member of the Election Committee present. Suitable forms will be furnished by the Local Union upon request.

(e) No member shall be permitted to run for more than one Executive office and/or one bargaining position.

(f) All elections shall be held not later than sixty (60) days after the acceptance deadline, with the exception of officers' elections, which shall not be later than fifteen (15) days after the Zone, District, and Alternate

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Committeeperson's Election.

(g) Notice of all elections must be posted on the bulletin boards throughout the plant at least fifteen (15) days prior to the election day, except those notices of elections for replacement of Zone, District, or Alternate Committeeperson may be posted only in the Zone or District affected at least fifteen (15) days prior to the date of the election.

Section 2.

h) When a resignation or vacancy occurs for Zone or District Committeeperson, an election will be held for Zone or District Committeeperson. The District or Alternate Committeeperson **must** resign his present office to run for either of the above mentioned openings.

(i) When a resignation or vacancy occurs for an Officer, except the office of President, the President shall instruct the Election Committee Chairperson to set up an election to fill the vacancy as soon as possible. The President may appoint someone to fill the vacancy until the election can be held.

(j) The election must be held in the regular manner of electing people to their respective positions. The hours of voting may be changed by membership action to correspond to the plant hours, but not for a period of less than twelve (12) hours.

(k) To be eligible to become a candidate for any other office, the Election Committee Chairperson and/or any member of the Election Committee must resign their post.

Section 3.

(a) The triennial election of Officers shall be conducted from 5:30 a.m. to 9:30 p.m. for a period of one (1) day. The hours of voting may be changed by membership action to correspond to the plant hours, but not for a period of less than twelve (12) hours.

(b) The hours of the triennial Plant Chairperson, Zone, District and Alternate Committeeperson elections shall be set by the Election Committee Chairperson subject to the approval of the Executive Board and the membership.

(c) The Election Committee shall be in charge of all ballots.

(d) The Local Union Elections Committee shall secure the services of an election service or a Certified Public Accountant to assist in the election and counting ballots in general elections for Local Union Officers and delegates to UAW International Union Conventions.

(e) The election of an Election Committee of ten (10) and the Election Committee Chairperson shall be held at the first membership meeting following the installation of officers. Then ten (10) members and the Chairperson shall be nominated and elected at-large. Said Committee shall serve for a period of three (3) years. Members of Local 22 other than elected members of the Election Committee may assist in the conducting of Local Union elections only after all elected members of that election committee have been certified to work on such election.

(f) Delegates to the International Union Convention shall be elected by secret ballot with the date, time and place to be recommended by the Executive Board, subject to membership approval.

(g) Candidates for Zone Committeeperson must be located in and be nominated and elected from the

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particular zone in which they intend to function.

(h) Request for recounts must be in writing and must be in the hands of the Election Committee Chairperson within two (2) working days (or forty-eight hours) from the time the ballots are counted.

(i) Recount, if granted by the Election Committee, must be held within four (4) working days (or 96 hours) from the time the ballots are counted.

(j) Any protest of any election will be in accordance with Article 38, Section 11 of the International Constitution for Local Union Executive Officers. All others will be in accordance with Article 33 and/or 45 of the International Constitution.

(k) At no time will the Election Committee Chairperson be permitted to open any ballot box containing ballots without at least one member of the Election Committee being present.

(l) No ballots will be destroyed for one (1) year after an election is held. However, if there is an appeal then the ballots will be preserved indefinitely until the appeal is finally resolved.

(m) No more than one (1) alternate shall be elected to any convention or conference.

Section 4. The Plant or Unit Chairperson shall be elected by a majority of all votes cast from his unit.

Section 5. Each amalgamated Unit shall elect a delegate or delegates to the International Union Convention which shall be determined by the per capita paid by each amalgamated unit to the International Union and shall be in accordance with the International Constitution and the call of said convention.

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ARTICLE IX - STRUCTURE OF LOCAL UNION EXECUTIVE BOARD

Section 1. The Local Union Executive Board shall consist of all Executive Officers, Retiree Chapter representatives and Bargaining Chairperson of each unit, plus the Executive Board Member from each plant.

(a) The Local Union shall elect one (1) Executive Board Member with voice and vote from each plant, to be elected from and by the members of that plant. The plants eligible will be any facility that is represented by Local 22, UAW.

Section 2. Each Plant Chairperson or Unit Chairperson by virtue of being elected to his/her office or position shall be members of the Local Union Executive Board with voice and vote for his/her term of office.

Section 3. Any number of voting Executive Board Members of fifty percent (50%) or more shall constitute a quorum of the Board for the purpose of conducting any Executive Board Meeting.

ARTICLE X - THE DUTIES OF LOCAL UNION EXECUTIVE BOARD**Section 1.**

(a) The duties of the Local Union Executive Board shall be as provided by the Constitution of the International Union, and such others as are prescribed by these bylaws, but shall not be inconsistent with the Constitution.

(b) The Executive Board shall have the authority to make disbursements of the Local Union funds, but not to exceed Three Hundred Dollars (\$300.00) in any single disbursement or transaction. It shall have the power to direct payment of all ordinary bills and expenses of the Local Union.

(c) Upon due notice of election of the Local Executive Board, members shall be issued credentials signed by the President and Recording Secretary.

(d) The Executive Board shall meet at least once each month, on Sunday before the general membership meeting at 12:00 Noon except during the months of July, August and September when they shall meet on the Thursday before the regular membership meeting at 12:00 Noon.

(e) The Local Union Executive Board shall carry out the provisions of these bylaws and the International Constitution.

(f) Minutes shall be taken of all Executive Board Meetings by the Recording Secretary and a mimeographed copy shall be given to each member of the board upon request.

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ARTICLE XI - INITIATION FEES AND DUES

Article 16 of the International Constitution shall apply. The amount of the initiation fee shall not be less than ten dollars (\$10.00) nor more than fifty dollars (\$50.00) for membership in a Local Union of the International Union or 2 hours pay, whichever is greater, and the reinstatement fee shall not be less than the regular initiation fee plus the dues for each month of delinquency up to the date of reinstatement plus the current month's dues.

The amount of the initiation fee shall be Twenty Dollars (\$20.00) for membership in Local Union #22 of the International Union, and the reinstatement fee shall not be less than the regular initiation fee.

ARTICLE XII - PLANT CHAIRPERSON, ZONE, DISTRICT, AND ALTERNATE COMMITTEEPERSON

Section 1. It shall be the duty of the Plant Chairperson or Unit Chairperson to:

- (a) instruct at Steward's Council meetings
- (b) to preside over the bargaining committee
- (c) to preside at all departmental meetings within his/her plant or unit.

Section 2.

(a) It shall be the duty of the Plant Chairperson, all Committeepersons and Alternates to become familiar with the provisions of the bargaining agreement and grievance procedure, and to assist wherever possible the needs of the Union membership within their respective jurisdictions.

(b) They shall attend Steward Council meetings and anytime that the Plant Chairperson, a Committeeperson or Alternate is absent from two (2) consecutive meetings of the Council without justifiable cause, he shall be automatically removed from office after due investigation by the four (4) top officers. When a member is removed from office for failure to comply with the attendance rules, he/she will not be eligible to run for any elective position for the remainder of the term of office from which he/she was removed, except delegate to the UAW Convention.

ARTICLE XIII - TRIALS AND APPEALS

Trials and appeals shall be in conformity with the International Constitution, and all provisions thereof shall be strictly adhered to.

ARTICLE XIV - LOCAL UNION MEETINGS**Section 1.**

(a) Regular membership meetings will be held at least once each month.

(b) Special membership meetings may be called when deemed necessary by the Local Union Executive Board.

(c) The members present shall constitute a quorum at regular or special meetings, and all decisions thereof shall be binding.

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Section 2. All members of this Local Union holding an elective or appointed position are required to attend:

- A.** Two out of three consecutive membership meetings unless officially excused for cause by the (Local Union Excuse Committee) four (4) top officers: President, Vice President, Recording Secretary, and Financial Secretary.
- B.** Two out of three consecutive meetings other than membership meetings (Executive Board, Steward Council or any meeting called by the Executive Board or Membership action), expected of their respective office or position unless officially excused for cause by the Local Union Excuse Committee (four [4] top officers), or
- C.** Any combination of two out of three consecutive meetings in accordance with this Section, Par. 1 and 2, unless officially excused for cause by the Local Union Excuse Committee (four [4] top officers).
- D.** Failure of any elected and appointed official 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 elective office for the balance of the term of office from which they were removed, except as a delegate to the International Constitutional Convention.

Subject to the provisions of Article 37, Section 5 (3) pages 109 and 197-198 of the International Constitution.

ARTICLE XV - BYLAWS CHANGES AND AMENDMENTS

Section 1.

- (a)** These bylaws 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 Bylaws Committee, which will report to the succeeding membership meeting, the notice of which must contain a notice of the particular bylaw amendments that must contain a notice of the particular bylaw amendments that will be considered. If approved by two-thirds of the membership vote thereon at this succeeding meeting, the amendment shall be considered adopted by the membership.
- (b)** The Bylaws of the Local Union shall at all times be subordinate and subject to the provisions of the International Constitution, 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 Union shall govern.
- (c)** The Bylaws Chairperson and the Finance Committee shall meet on all bylaws proposals pertaining to expenditures.
- (d)** All changes and amendments to bylaws shall be communicated to the membership via bulletin boards and/or website or leaflets appropriately.

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ARTICLE XVI - LOCAL UNION STANDING COMMITTEES

Section 1.

(a) The Local shall maintain the following standing committees as required per Article 44 of the International Constitution: Education, Conservation and Recreation, Citizenship and Legislative Community Action Program, Constitution and Bylaws, Veterans, Community Services, Women's, Civil Rights, Consumer Affairs, Union Label and Retired Members. The Chairperson of these committees, except Retired Members, shall be elected by a plurality of all votes cast, plant-wide under Local 22 jurisdiction. This provision to become effective as of the regular election of 1972.

(b) No member may be appointed to more than two (2) standing committee positions.

(c) All members of the committees (with exception of the Bargaining and Election Committees) shall be appointed by the Chairperson of said committee, subject to the approval of the Executive Board.

(d) All standing committees shall consist of a Chairperson and no more than ten (10) members. Sub-committees may be set up as necessary with the approval of the Executive Board.

(e) All Committee Chairpersons shall submit reports of their activities to the Executive Board meetings.

(f) No standing committee shall adopt bylaws for such committee, which does not conform to the Local Bylaws or International Constitution.

Section 2. The duties of the Citizenship and Legislative Community Action Program shall include the following:

(a) To work together with the political parties, organizations and candidates whose policies and practices conform to the UAW policy.

(b) To investigate and approve all political petitions before they are permitted to be circulated by the Local. They must also be in conformity with the policy of the UAW.

Section 3. The duties of the Veterans Committee shall include the following:

(a) The purpose of this committee shall be to assist returning veterans in their return to civilian jobs.

(b) A majority of the committee shall be veterans of the United States Armed Forces.

(c) The Veterans Committee shall cooperate in all possible ways with the Veterans Committee of the International Union.

Section 4.

(a) The Finance Committee shall consist of the President, three (3) Trustees and Financial Secretary.

(b) The duties of the Financial Committee shall be to meet and discuss ways and means of controlling expenses of the Local Union.

(c) To investigate and recommend action on requests for donations and any other expenses of the Local Union not considered as ordinary operating expenses.

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(d) The Finance Committee shall make periodic checks as regards the amount of office help required to efficiently operate the Local Union offices and shall report their findings and recommendations to the Local Executive Board and the Local Union membership for approval.

(e) Any motion or request for a donation exceeding One Hundred Dollars (\$100.00) must be referred to the Finance Committee for investigation. If unanimously approved by the Finance Committee, it must be brought back to the membership with the Finance Committee's recommendations.

Section 5. The Civil Rights Committee and Union Label Committee duties shall be as follows:

(a) To carry out at the Local Union level the program of the International Union's Fair Practices and Anti-Discrimination Department.

(b) The Civil Rights Committee and Union Label Committee shall find ways and means to effectuate on the Local Union level, the policy of the International Union prohibiting discrimination against any member because of his or her race, color, creed, sex, national origin or political affiliation.

(c) The Civil Rights Committee and Union Label Committee shall promote the union label among the membership.

Section 6. The Women's Committee duties shall be as follows:

(a) To assist the responsible committees and assist at all social functions of the Local Union which are authorized.

(b) To sponsor classes that would be of interest to the women of the Local Union.

(c) In general, the Women's Committee shall assist the Local Union officers and bargaining committee, when requested, on problems pertaining to the women members of Local 22.

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

(a) To meet the health and welfare problems of our members through full utilization of community health and welfare services.

(b) It will be the responsibility of the Community Service Committee and the Union counselors to obtain knowledge in the functioning of the various health and welfare programs in the community and to work out referral procedures between the Union and the services.

(c) The Local Union's Community Services Committee shall cooperate with the Community Services Committees of the City or County industrial union councils in promoting the National UAW Community Services program.

(d) The members of the Community Services Committee shall also act as Union Counselors in case of strike.

(e) To visit all members who are sick or in distress.

(f) To assist unemployed members of the Local to obtain relief, raise money for this purpose and otherwise

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assist the members of the Local in time of need in every possible way.

(g) To supervise and investigate all cases of sickness and distress among the members of the Union, and report and make its recommendation to the Executive Board of the financial assistance required by the member in need.

Section 8. The Education Committee shall promote all branches of education affecting the welfare of the members of this Local Union.

Section 9. The Local shall maintain a Flying Squadron of up to fifty (50) members. It shall be the duty of the Flying Squadron to participate in Labor Day observances, to preserve order during the time of strike and at all union functions as required by the activities of the union. The Captain of the Flying Squadron shall report to the Executive Board any changes in the personnel of the squadron.

ARTICLE XVII - PUBLICATION

Section 1. ~~The Steward should be published once a month.~~

Section 2. The President shall appoint the Editor of the Steward, subject to Executive Board approval.

ARTICLE XVIII – RECALLS

To initiate the recall of a Shop, District or Alternate Committeeperson, a valid petition (as outlined in Article 45, Section 3, of the International Constitution) shall be filed with the Local Union, signed by not less than fifty percent (50%) of the members he/she represents. The quorum necessary at a recall meeting shall be no less than fifty percent (50%) of the number of members he/she represents. A two-thirds (2/3) vote of those present and voting is necessary.

ARTICLE XIX - LEASES AND LONG TERM AGREEMENTS

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 XX - GENERAL

Section 1. All questions of a parliamentary nature shall be decided by Robert's Rules of Order.

Section 2. All Local Union Officers, Committees, Stewards and other members handling funds or other property of the Local Union shall at the completion of their duties turn in all papers, documents, funds or other union property to the properly constituted officers.

(a) The officers shall use all powers under the International Constitution to collect monies owing to the Local Union for any purpose.

Section 3. The Local Union office shall be open five (5) days per week, Monday through Friday, from 8:00 a.m. to 4:00 p.m., except holidays not worked in the plant.

Section 4. All elected and appointed officers, committeepersons and alternates required to attend membership or steward council meetings must sign a voucher, in duplicate, at the beginning of the meeting, the original to be retained by the member as proof of attendance. The Vice President shall be responsible

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for maintaining attendance records at these and any other meetings where attendance is mandatory.

Section 5. The fiscal year of this Local Union shall begin on January 1st and end on December 31st.

Section 6. All retiring Local 22 members shall receive a congratulatory retirement card from Local 22 to honor their years of service to the UAW.

Section 7. It shall be mandatory for all elected and appointed members of Local 22 to attend Local 22 picnic and Labor Day events.

Section 8. Bibles - The Local Union shall purchase a Union printed Bible at the most economical cost for the death of any Local 22 Union member or a member of their immediate families, or a donation of equal value can be made to a Local 22 memorial scholarship fund. (Note: Immediate family defined as mother, father, spouse and children.)

Section 9.

The International Recreation Fund will be utilized to organize and direct Sporting Activities for Region 1 and 1A. It will be supplemented through monies received from participating Locals.

Because of the nature of these recurring activities: Local 22, UAW Annual Golf Outing and Blessing of the Bikes, a Fund has been set up for each at the discretion of the Financial Committee to track the monetary activities of these events. No additional Funds may be set up without express consent of the Regional Director and International Union UAW Auditing Department.

Section 10.

Present, past or future Local 22, UAW officials may not hold Local 22, UAW liable for any over or under compensation at any point during or after their tenure.

CONCLUSION

We believe these orderly procedures herein contained to be fully in accord with the spirit of justice and equality for all members of our Local Union. That these rules and regulations will contribute much toward the successful operation of our Local Union. That there must be regulations governing the free and democratic elections of the representatives of the membership in all official Local Union positions, and that it be known in Local 22 that "Americanism and Unionism go hand in hand. Welcome, Brother and Sister."

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