

CONSTITUTION

AND

BYLAWS

AMALGAMATED LOCAL 1268

U.A.W.

**1100 WEST CHRYSLER DRIVE
BELVIDERE, ILLINOIS 61008**

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AMALGAMATED LOCAL 1268 CONSTITUTION AND BYLAWS

TABLE OF CONTENTS

	PAGE	ARTICLE
AMENDMENTS	20	(30)
APPEALS	18	(26)
ATTENDANCE REQUIREMENTS	17	(24)
COMMITTEES	6	(11)
CITIZENSHIP & LEGISLATIVE COMMITTEE (CAP)	9	(16)
CIVIL & HUMAN RIGHTS COMMITTEE	9	(15)
COMMUNITY SERVICES	9	(14)
CONSERVATION AND RECREATION COMMITTEE	8	(13)
CONSTITUTION AND BYLAWS	1	(3)
CONSTITUTION AND BYLAWS COMMITTEE	8	(12)
EDUCATION COMMITTEE	10	(19)
ELECTION OF DELEGATES	18	(25)
ELECTIONS AND ELECTION COMMITTEE	12	(22)
EXECUTIVE BOARD	5	(9)
EXECUTIVE OFFICERS	4	(8)
FINANCES	15	(23)
FISCAL YEAR	1	(4)
GENERAL	19	(29)
MEMBERSHIP	1	(5)
MEMBERSHIP MEETINGS	2	(6)
NAME	1	(1)
OBJECT	1	(2)
POWERS OF ADMINISTRATION	4	(7)
RETIRED MEMBERS CHAPTER	10	(17)
UNION LABEL COMMITTEE	11	(20)
SKILLED TRADES COUNCIL	11	(21)
STEWARDS AND COMMITTEEPERSON STRUCTURE	5	(10)
STRIKES AND STRIKE COMMITTEE	19	(27)
TRIALS OF MEMBERS	19	(28)
WOMEN'S COMMITTEE	10	(18)

BYLAWS OF AMALGAMATED U.A.W. LOCAL 1268

ARTICLE (1)

Name

This organization shall be known as Amalgamated Local Number 1268, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

ARTICLE (2)

Object

The object of this Amalgamated Local Union shall be to improve working conditions and to establish a wage in accordance with the needs and desires of its membership; to promote the welfare and well being of its members, to unite in one organization regardless of religion, race, creed, color, sex, political affiliation, nationality, age, disability, marital status or sexual orientation, all employees in the jurisdiction of this Amalgamated Local Union; to educate our membership in the history of the American Labor Movement and to develop and maintain an intelligent and dignified membership.

ARTICLE (3)

Constitution and Bylaws

The Constitution of this Amalgamated Local Union shall be the Constitution of International Union, UAW, and these bylaws shall be in all respects subordinate to said Constitution and all applications and interpretations thereof.

ARTICLE (4)

Fiscal Year

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

ARTICLE (5)

Membership

Section 1. This Amalgamated 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 this Amalgamated Local Union has jurisdiction.

Section 2. Each member in good standing of this Amalgamated Local Union has the right to nominate

candidate(s) and vote in elections, express opinions on all subjects before the Amalgamated 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 Amalgamated 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 procedures governing meetings and other uniform rules and regulations contained in the Constitution, Bylaws and other official rules of the Amalgamated Local Union.

A member, in exercising the foregoing rights and privileges, shall not take any irresponsible action which would tend to jeopardize, 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 Amalgamated Local Union or the International Union in its legal or contractual obligations as a collective bargaining agent, or interfere with the legal or contractual obligations of this Amalgamated 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 3. The membership shall strive to obtain the objectives set forth in the International Constitution and additional objectives as established by the policy of the International Union; to maintain free relations with other organizations; to do all in its power to strengthen and promote the labor movement; to cooperate with Regional Board members, the International Representatives and help promote organizational activities.

ARTICLE (6)

Membership Meetings

Section 1. There shall be regular membership meetings held at least once a month, time and place to be determined by the Amalgamated Local Union.

Currently, meetings are being held on the last Saturday of the month at 12:00pm, unless production is scheduled. In that case, the meeting will be held on Sunday at 1:00pm.

Membership Meeting schedule can be changed, on a temporary basis, based on Membership or Executive Board action.

Section 2. Each unit of Local 1268 shall have its own monthly Unit Meeting. At these meetings, the purpose will be to resolve bargaining issues and other items pertaining to that unit. Each unit will have their individual right to set up strike and ratification vote meetings. The Executive Board or President of the Amalgamated Local Union can call a special meeting of any district/unit at any time. Per Article 37, Section 4 (c) of the International UAW Constitution, each unit shall have the right to cancel or postpone meetings during the summer months by appropriate action of the members.

- (a) For the purpose of conducting these meetings the Unit Chairperson may appoint a member to fulfill his or her duties on a temporary basis.

Section 3. Special Meetings may be called by petition, signed by ten percent (10%) of the membership, by the Executive Board, or by the President in the case of an emergency.

- (a) Notices of regular or special meetings should be posted in the plant at least seven (7) days in advance, if possible.

Section 4. Prior to count of the house there shall be a roll call of all elected and appointed officials of UAW Local 1268.

Section 5. A quorum shall consist of seventy (70) members.

- (a) The lack of a quorum shall not be considered sufficient cause to dispense with the attendance requirements of all elected and appointed Union officials.
- (b) When there is not a quorum, there shall be an informal meeting consisting of officer reports, committee reports, communications and a discussion period.

Section 6. Any member, who attends a meeting in an intoxicated condition and/or creates a disturbance or becomes unruly, shall lose voice and his 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 considered conduct unbecoming a Union member.

Section 7. All questions of a parliamentary nature shall be decided by Roberts Rules of Order-Revised.

Section 8. The following order of business shall be the procedure used in all regular business meetings of the Amalgamated Local 1268, but may be deviated at such meeting following membership approval:

1. Roll Call of elected and appointed officials
2. Verify quorum / count of house
3. Pledge of Allegiance to the Flag and 10 second moment of silence
4. Initiation of Officers and Representatives
5. Swearing in of New Members
6. Reading of the minutes of the previous meeting
7. Initiation of candidates
8. Report of the Financial Secretary-Treasurer
9. Reports of Officers, Committees and Delegates
10. Executive Board Recommendations and Communications
11. Old business
12. New business
13. Good and Welfare (adjourn)

ARTICLE (7)

Powers of Administration

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

Section 2. Between membership meetings the Executive Board shall be the highest authority of the Amalgamated Local Union and shall be empowered to act on behalf of the membership when urgent business requires prompt and decisive action, subject to subsequent membership approval. In no case, however, shall the Executive Board transact any business that may affect the vital interest of the Amalgamated Local Union until the approval of the membership is secured.

Section 3. 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.

Section 4. Between Executive Board meetings, the highest authority, in their respective order are:

President
First Vice-President
Second Vice-President

Section 5. In the case of the incapacity of the President, his/her powers and duties shall be assumed by the First Vice-President.

- (a) The Second Vice-President would assume the duties of the First Vice-President.
- (b) In the event the Second Vice-President does not desire the position of First Vice-President, the Second Vice-President will assume the duties of the First Vice-President until an election is held for the open position.

ARTICLE (8)

Executive Officers

Section 1. The Executive Officers of the Amalgamated Local Union shall consist of the President, First Vice President, Second Vice-President, Recording Secretary, Financial Secretary-Treasurer, three (3) Trustees, Sergeant-at-arms and Guide.

Section 2. The Executive Board shall have the authority to fill any vacancies that may occur, pending an election, which will be held within thirty (30) days.

Section 3. The duties of the Executive Officers shall be as outlined in the International Constitution of the UAW.

Section 4. No member of Amalgamated Local 1268 shall hold more than one elected position at any given time.

ARTICLE (9)

Executive Board

Section 1. The Executive Board shall be composed of the following members: President, First Vice President, Second Vice-President, Recording Secretary, Financial Secretary-Treasurer, three (3) Trustees, Sergeant-at-arms, Guide, all Unit Chairpersons and the Chairperson of the Retired Worker Chapter.

Section 2. The Executive Board shall meet at least twice per month. Generally, these meetings will be held on the first (1st) and third (3rd) Tuesday of the month.

Section 3. Special Executive Board meetings may be called by the President or on petition by a majority of the Board members. Each Executive Board member is to receive notification of special meetings in ample time to assure his/her being present.

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

Section 5. Minutes will be taken of all Executive board meetings by the Recording Secretary and shall be read at the next Executive Board meeting.

Section 6. The Executive Board shall appoint at least one of its members to each of the standing committees in a liaison or advisory capacity.

Section 7. The Executive Board shall review each issue of the Amalgamated Local Union paper and where necessary shall take steps to bring the contents and policy of the paper into conformity with the policy of the International Union.

ARTICLE (10)

Stewards and Committeeperson Structure

Section 1. Steward and Committeeperson districts shall be established by majority decision of the respective Unit Bargaining Committee, in accordance with the respective collective bargaining agreement.

Section 2.

- (a) The Unit 1 Plant Shop Committee shall consist of that Unit's six (6) district Committeepople.
- (b) The Shop Committee will appoint one of its members as the Plant Shop Committee Chairperson. This appointment will be decided by secret ballot vote amongst the Plant Shop Committee. A tie will be broken by the President of Amalgamated Local 1268 casting a vote.

Section 3.

- (a) In the event of a vacancy of the Chief Steward's position in Unit 1, the Committeeperson shall have the authority to fill that vacancy, pending an election, which will be held within (30) calendar days.
- (b) In the event of a vacancy of the Committeeperson's position in Unit 1, the Plant Shop Committee shall have the authority to fill that vacancy, pending an election, which will be held within thirty (30) calendar days.
- (c) In the event of a non-Chairperson vacancy in Units other than Unit 1, the Chairperson will have the authority to fill the vacancy, pending an election, which will be held within thirty (30) calendar days.
- (d) In the event of a vacancy in the position of Chairperson in Units other than Unit 1, the President of Amalgamated Local 1268 shall fill the vacancy, pending an election, which will be held within thirty (30) calendar days.
- (e) Each Unit's-Chief Stewards and Committeepersons will choose their own alternate.

Section 4. In all Units, a Chief Steward or Committeeperson may be recalled by the members he/she represents for failure to perform the duties of his/her office under the following conditions:

- (a) A vote on the question of recall may be initiated by a petition setting forth the reasons why the recall is sought and signed by at least twenty-five percent (25%) of the current members working under his/her jurisdiction. Said petition must be sent to the Recording Secretary of the Amalgamated Local Union by certified mail.
- (b) Twenty-five percent (25%) of the current members working under the jurisdiction of a Steward or Committeeperson must be present at the recall meeting to establish a quorum.
- (c) A two-thirds vote of those voting is necessary to recall.

Section 5. On presentation of a petition to the Executive Board, bearing the signatures of ten percent (10%) of the district, said Board shall call a special meeting of the district within ten (10) days after presentation of said petition.

ARTICLE (11)

Committees

Section 1. This Amalgamated Local Union shall have the following standing Committees: Union Label, Education, Recreation, Community Services, Civil and Human Rights, Citizenship & Legislative (CAP), Consumer Affairs, Women's Committee, Constitution and Bylaws, Retired Members, Veterans Committee and all other such Committees as may be deemed necessary.

Section 2. All Standing Committees shall be filled in the following manner:

- (a) A member desiring to serve on any Committee shall make his or her intentions known in writing, to the President or Committee Chairperson on the forms available at the Local Union Hall.
- (b) The President and Chairman of each Committee shall appoint members to that Committee from the names submitted.
- (c) No member may serve as Chairman on more than one (1) of the Committees listed above.
- (d) No member may serve on more than three (3) standing committees at one time.

Section 3. All Committees shall elect at least the following officers: Vice Chairman and Secretary.

Section 4. The Chairpersons of all standing Committees shall be appointed by the President.

Section 5. The Financial Secretary shall keep a separate account for each Committee.

- (a) All funds of Committees shall be the property of the Local.
- (b) All property of any Committee and its individual members, purchased by the Local Union, is solely the property of the Local and must be returned to the Financial Secretary-Treasurer upon request.
- (c) All Committees should function within their fund balance. The Financial Officers of the Local are required, at all times, to keep a close check on each Committee's funds.
- (d) Minutes and attendance records of all Committees are to be kept on file in the Recording Secretary's office, and available at all times.
- (e) Secretaries of all Committees must submit to the Recording Secretary of the Amalgamated Local, an up-to-date list of all members on their respective Committees at least once every four (4) months.
- (f) No Committee officer may spend or approve any expenditure without first securing approval of their respective Committee, and subject to membership approval.

Section 6. All committees shall keep a complete financial record and turn all money in to the Financial Secretary of the Local immediately; these accounts shall be audited with other accounts of the Local.

Section 7. The secretary of any committee shall give a financial report to their respective committees at each meeting. The details of all reports shall be available to the Executive Board.

Section 8. Any member in good standing in this Local Union shall be admitted to any Standing Committee meeting with no voice or vote, unless special privilege is granted to speak. Such admission must be approved by the Committee Chair no less than 2 business days prior to the respective meeting.

Section 9. Committee members shall be notified in advance of their respective committee meeting.

Section 10. These Committees shall perform all duties assigned to them by the Constitution and Bylaws and such additional duties as they may be directed to perform from time to time by the Executive Board or the membership.

Section 11. There will be a meeting of all Committee Chairpersons and/or Co-Chairpersons during the first month of every calendar quarter, for the purpose of coordinating the activities of all committees. The President of the Amalgamated Local Union shall preside.

Section 12. Retired Committee members will not be counted towards the maximum number of members allotted.

ARTICLE (12)

Constitution and Bylaws Committee

Section 1. The Constitution and Bylaws Committee shall consist of not more than nine (9) members.

Section 2. The duties of the Constitution and Bylaws Committee shall be as follows:

- (a) To formulate governing laws for the Local Union, in conformity with our International Constitution.
- (b) To review and prepare amendments to this Constitution and Bylaws and present them to the membership in the form of a first reading.

ARTICLE (13)

Conservation and Recreation Committee

Section 1. The Conservation and Recreation Committee shall consist of not more than twenty-one (21) members.

Section 2. This Committee will:

- (a) Determine the interest and needs of the membership and their families, as they relate to conservation and recreation.
- (b) Establish a working relationship with other groups, both public and voluntary, who are engaged in the recreation and conservation betterment of the community.

Section 3. Committee Finances

- (a) Five cents (.05) of each member's dues, per month shall be set aside for the Conservation and Recreation Committee.

- (b) An additional five cents (.05) of each member's dues, per month, shall be set aside for the Amalgamated Local Union's Recreation Picnic Fund.

ARTICLE (14)

Community Services

Section 1. The Community Services Committee shall consist of not more than twenty-one (21) members.

Section 2. Their duties shall be as follows:

- (a) They shall acquaint the membership with the Community Health and Welfare Services, and refer members with problems to the proper agencies.
- (b) They shall supervise and direct all health and welfare activities within the Local Union. It is the responsibility of this Committee to appoint members to serve on policy making bodies of private and public health and welfare agencies, subject to the approval of the Executive Board.
- (c) Establish a program which best leads to the solution of the problems detected and the needs expressed by the members of our Union, as well as the community at large.

ARTICLE (15)

Civil and Human Rights Committee

Section 1. The Civil and Human Rights Committee shall consist of not more than twenty-one (21) members.

Section 2. Its duties shall be to promote fair employment practices and endeavor to eliminate discrimination affecting the welfare of individual members of the Amalgamated Local Union.

Section 3. It shall function at all times in conformity with the Constitution of the International Union, U.A.W.

ARTICLE (16)

Citizenship & Legislative Committee (CAP)

Section 1. Citizenship & Legislative Committee (CAP) shall consist of not more than twenty-one (21) members.

Section 2. Its duties shall be:

- (a) To review all Local, State and Federal Legislation and keep the Amalgamated Local Membership so informed.

- (b) To strongly encourage all members to participate in all Local, State and Federal elections through registration and balloting, and further encourage members of Amalgamated Local 1268 to become precinct delegates in any party of their choice and to appoint additional temporary members, if necessary, to achieve this end.
- (c) To see that all literature, placards or any other material issued by the International Union are properly and effectively distributed among our membership.
- (d) To work and vote for the election of UAW endorsed candidates and the passage of improved legislation in the interest of all labor.

Section 2. It shall be the policy of this Amalgamated Local Union to make no contributions to any organization or candidate running for public office that is not approved or endorsed by the International UAW, State or Local UAW organizations.

ARTICLE (17)

Retired Members Chapter

Section 1. The Retired Members Chapter shall be in accordance with the International Constitution.

Section 2. Its duties shall be to promote education and recreation programs for our retired members.

Section 3. One (.01) cent of each member's dues per month shall be set aside for the Area Wide Retired Members Council.

ARTICLE (18)

Women's Committee

Section 1. The Women's Committee shall consist of not more than twenty-one (21) members.

Section 2. Its duties shall be:

- (a) Work in conjunction with the Women's Committee of the International Union, U.A.W.
- (b) Work in conjunction with other Committees of the Local, as deemed necessary by the Amalgamated Local Union.

ARTICLE (19)

Education Committee

Section 1. The Education Committee shall consist of not more than forty (40) members.

Section 2. The duties of the Education Committee shall be as follows:

- (a) To supervise and direct all educational work engaged in by the Local Union.
- (b) To have charge of all educational classes and meetings.
- (c) To engage instructors for classes.
- (d) To have charge of the purchase and sale of educational literature, books and pamphlets, with approval of the Executive Board.

Section 3. Two (.02) cents of each members' dues per month shall be set aside for the Education Committee.

ARTICLE (20)

Union Label Committee

Section 1. The Union Label Committee shall consist of not more than twenty (20) members.

- (a) The Consumer Affairs Committee is a sub-committee of the Union Label Committee.

Section 2. The Union Label Committee's duties shall be:

- (a) To promote products and services produced in America by Union members, especially those products and services identified by a union label.
- (b) It shall function at all times in conformity with the Constitution of the International Union, U.A.W.
- (c) It shall work in conjunction with other committees of the Local, as deemed necessary by the Local Union.

ARTICLE (21)

Skilled Trades Council

Section 1. The Skilled Trades Council shall consist of fifteen (15) members. They will be the Skilled Trades Committeeman, the Apprentice Coordinator, the Rockford Sub-Regional Journeyman Card Committee Representative, the Chief Steward from each of the three shifts, plus nine (9) additional members, elected from each of the following nine (9) Skilled Trades Groups (one to be elected from each group): 1. Power House. 2. Jitney Repair, Carpenters and Painters. 3. Pipe Fitters. 4. Millwright, Welders, Sheet Metal and Oilers. 5. Welder Repair. 6. Tool Makers, Lay-out and Air Tool Repair. 7. Electricians. 8. Stamping Plant, Tool and Die Makers. 9. Stamping Plant Electricians, Millwrights, and Pipe Fitters. Elections shall take place within two months after General Election.

- (a) In the event any position(s) remain unfilled after elections, the Skilled Trades Committee person shall appoint the remaining member(s).

Section 2. The Skilled Trades Committee person will be the Chairperson. The Council will select a Co-Chairperson and a Secretary from its membership.

ARTICLE (22)

Elections and Election Committee

Section 1. Election Committee

- (a) The Election Committee consisting of not more than fifteen (15) members of Local 1268, shall be elected at the regular membership meeting in September immediately preceding the General Elections, or at a special membership meeting called for this purpose.
- (b) The election of the Election Committee shall be by secret ballot and tabulated by the Sergeant-at-Arms, Guide and Trustees of the Local Union. The Election Committee members shall be elected by plurality vote.
- (c) Nominations for the Election Committee shall be open for five (5) days prior to election, Monday through Friday, during regular business hours at Local 1268 Union Hall.
- (d) Both Chairperson and Vice-Chairperson of the Election Committee shall be elected from amongst its committee members

Section 2. Nominations

- (a) Election of all officers and representatives of this Local Union shall be held at the same time, by secret ballot, for a three (3) year term, unless specified otherwise by this Constitution and By-laws (i.e. Election Committee).
- (b) Nominations for the General Election shall be open for five (5) days, Monday through Friday, during regular business hours at Local 1268 union Hall. Generally, nominations will be held two (2) weeks prior to the General Election.
- (c) Any Unit located outside five (5) miles of Local 1268 Union Hall will have nominations for a three (3) hour window at their Unit. Date and time will be determined by the election committee. The date and time of the three (3) hour window will be posted for one week prior to nomination week.
- (d) Every member in good standing in Local 1268 for one (1) year prior to nomination shall be declared nominated for any one (1) of the offices within the Local Union by signing a standard acceptance form at the Local Union Hall.

A printed acceptance form stating the requirements and penalty involved for non-compliance

with the Attendance Requirement provisions contained in this Constitution and By-laws, must be signed in duplicate in your own handwriting and witnessed before you can be placed on any official ballot. The original form must be kept at the Local under lock and key for at least the entire term you were elected to serve. Duplicates will be given to the candidate.

- (e) Acceptance or withdrawals for any office shall not be considered after thirty (30) minutes before the end of business hours, on the closing date of nominations.

Section 3. Campaigning

- (a) All leaflets distributed must be signed by a member of Local 1268. Anyone distributing unsigned leaflets or leaflets with false statements will be considered conduct unbecoming a Union member and dealt with according to the International Constitution and Bylaws.
- (b) There shall be no handing out of campaign literature or campaigning within one thousand (1000) feet of the polling place while an election is in progress.

Section 4. Election

- (a) General Elections shall be held Within the months of May or June and the date shall be established by the membership body, except as otherwise authorized by International Executive Board. Run-off Elections shall be held two (2) weeks after General Elections.
- (b) During General Elections, the polls shall remain open twenty-four (24) hours continuously. In all other elections, the Election Committee shall determine the required time-frame for these elections, subject to approval of the Executive Board.
- (c) All Candidates shall be required to submit to the Chairperson of the Election Committee, the name of his/her challenger no later than three (3) day prior to the date of that respective election.
- (d) Identification of members eligible to vote shall be by membership card; however, upon request, every member shall produce additional identification – State issued photo I.D.
- (e) There will be no alcoholic beverages, game playing or loitering permitted on Union premises during any Union election.
- (f) No Local 1268 member shall be allowed on the premises during polling hours, other than to vote, until the election results have been posted. However, this shall not apply to the Financial Secretary for the purposes specified in the International UAW Constitution. Additionally, this shall not apply to those members conducting “normal or regular” day-to-day business at the Local Union Hall.
- (g) Whenever a ballot is declared void because of a write-in or sticker vote, only the write-in or sticker part shall be void, the remaining part or parts shall be counted.

- (h) Requests for recounts shall be subject to approval of the Election Committee. Any members asking for a recount must file a complaint, in writing, within two (2) working days after the final official tabulation of the ballots and posting of results in the plant. The recounts shall be held before or after working hours with one challenger for each candidate involved. No lost time will be paid to the challenger or candidate. An automatic recount will be made whenever the vote tally differs by less than 1%.
- (i) If a member holding Executive Office, the term of which is not expiring, desires to become a candidate for another Executive Office, such member is obligated to notify the Local of his/her resignation from the member's present office sufficiently in advance of the nomination date to permit the nomination and election of candidates for both offices during the same election. Such resignation would become effective at the time of installation.
- (j) All elected representatives shall take the oath of office and be installed at the next regular Local Membership meeting after the election.
- (k) A member (i.e. International Representative) who will be away from his/her Amalgamated Local Union during the entire period of an election, on a work assignment for his/her employer, or on Amalgamated Local Union business may apply for an absentee ballot by filing with his/her amalgamated Local Union, by mail (registered or certified) or in person, a signed statement that he/she will be away from his/her Amalgamated Local Union for the entire period of the election on a work assignment by his/her employer or on Amalgamated Local Union Business. Such statement or request must be filed with the Amalgamated Local Union in sufficient time for the member to secure a ballot and redeposit same with the Amalgamated Local Union prior to the start of the election.
- (l) Upon such certified application, the Amalgamated Local Union shall immediately provide the member with a ballot and two envelopes, one return addressed. The member shall place his/her marked ballot in the unmarked envelope and enclose it in the return addressed envelope.
- (m) The ballot, as indicated, may then be presented to the Amalgamated Local Union in person or as contained in the return-addressed envelope by mail ballot must be received by the Amalgamated Local Union before the start of the election.

Section 5. Voting

- (a) All Executive Officers of the Amalgamated Local Union shall be elected by majority vote, in accordance with Art (38), Section (2) of the International UAW Constitution.
- (b) All Unit Chairs of the Amalgamated Local Union other than Unit One (1) shall be elected by majority vote.
- (c) All Committeepersons, Chief Stewards, Stewards and elected representatives shall be elected by majority vote.

ARTICLE (23)

Finances

Section 1. Initiation Fee & Dues

- (a) The Initiation fee shall be fifty (\$50) dollars for membership in this Amalgamated Local Union.
- (b) Each member of this Local Union will pay Union dues at the beginning of every month.
- (c) Each member working forty (40) hours or more in one month will pay two (2) hours straight time pay plus Cost of Living Allowance if applicable for each month's dues.
- (d) Each member working less than forty (40) hours in one month will pay one (1) hour straight time pay plus Cost of Living Allowance if applicable for each month's dues.
- (e) For reinstating members suspended for being delinquent, the Amalgamated Local Union shall collect fifty (\$50) dollars plus all dues owing at the time of reinstatement.

Section 2. Section 2. Lost Time/Compensation

The Local Union shall pay a member for compensation lost due to performing duties for, and on behalf of, the Local Union during a time for which s/he would otherwise be compensated by their regular employer. The amount of compensation shall never exceed the amount which the member would otherwise have received from his/her employer for the same period of time for which s/he is being compensated by the Local Union.

- a. The compensation of any member performing services under the direction of the Local Union shall be paid an amount for lost time from his/her regular employer, up to ten (10) hours per day, at the appropriate rate, inclusive of premiums, if any;
- b. Employer profit sharing payments lost, or reduced, due to the performance of union business while under the direction of the Local Union, shall be calculated and paid so as not to cause any loss, or gain, to the member;
- c. Holiday pay lost, or reduced, due to the performance of union business while under the direction of the Local Union, shall be calculated and paid so as not to cause any loss, or gain, to the member;
- d. Vacation pay lost, or reduced, due to the performance of union business while under the direction of the Local Union, shall be calculated and paid so as not to cause any loss, or gain, to the member;
- e. Bonus payments lost, or reduced, due to the performance of union business while under the direction of the Local Union, shall be calculated and paid so as not to cause any loss, or gain, to the member;
- f. This Section shall not apply to members elected to salaried positions within the Local Union.

Section 3. Travel Expense

- (a) When any officer or member is required to perform services out of town, he/she shall be allowed coach transportation, if flying, by the shortest route to and from his/her destination. Expenses shall be paid at the same rate for overnight stays as are paid by the International Union and the same shall hold true for daily expenses when not required to stay overnight.
- (b) Any delegate traveling by personal vehicle will be expected to transport up to three (3) people, including the driver, unless specified in Call-out letter. Any deviations must be discussed and approved by the Local Union Executive Board.
- (c) Per diem to be set at the current International Union Rate.
- (d) Officers or members driving their own cars shall be compensated at the same mileage rate as allowed by the International Union while on Union business beyond a thirty (30) mile radius of the Local Union office. Mileage is set at the current IRS Rate per mile. Also, any toll fees and parking will be paid by the Local Union, providing these are verified by receipts.

Section 4. Travel Time

- (a) Actual traveling time allowance to and from any destination shall be determined by the Executive Board, however, never to exceed one day going and one day returning.

Section 5. Lodging

- (a) Whenever a member is required to stay in rented lodging, he/she shall be compensated for either the total cost of a single room, or one half (1/2) the total cost of a double room, if sharing. Hotel receipt required.

Section 6. Salary of Local President & Financial Secretary-Treasurer

- (a) The President shall be on a full-time basis with the salary as of June 30, 2016 of ninety-two thousand, eight hundred–ninety-four dollars and thirty-six cents (\$92,894.36).
- (b) The Financial Secretary-Treasurer's base annual wage shall be \$2,600.00 less than the annual wage paid to the Local Union President

Section 7. Based upon section 6 above, the President and Financial Secretary/Treasurer shall receive the same raises, bonuses, paid holidays, profit sharing payments, vacation and personal day (or similar) eligibility as provided in their individual respective Collective Bargaining Agreement. It is understood that due to being paid salaries rather than hourly wages, the President and Financial Secretary-Treasurer will not be paid an amount in lieu of personal day (or similar) and vacation annually, but must utilize the time provided during their respective terms of office or forfeit any weeks or days not utilized for such purposes. At the time of departure from their office, the respective officer will be due any unused accrued vacation and personal day (or similar) payments for the present eligibility year.

Section 8. Insurance premiums, to continue medical, dental, and vision benefits, shall be paid by the Amalgamated Local Union for all full-time officers less any “optional premium amounts”.

Section 9. The President and Financial Secretary vacation and personal day (or similar) allotment will be based on their individual respective Collective Bargaining Agreement. Vacations and personal day (or similar) will not be paid over and above his/her base salary. Vacations may be taken one day at a time. All vacations and personal day (or similar) must be used in same eligibility calendar year. The eligibility year will run concurrent with their individual respective Collective Bargaining Agreement.

ARTICLE (24)

Attendance Requirements

Section 1. All members of this Amalgamated Local Union holding an elective position are required to attend:

- (a) Two (2) out of every three (3) membership meetings, unless excused for cause by the Executive Board.
- (b) Two (2) of every three (3) meetings other than membership meetings, expected of their respective office or position, unless officially excused for cause by the Executive Board.
- (c) Failure of any elected 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 or office from which they were removed, except as a delegate to the International Constitutional Convention.

Section 2. All members of this Amalgamated Local Union holding an appointed position shall be required to attend:

- (a) Two (2) of every three (3) membership meetings.
- (b) Two (2) of every three (3) meeting of their respective Board, Body or Committee.
- (c) Failure of any appointed person, including Committee people, to comply with these rules shall result in automatic removal from said committee or appointed position and not be permitted to be re-appointed to any committee for a period of one (1) year.

Section 3. Committee members holding appointed positions will use a “signing in” procedure at all membership meetings.

Section 4. A majority vote of the Executive Board shall determine whether an absence is to be excused or unexcused.

ARTICLE (25)

Election of Delegates

Section 1. Elections

- (a) The election of all delegates and alternate delegates must conform in all respects to the UAW International Constitution.
- (d) In the event, more than one (1) delegate is to be elected, the candidate receiving the second highest vote shall be declared the second delegate, etc.
- (e) President and Shop Chairman may attend as fraternal delegates if allowed by membership action but could run as regular delegates if so desired. If these individuals attend as fraternal delegates it will not affect the number of regular delegates.

Section 2. Eligibility

- (a) A member is eligible to serve as a delegate from this Amalgamated Local Union if he/she has been in continuous good standing in the International Union for twelve (12) months immediately preceding the first day of the month in which the Convention is held

Section 3. Delegates to the Illinois CAP Council will be President, Vice President, Recording Secretary, Financial Secretary, Sergeant-at-Arms, Guide, and three (3) Trustees.

Section 4. Election of delegates to the Skilled Trades Convention shall be by majority vote.

ARTICLE (26)

Appeals

Section 1. We believe that in order to assure each individual member their democratic right, if any member feels aggrieved, the following procedure should be followed:

- 1st** If a Unit 1 member is working, contact his/her Chief Steward. If any other Unit member is working contact his/her elected floor representative.
- 2nd** If a Unit 1 member is working, contact his/her Committeeperson. If any other Unit member is working contact his/her Chairperson.
- 3rd** Unit 1 contact Shop Chairperson. Any other Unit, contact the Vice-President / President.
- 4th** Unit 1 contact the Vice President / President.
- 5th** Submit written and signed statement to the Recording Secretary or present their case personally before the Executive Board. Within thirty (30) days the Executive Board shall reach a decision and/or refer it to the earliest possible membership meeting. Further steps in the Appeal Procedure are to be governed by the UAW Constitution.

ARTICLE (27)

Strikes and Strike Committee

Section 1. In the event of a Unit 1 strike we shall be governed by the International Constitution.

Section 2. There shall be established a Unit 1 Strike Committee, consisting of all Executive Officers, Shop Committeepersons and Chair people of all Committees.

Section 3. The Unit 1 Strike Committee shall have full responsibility for all details pertaining to the conduct of the strike.

Section 4. They shall consult with International Officers, the Strategy Board, and shall plan and carry out all strike strategies.

Section 5. Between meetings of the Strike Committee, when urgent business requires prompt and decisive action, the President or acting President, shall be in complete charge.

Section 6. All salaries and expenses paid to any Local Union officer or member shall cease for the duration of the strike. Any necessary expense for the conduct of the strike shall be authorized by the Strike Committee.

ARTICLE (28)

Trials of Members

All charges against a member of the Union for any violation of the provisions within these bylaws or the International Constitution or with conduct unbecoming a member of the Union, shall be conducted in accordance with the International Constitution.

ARTICLE (29)

General

Section 1. All Amalgamated Local Union Officers, Committees, Representatives and all other members handling funds or other property of the Union shall, at the completion of their duties, turn over all papers, documents, funds and/or union property to the Financial Secretary-Treasurer.

Section 2. Wherever in these Bylaws a pronoun is used, it refers equally, where the reference is applicable, to both men and women in the singular and plural.

ARTICLE (30)

Amendments

Section 1. The Bylaws of this Amalgamated Local Union 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. In the event of any conflict, the Constitution of the International Union shall govern.

Section 2. These Bylaws may be amended by presenting a motion in writing setting forth the amendment(s) sought, to the Local's Recording Secretary, prior to a Membership Meeting.

(a) That motion will then be presented to the Chairperson of the Bylaws Committee. The Bylaws Committee shall review and discuss the motion, as well as offer suggestions to the member who presented the motion, if necessary, for the purpose of conformity with the International UAW Constitution as well as understandability and clarity.

(b) The motion shall be read to the following Membership Meeting in the form of a first reading.

(b) Said bylaw will be reported to the succeeding Membership Meeting and a notice of shall be posted describing the particular Bylaw Amendments that will be considered. Upon a quorum and if approved by

(2/3) of the membership vote by secret ballot thereon at this succeeding meeting, the amendment shall be considered adopted by the membership with the exception of Article 37 Section 5 of our International UAW Constitution.

(c) Should the Bylaws Committee need more time for reviewing and verifying conformity with the International Constitution before the first reading; the "reading" will occur at the next possible Membership Meeting.

Section 3. Resubmitting of an amendment that changes a specific article or section cannot be done for a period of six (6) months.

Revisions

G.W. / M.B.M.

June 10, 2014

Article (6) Section 2

Article (11) Section 12

Article (14) Section 2 c-h

G.W. / M.B.M.

October 30, 2016

Article (23) Section 3, 6, 7, 8 & 9

G.W. / M.O.

October 26, 2019

Article (6) Section 8

K.L./ M.O.

July 30,2021

Article (22) Section 2 Subsection E

Article (22) Elections and Election Committee Section 4. Election

K.L./M.O.

September 25, 2021

Article (23) Finances

Section 2. Lost Time

K.L/M.O.

June5,2022

Article (23) Finances

Article 3 Travel Expense