

UAW
REGION 4
Regional Advisory Council On Civil and Human Rights
BYLAWS

It shall be mandatory that each Region of the International Union establish and maintain an active Regional Civil and Human Rights Council. Such Council(s) shall reflect the diversity of the International Union's membership as described in Article 2 Section 2 of the International Constitution.

These Bylaws were developed in accordance with the International Constitution, Part II, Paragraph 7, Page 18 of the UAW Policy and Procedures for Local Union Civil and Human Rights Committees and at the express direction of the International President. We hope you will find them useful. Any questions regarding this language should be addressed by the International UAW Civil and Human Rights Department.

PREAMBLE

We hold these truths to be self-evident, expressive of the ideals and hopes of workers who come under the jurisdiction of this International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW-AFL-CIO); that all people are created equal, that they are endowed by their Creator with certain inalienable rights, that among these are life, liberty and the pursuit of happiness.

ARTICLE I

NAME

This organization shall be known as the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, (UAW) Region 4 Civil & Human Rights Council.

ARTICLE II

OBJECTS

To unite into one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status or sexual orientation, gender identity or gender expression, all employees under the jurisdiction of the International Union.

To organize all UAW Local Union Civil & Human Rights Committees into an effective, antidiscrimination instrument for the specific purpose of implementing the policies, procedures and programs of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America in accordance with the Constitution of the UAW.

A) To work with all community organizations whose purpose, philosophy and program seeks attainment of the principles of "No-discrimination," and to unite in one organization regardless of religion, race, creed, color, sex, political affiliation, nationality, age, disability, marital status or sexual orientation, gender identity or gender expression, as advanced by the International Union.

B) To work for improved legislation in the areas of employment, housing, equal opportunities and fair educational practices as well as other programs designed to achieve "equality of opportunity."

A R T I C L E I I I

AFFILIATION AND DELEGATES

The membership of this Council shall consist of delegates of Local Unions in Region 4, the Regional Director and his/her designated International Representative(s), the Director of the Civil & Human Rights Department and/or his/her designated International Representative(s) from the Civil & Human Rights Department.

A) Local Union President and Civil & Human Rights Chairperson, of each Local Union, shall be a delegate to the Council. If a Local Union has chosen to create an LGBTQ caucus within its Civil & Human Rights standing committee, it shall appoint one (1) member to serve as an LGBTQ delegate to the Council.

B) Each Local Union shall be entitled to one (1) delegate for 1,000 members or less, two (2) delegates for 1,500 members or less, three (3) delegates for 2,000 or less, and four (4) delegates for 2,001 or more.

C) All delegates shall have voice at Council meetings. Each Local Union shall certify, in writing, the names and addresses of eligible delegates before such delegates shall be seated. No Local Union shall exceed a total of six (6) delegates.

ARTICLE IV

OFFICERS

1. The Officers of the Council shall consist of the following: President, Vice-President, Recording Secretary, Retiree Delegate, Delegate Member At Large. This is consistent with the positions outlined for the National Advisory Council on Civil and Human Rights.

2. The term of office for Region 4 Civil & Human Rights Council Advisory Board Members shall be three (3) years.

3. No Local Union may have more than two of its delegates serving as an Officer.

4. The President of the Council shall function as Chairperson of all meetings of the Council and act to carry out the business of the Council. She/he shall be ex-officio of all committees. The President of each regional council shall also represent the Region as one of its two (2) representatives on the National Advisory Council (NACOCHR).

5. The Vice-President shall assist the President in the performance of her/his duties as needed and perform the duties of the President in his/her absence. In the event of a vacancy in the office of the President, the Vice-President shall succeed to that office.

6. The Recording Secretary shall keep a correct record of the proceedings of the Council, read documents and conduct correspondence for the Council. S/he shall keep minutes of the Council meetings and bring to the attention of the Officers and Delegates any correspondence upon which action is required. Copies of such proceedings shall be forwarded, upon request, to the Regional Director, Regional Coordinator and Region 4's Regional Advisory Council on Civil & Human Rights members. It is the responsibility of the Council members to provide current contact information to the Recording Secretary.

7. The President shall have the right to declare an office vacant in the following events: a) That any Officer absents herself/himself from two (2) consecutive regular membership meetings without reasonable excuse, or b) After an Officer has been absent from a total of any three (3) meetings without satisfactory reason.

A R T I C L E V

Region 4 Regional Advisory Council on Civil & Human Rights Officers

The Region 4 Regional Advisory Council on Civil & Human Rights Officers shall consist of the President, Vice President, Recording Secretary, a Retiree Representative elected by the Retiree Council, and the Advisory Council Member Delegate At Large, a Representative of the UAW Civil & Human Rights Department two (2) representatives of the Regional Director, and an LGBTQ Member Delegate At Large appointed by the Regional Director.

ARTICLE VI

ELECTIONS

1. Election of Officers shall take place at the regular meeting every three (3) years.
2. Election of two (2) Local Union delegates from each Region to the National Advisory Council on Civil & Human Rights shall take place at the regular meeting every three (3) years. One of these two RACOCHR delegates shall be the Regional Advisory Council President.

3. The election of President, Vice-President, Recording Secretary, and Advisory Council Member Delegate At Large shall be by a majority of the votes cast by the delegates present and voting.

4. In the event of a vacancy in office, other than that of President, nominations to fill the vacancy shall take place at the next Council meeting. Elections will take place at the next meeting following nominations. Each delegate will be entitled to one (1) vote.

ARTICLE VII

MEETINGS AND QUORUMS

1. The Council shall meet a minimum of once per year. The Region 4 Regional Advisory Council on Civil & Human Rights shall meet a minimum of once per year. The RACOCHR Officers may recommend to the Regional Director to call a special meeting should circumstances warrant. The order of business shall be as follows for any regularly scheduled meeting:

- Roll call of Officers
- Reading of the minutes of the previous meeting
- Reports of Officers, committees and delegates
- Communication and bills
- Unfinished business
- New business
- Reports of Officers, Committees and Delegates
- Good and Welfare
- Closing

2. The Region 4 Regional Advisory Council on Civil & Human Rights officers shall meet on date(s) called by the Regional Director. The Regional Director may call special meetings, should he/she deem necessary.

3. Between Council Meetings, the Region 4 Regional Advisory Council on Civil & Human Rights officers shall conduct the affairs of the Council.

4. Expenditures and programs of this Council are subject to the approval by the Regional Director.

5. Region 4 Regional Advisory Council on Civil & Human Rights members in attendance shall constitute a quorum at all meetings.

ARTICLE VIII

COMMITTEES

1. The Region 4 Regional Advisory Council on Civil & Human Rights Council shall have the following standing committees:

- A. Rules and By-laws,
- B. Education,
- C. CAP,
- D. Community Organizations,
- E. Employment, Equal Application of Agreement and Equal Opportunities,
- F. Housing,

2. Any other committees needed from time to time shall be appointed by the Council President with the approval of the Executive Board and Regional Director.

ARTICLE IX

ROBERT'S RULES OF ORDER

Except as provided herein, all meetings of the Council shall be governed by Robert's Rules of Order.

ARTICLE X

BY-LAWS

1. RACOCHR Council may submit recommendations to amend the bylaws to the Regional Director for review and consideration.
2. These By-laws may be amended at the discretion of the Regional Director.
3. The By-laws shall in all respects be subordinate to the Constitution of the International Union and to the application and interpretations thereof.