

**CONSTITUTION AND BY-LAWS OF
BREWERY WORKERS LOCAL 9 UAW
(Amalgamated) AFL-CIO**

TABLE OF CONTENTS

<u>ARTICLE</u>		<u>PAGE</u>
AIMS AND PURPOSES	ARTICLE 2	2
AMENDMENTS TO CONSTITUTION	ARTICLE 21	31
APPOINTED COMMITTEES	ARTICLE 14	25
CONTRACT COMMITTEES	ARTICLE 12	23
CONVENTION AND COUNCIL DELEGATES	ARTICLE 13	25
DEATH BENEFIT	ARTICLE 18	28
DECLARATION OF PRINCIPLES		1
DUTIES OF THE ELECTION COMMITTEE	ARTICLE 10	21
DUTIES OF OFFICERS AND BOARD MEMBERS	ARTICLE 8	16
DUTIES OF MEMBERS	ARTICLE 4	6
DUTIES OF SERGEANT-AT-ARMS AND GUIDE	ARTICLE 15	27
DUTIES OF SHOP STEWARDS	ARTICLE 11	22
DUTIES OF TRIAL COMMITTEE	ARTICLE 16	27
DUTIES OF THE TRUSTEES	ARTICLE 9	21
GENERAL PROVISIONS	ARTICLE 17	27
INITIATION FEES, DUES PAYMENTS	ARTICLE 6	8
LEASES AND LONG-TERM AGREEMENTS	ARTICLE 24	33
MEMBERSHIP QUALIFICATIONS	ARTICLE 3	3
NAME	ARTICLE 1	2
NOMINATIONS, ELECTIONS AND APPOINTMENTS	ARTICLE 7	9
ORDER OF BUSINESS	ARTICLE 20	31
POWER OF ADMINISTRATION	ARTICLE 23	32
RULES OF ORDER	ARTICLE 19	29
UAW EXECUTIVE BOARD POLICY CONCERNING PER DIEM	ARTICLE 22	32
UNION MEETINGS	ARTICLE 5	7

**LISTING OF ARTICLES
BY ARTICLE NUMBER**

<u>ARTICLE #</u>	<u>ARTICLE</u>	<u>PAGE</u>
	DECLARATION OF PRINCIPLES	1
ARTICLE 1	NAME	2
ARTICLE 2	AIMS AND PURPOSES	2
ARTICLE 3	MEMBERSHIP QUALIFICATIONS	3
ARTICLE 4	DUTIES OF MEMBERS	6
ARTICLE 5	UNION MEETINGS	7
ARTICLE 6	INITIATION FEES, DUES PAYMENTS	8
ARTICLE 7	NOMINATIONS, ELECTIONS AND APPOINTMENTS	9
ARTICLE 8	DUTIES OF OFFICERS AND BOARD MEMBERS	16
ARTICLE 9	DUTIES OF THE TRUSTEES	21
ARTICLE 10	DUTIES OF THE ELECTION COMMITTEE	21
ARTICLE 11	DUTIES OF SHOP STEWARDS	22
ARTICLE 11	AMENDMENTS TO CONSTITUTION	31
ARTICLE 12	CONTRACT COMMITTEES	23
ARTICLE 13	CONVENTION AND COUNCIL DELEGATES	25
ARTICLE 14	APPOINTED COMMITTEES	25
ARTICLE 15	DUTIES OF SERGEANT-AT-ARMS AND GUIDE	27
ARTICLE 16	DUTIES OF TRIAL COMMITTEE	27
ARTICLE 17	GENERAL PROVISIONS	27
ARTICLE 18	DEATH BENEFIT	28
ARTICLE 19	RULES OF ORDER	29
ARTICLE 20	ORDER OF BUSINESS	31
ARTICLE 22	UAW EXECUTIVE BOARD POLICY CONCERNING PER DIEM	32
ARTICLE 23	POWER OF ADMINISTRATION	32
ARTICLE 24	LEASES AND LONG-TERM AGREEMENTS	33

CONSTITUTION AND BY-LAWS
of
Brewery Workers Local 9 UAW
(Amalgamated) AFL-CIO

DECLARATION OF PRINCIPLES

In our society the achievement of true democracy is impossible without a free and democratic labor movement. Only by means of organization may workers enjoy equality of bargaining power with organized industry. Only through organization may workers have the means of protecting and advancing their own interests and the democratic aspirations of the people as a whole. The attainment of true and political democracy cannot be realized until the selfish forces of reaction in our society have been overcome. This task can be done only through the leadership and influence of organized labor. For the achievement of industrial and political democracy and for the promotion of the welfare of workers in industries under our jurisdiction we dedicate ourselves to the following objectives and principles:

- (a) Organization of the unorganized;
- (b) The obtaining for workers their just share of the products of industry;
- (c) The practice of true democracy within our own organization;
- (d) Resistance and opposition to all un-democratic forces within our society;
- (e) Political action by labor on local, state and national levels;
- (f) A united labor built on a foundation of justice and democracy;
- (g) Resistance by all possible means to those forces who would reintroduce the malignant blight of prohibition upon our society;
- (h) In conformity with the Constitution of the UAW to encourage all workers without regard to race, religion, political affiliations, creed, color, sex, national origin or ancestry, age, handicap, veteran, marital status or sexual orientation, to share equally in the full benefits of union organization in affiliated locals, and to protect this Union from any and all corrupt influences and from all others who are opposed to the basic principles of our democracy and free and democratic unionism.

ARTICLE I

Name

Section 1. The name of this Union shall be “Brewery Workers Local 9 UAW (Amalgamated) AFL-CIO”.

Section 2. Supremacy of the Constitution of the UAW

The Constitution of the UAW shall at all times be controlling upon the Local Union and its provisions shall prevail in all matters not specifically provided for herein and in all cases of conflict between future amendments to the Constitution of the UAW and these By-Laws.

Section 3. Continued Existence of Local Union

No Local Union, Family Auxiliary or subordinate body shall disband as long as fifteen (15) members or two (2) Local Unions desire to retain the charter, and then only upon the approval of the International Executive Board. In localities where there are two (2) or more Local Unions and where the membership of any Local Union drops below fifteen (15) members in good standing such Local Union may be merged with another Local Union in that locality, at the discretion of the International Executive Board.

ARTICLE II

Aims and Purposes

This organization seeks to promote the general welfare of all employees engaged in the Brewery, Malt, Grain Elevator, Independent Parts Supplier (IPS), and all its other approved and eligible industries by:

1. Organization;
2. Education and enlightenment, by word and pen;
3. Reduction of the hours of labor, and increase in wages;
4. Active participation in the political labor movement.

ARTICLE III

Membership Qualifications

Section 1. This Local Union shall be composed of workers eligible for membership in the International Union, United Automobile, Aerospace and Agricultural Implement Workers of American (UAW).

Section 2. Any person eligible to become a member of this Local Union who is not affiliated with any organization whose principles and philosophy are contrary to those of the UAW International Union as outlined in the Preamble of this Constitution, may apply for membership to the Local Union having jurisdiction over the plant in which s/he is employed. The applicant must at the time of application be an actual worker in and around the plant. All applicants for membership in any Local Union of the International Union shall fill out an official application provided by the International Union, answering all questions contained in such application, and sign a promise to abide by all laws, rules and regulations and the Constitution of the International Union. All applications thus received shall be referred to the Local Union for consideration and shall be acted upon as soon as possible, but not later than sixty (60) days from the date the application is received by the Financial Secretary of the Local Union.

Section 3. Upon acceptance of the application, membership shall date from the first day of the month for which dues are paid.

Section 4. Unless waived by the Local Union, or unit of an Amalgamated Local, any candidate failing to present her/himself for initiation within four (4) weeks after notification of her/his being accepted to membership without good and sufficient reason being given, shall forfeit all money paid by her/him.

Section 5. The original application signed by each member shall be retained by the Local Union for its record and official receipt shall be given to each new member for all monies paid. All receipts shall be made out in duplicate, the original to be given to the member, the duplicate to be retained by the Local Union and made available to the International Union upon request. These

duplicate receipts may be destroyed after a Local Union audit upon written approval of the International Secretary-Treasurer.

Section 6. No new member will be recorded at the International Office nor will initiation fee or per capita tax be accepted for new members until a monthly report is received from the Financial Secretary of the Local Union.

Section 7. Any Local Union or International Union Trial Committee expelling any member for cause shall notify the International Secretary-Treasurer and the latter shall notify all Local Unions of this fact forthwith. A person who has been suspended or expelled by any Local Union or International Union Trial Committee shall not be eligible for membership in any other Local Union until all claims or charges against such person have been satisfactorily settled with the Local Union or International Union Trial Committee suspending or expelling and written notice to this effect furnished the Local Union to which such person seeks admission.

Section 8. All members of this Local Union are also members of the UAW International Union and subject to the orders, rulings, and decisions of this International Union and the properly constituted authorities of the same.

Section 9. The International Union and the Local Union to which the member belongs shall be her/his exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment, and for the negotiation and execution of contracts with Employers covering all such matters, including contracts requiring membership or the continuance of membership in the Union as a condition of employment or continued employment, and contracts requiring the Employer to deduct, collect, or assist in collecting from her/his wages any dues, initiation fees, reinstatement fees or fines, payable to the International Union or her/his Local Union.

Section 10. The International Union and the Local Union to which the member belongs, and each of them, are by her/him irrevocably designated, authorized and empowered exclusively to appear and act for the member and in her/his behalf before any board, court, committee or other

tribunal in any matter affecting her/his status as an employee or as a member of her/his Local Union or the International Union, and exclusively to act as the member's agent to represent and bind her/him in the presentation, prosecution, adjustment and settlement of all grievances, complaints or disputes of any kind or character arising out of the employer-employee relationship, as fully and to all intents and purposes as s/he might or could do if personally present.

Section 11. Any member in good standing who is retired, shall be entitled to a "retired membership status" which, without being required to pay membership dues during the period of such retirement, shall entitle her/him to all of the privileges of membership except the right to vote in elections conducted pursuant to Article 19, Section 3; Article 45, Section 2, and Article 50, Sections 1 and 5 of the UAW Constitution. Appropriate cards denoting such membership status shall be prepared by the International Union and furnished to Local Unions upon request and at cost. The regular withdrawal-transfer provisions of this Constitution shall be applicable if such retired member returns to active employment.

Section 12. Initiation Ceremony

The President shall say to the Guide:

"You will now place the candidate before me for the obligation."

The Guide advances with the candidate and places her/him in front of the President's station. All newly elected members before being admitted to full membership shall subscribe to the following obligation:

"I, pledge my honor to faithfully observe the Constitution and laws of this Union and the Constitution of the United States; to comply with all the rules and regulations for the government thereof; not to divulge or make known any private proceedings of this Union; to faithfully perform all the duties assigned to me to the best of my ability and skill; to so conduct myself at all times as not to bring reproach upon my Union, and at all times to bear true and faithful allegiance to the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW)."

ARTICLE IV

Duties of Members

Section 1. It shall be the duty of each member to conscientiously seek to understand and exemplify by practice the intent and purpose of her/his obligation as a member of this International Union. It shall be the duty of each member to render aid and assistance to brother or sister members in cases of illness, death or distress, and in every way acquit her/himself as a loyal and devoted member of the Local Union. It shall be the duty of each member to participate in all local, state and federal elections through registration and balloting.

Section 2. All members who are on leave of absence, sick leave, vacation, or laid off, who are eligible to vote, but not on withdrawal card, will be permitted to vote at any meeting where a referendum vote would be taken or any action involving contract proposals, contract ratifications, or strike action is taken.

Section 3. Members shall carry out strike duties when assigned to do so. Members who refuse to carry out assigned strike duties shall be subject to expulsion or such other disciplinary action as the Union may decide.

Section 4. It shall be the duty of every member to be responsible for her/his own payment of dues.

Section 5. Changes of address or of employment must be immediately reported by members to the Union Office personnel.

Section 6. Every member must comply with such rules as the Local Union sees fit to enact from time to time, and it is the duty of every member to acquaint her/himself as soon as possible with any change in such rules.

Section 7. It is the duty of every member to treat all other members of this Union with civility and respect at all times.

Section 8.

- (a) All Complaints against Employers, supervisors, fellow workers or injury to the Union must be brought to the attention of the Shop Steward.
- (b) No member shall injure a fellow member or worker by betrayal, oppression, trickery or cause her/him to lose her/his employment. Members acting contrary shall be subject to trial by the Local Union and if found guilty shall be punished as the Local Union may decide in each individual case.

Section 9. No member shall violate the regular working hours or work for less wages than stipulated in the contract with the Employer.

Section 10. It is the duty of every member to buy only union-made goods and to patronize only such places that are fair to organized labor as far as possible, and to keep away from all places of business where non-union labor is employed. Members shall also avoid such businesses who by work or deed seek to injure the cause of organized labor. Every member shall make it her/his duty to call the attention of her/his fellow workers to such persons or firms.

Section 11. It is the inherent duty of every citizen of the nation to use the right of suffrage at the ballot box when physically able to do so.

ARTICLE V

Union Meetings

Section 1.

- (a) One (1) regular meeting shall be held each month. The meeting will be held the third Sunday of the month unless cancellation and/or rescheduling is recommended by the Board and approved by the membership at a regular meeting.

Special meetings may be called by the membership at a regular meeting or by the Officers in the case of an emergency, upon proper notification. Reasonable written notice of the time, place and purpose of special meetings must be given at all times. No business not coming within the scope of the announced purpose shall be transacted at such meetings. Membership meetings shall be held in accordance with Article 37, Section 4 of the

International Constitution.

- (a) Retired members are privileged to attend meetings of the Local Union and to participate in its functions provided, however, that under no circumstances shall they be permitted to vote on any action involving contract proposals, contract ratification or strike action.

ARTICLE VI

Initiation Fees, Dues Payment

Section 1. At the time of application, an initiation fee of fifty dollars (\$50.00) shall be paid by each new prospective member except:

- (a) Members returning from service in the Armed Forces of the United Nations shall be exempt from payment of an initiation fee upon presentation of military discharge papers to the Local Union's Financial Secretary within one (1) year of the date of their discharge.
- (b) Candidates eligible under and complying with the Transfer language set forth in Article 17 of the International Constitution.

Section 2. Each member's monthly dues shall be a sum equivalent to two (2) hours of the average straight time pay that s/he is entitled to receive under his/her collective bargaining agreement excluding shift premium, except as exempted in the International Constitution.

Section 3. Any member who has not paid her/his dues during the calendar month in which they are due shall automatically become delinquent except as otherwise provided for in the International Constitution. In order to regain good standing membership s/he must fully reinstate her/himself in accordance with Section 4 of this Article or face expulsion and possible loss of employment.

Section 4. Members in order to be reinstated must pay a fifty dollar (\$50.00) reinstatement fee, plus all delinquent dues, plus the current month's dues.

Section 5. The failure of a Company to check-off and pay to the Local Union the dues of a member as required by a contract will not make the member delinquent if the member has signed

a Dues Check-off Authorization Card. Where a member has signed a Dues Check-off Authorization Card authorizing the deduction of dues for a given month, the member shall be considered as having paid dues for that month even though the Company fails to deduct the same. Upon the failure of the Company to deduct dues, the Financial Secretary-Treasurer of the Local Union must notify the member to pay her/his dues. The member shall have thirty (30) days in which to pay her/his dues after being notified. Failure on the part of the Financial Secretary-Treasurer to so notify a member of her/his pending delinquency will not affect the member's standing and s/he shall be considered in good standing in the Local Union.

Section 6. Members who have been on layoff status for six (6) months since the end of the month in which they were last employed and paid dues thereof shall automatically be placed on withdrawal card and shall not be eligible to attend meetings, hold office, or participate in local elections except as provided for in the International Constitution.

Section 7. Sick members and members out of employment must report promptly to the Union Office personnel to receive any possible refund of dues.

ARTICLE VII

Nominations, Elections and Appointments

Section 1.

- (a) No member shall be eligible for election as an Executive Officer of the Local Union until s/he has been a member in continuous good standing in the Local Union for one (1) year immediately prior to the nomination. Should any election end in a tie, where needed, the Election Committee shall run an election between the tied candidates.
- (b) The election of Local Union Executive Officers shall take place by secret ballot during May and June and installation shall take place at the regular meeting following the election, except as otherwise authorized by the International Executive Board. After the deadline on accepting nominations has expired, no election of so-called "sticker" or "write-in" candidates shall be considered legal. Election of all Local Union Executive Officers shall require a majority of the votes cast for the office. The membership shall be duly notified at least seven (7) days in advance of the time and place of elections and the time and place of nominations.

A notice containing both the time and place of elections and the time and place of any possible run-off election, shall be given at least fifteen (15) days in advance of the election. At least seven (7) days shall elapse between the time of nominations and the date the election shall take place.

The Executive Officers and all other elected officials of Local Unions and units of Amalgamated Local Unions (except Shop Steward and Committeepersons, who are subject to Article 45 of the UAW Constitution) who are elected following the 24th Constitutional Convention shall serve for a three (3) year term.

- (c) The election of candidates for offices in the Local Union will proceed in the following manner: Positions where only two (2) nominees are contesting shall appear on the first ballot. Positions where more than double the number of candidates to be elected are nominated shall also appear on the first ballot. When on the first ballot a nominee for any position received a majority of the votes cast for that position the nominee shall be declared elected. All remaining positions shall appear on the final ballot with the highest nominees contesting (i.e., where one (1) vacancy exists, the two (2) highest nominees; two (2) vacancies, four (4) highest nominees; three (3) vacancies, six (6) nominees; etc.) with nominees receiving the highest votes declared elected.

When there are unopposed candidates for offices in the Local Union, such candidates shall be considered elected without the necessity of an election.

- (d) Whenever the result of any election shows a difference of two percent (2%) or less of the total votes cast for any office, a recount shall automatically be made by the Election Committee.
- (e) Following each election, the Election Committee shall report in writing the canvass of the results of the election to the membership's next membership meeting. No protest to an election shall be considered unless raised within seven (7) days of the closing of the polls or at the next membership meeting, whichever is later. A protest must either be in writing, or made at the membership meeting. If written, the protest must be actually received by the Local Union Recording Secretary before the deadline.

In the event the membership, either in acting upon a protest or in ratification of an Election Committee recommendation, should order a new election, no such election shall be held until the matter has been submitted to and an order thereon received from

the International President. In such an event, the Local Union shall submit a complete report of the circumstances which influenced the membership to order a new election, as well as the official minutes of the pertinent membership meeting to the International President. Any member of the Local Union shall have the right to submit a written statement to the International President. The International President, acting as expeditiously as possible, may either make her/his order upon the information available to her/him or, if s/he feels the facts sufficiently contradictory to warrant the step, submit the matter to an Appeals Committee constituted pursuant to Article 33, Section 3 of the UAW Constitution for investigation. In that event the International President shall make her/his order pursuant to the recommendations of said Appeals Committee. During this interim period, the Local Union offices shall be temporarily occupied by those candidates who would have been elected if the election had not been challenged. If the International President approves membership action ordering a new election, the election shall be held as soon as possible and the officers elected at that second election shall hold office during the pendency of any higher appeal and until otherwise directed by a superior appellate body.

Any appeal from the International President's order shall be taken in the usual way pursuant to Article 33 of the UAW Constitution provided, however, that if the President's order is based upon an Appeals Committee recommendation, the appeal shall omit the step provided for in Article 33, Section 3(d) of the UAW Constitution, and the appeal shall commence with review of an action on the Appeals Committee recommendations pursuant to Section 3(d) of Article 33 of the UAW Constitution.

Any appeal from a decision of the membership refusing to order a new election shall be taken in the usual manner pursuant to Article 33 of the UAW Constitution, and the members elected as the result of the election being appealed from shall hold office during the pendency of the appeal until otherwise directed by a superior appellate body.

All ballots and other pertinent records in any election shall be preserved for a period of one (1) year and may then be destroyed by the Local Union unless an appeal is pending, in which event they must be preserved until the appeal has been decided and the decision is final.

No protest to an election shall be considered unless raised within the seven (7) days of the closing of the polls or at the next membership meeting, whichever is later. A protest must

either be in writing, or made at the membership meeting. If written, the protest must be actually received by the Local Union Recording Secretary before the deadline. If a new election for contract committee person or steward is ordered as the result of a protest and this order is appealed, no such election shall be held until the matter has been submitted to and an order thereon received from the International President.

- (f) If a member holding one of the following positions, President, Vice President, Recording Secretary, Financial Secretary-Treasurer, Trustees, Sergeant-at-Arms, Guide and Election Committee, the term of which is not expiring, desires to become a candidate for another Executive Office, such member is obligated to notify the Local Union of her/his resignation from the member's present office sufficiently in advance of the nominating meeting 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. No member shall hold more than one of the following positions: President, Vice President, Recording Secretary, Financial Secretary-Treasurer, Executive Board Member(s) at large, Trustees, Sergeant-at-Arms, Guide and Election Committee.
- (g) Executive Board Members at large, Trustees, Sergeant-at-Arms and Guide may hold their present positions if elected to the Contract Committee.

Section 2.

- (a) 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.

Effective with the installation of Officers elected in the 2008 General Officers election, the Union shall have no Full-Time Officers.

Section 3.

- (a) Nomination and election of delegates to the Wisconsin State AFL-CIO Convention and to the Milwaukee County Labor Council, AFL-CIO shall be held at the regular Sunday meeting in November triennially. Candidates must be nominated at the nomination meeting. They will take office in January.

- (b) Non Full-Time Officers shall receive (with the approval of the Executive Board and Membership) Lost time wage and expenses as set forth in Article XXII, Section 3 and 4(b), 2(a).
- (c) If a vacancy occurs in one of the following positions, President, Vice President, Recording Secretary, Financial Secretary-Treasurer, during their tenure of office, a special election shall be held to fill the unexpired term of office. The date of nomination and the special election will be set by the Executive Board with approval of the Local membership. This will be at the next regular Union meeting following the vacancy.
- All vacancies in the Local Union, except the office of President, shall be promptly filled by election, provided that the Local Union may provide other means for filling such vacancies for the temporary period pending the holding of the election. In case of a vacancy in the office of President, the Vice President shall fill the vacancy for the unexpired term.
- (d) Effective 6/1/87 the term of office for all elected Executive Officers and time of installation shall be governed by Article 38 of the UAW Constitution.
- (e) Executive Officers outlined in Section 2 shall also serve as Executive Board Members.

Section 4.

- (a) Each Bargaining Unit, as defined in Section 4(e), shall elect their own Executive Board Member or Members, and where applicable, they shall also elect a Bargaining Unit Chairperson. In accordance with the UAW Constitution, the Retirees Chapter shall elect one (1) member.
- (b) Candidates for the Executive Board must be from the Unit(s) they are to represent. They must be nominated and elected by their constituents.
- (c) The term of office for all elected Executive Board Members shall be the same as for Executive Officers. Effective 6/1/87 the term of office for all elected Board Members and the time of installation shall be governed by Article 38 of the UAW Constitution.
- (d) Beginning with the 2008 Unit Executive Board elections the following Bargaining Unit positions shall exist:
- 1 – Briess Industries
 - 1 – Malteurop Malting Co.-United States - Production
 - 2 – Miller Coors - Brewery Workers
 - 1 – Miller Coors - Laboratory Technicians

1 – Miller Coors - Sanitation Maintenance

1 – Retirees Chapter

2 – Dana Sealing Products Division

New Units will be provided with Executive Board representation at the time of a affiliation, assignment or organization.

Section 5. Installation Ceremony

The installation ceremony may be performed by the retiring President, Acting President or any regular commissioned International Representative.

The Installing Officer says:

“Give attention while I read to you the obligation: Do you hereby pledge on your honor to perform the duties of your respective offices as required by the Constitution of this Union; to bear true and faithful allegiance to the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW); to the best of your ability and with complete good faith to support, advance and carry out all official policies of the International Union and this Local Union; to deliver all books, papers and other property of the Union that may be in your possession at the end of your term to your successor in office, and at all times conduct yourself as becomes a member of this Union?”

Officers respond, “I do”.

The Installing Officer then says:

“Your duties are defined in the laws of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and in your obligation; should any emergency arise not provided for in these, you are expected to act according to the dictates of common sense, guided by an earnest desire to advance the best interest of the International Union and this Local Union. I trust you will all faithfully perform your duties so that you may gain not only the esteem of your brothers and sisters, but what is of even more importance, the approval of your conscience. You will now assume your respective stations.”

Section 6. The following rules shall be mandatory in all Local Union elections for executive officers, and insofar as these rules are not inconsistent with any provisions of Article 8, for International Convention delegates in the UAW Constitution:

- (a) Every member in good standing shall be entitled to vote at all Local Union elections.
- (b) Such elections shall be held during specified dates and hours at a special polling place or polling places where each member shall personally cast her/his vote. The use of absentee ballots is not permitted in Local Union elections, except as allowed by a uniform policy established by the International Executive Board.
- (c) All elections shall be held under the supervision of a democratically elected Election Committee.
- (d) No candidate in any election shall be a member of the Election Committee having supervision over such election.
- (e) Any eligible candidate in any election shall have the right to submit her/his commonly known name to the Election Committee in writing as the candidate desires it to appear on the ballot, and it shall so appear.
- (f) Each candidate shall have the right to have one (1) challenger present when the votes are cast and when they are tabulated, provided that such challenger shall be a member of the Local Union.
- (g) The date or dates for all elections will be established by the membership.

Section 7. Eligibility for election to other Local Union offices, committees, etc., shall be determined by the Local Union.

Section 8. If upon investigation by the International Union, it should appear by convincing evidence that any member has misrepresented returns, altered, mutilated or destroyed deposited ballots, or engaged in any other fraudulent acts in connection with the conduct of a Local Union election, the International Executive Board may remove such member from any office or appointive position s/he may hold pending a hearing. The Board shall designate a Special Committee to conduct a hearing, after due notice in writing of the charges against the member, and make recommendations in a manner similar to that provided for under Article 33 of the UAW Constitution. The Special Committee shall make recommendations to the International

Executive Board, which recommendations shall be processed by the International Executive Board in the same manner that it processes recommendations of said appeals committees. The International Executive Board, if it finds the member guilty of the offense charged by a two-thirds (2/3) vote, may remove the member from any office or appointive position s/he may hold and/or suspend the member's right to seek office or hold any appointive position in the International Union or Local Union for a period not to exceed five (5) years, or suspend or expel her/him from membership. Any member so disciplined shall be notified in writing and shall have the right to appeal pursuant to Article 33, Section 3 of the UAW Constitution. The procedure provided for in this Section shall be in addition to and exclusive of any other action which may be taken against such member.

ARTICLE VIII

Duties of Officers and Board Members

Section 1. PRESIDENT

- (a) The President shall be the executive and administrative head Officer of this Union. S/He shall reassign Officers to other duties due to illness or vacations.
- (b) S/He shall be in charge of the steward system and all work connected with the meeting and guidance of stewards.
- (c) S/He shall consult with the other Officers in the performance of her/his duties and in cases of major importance with the Executive Board.
- (d) S/He shall report her/his acts to the Executive Board for approval.
- (e) S/He shall conduct all meetings of the Executive Board and regular and special meetings of the Union.
- (f) S/He shall act as ex-officio member of all committees appointed or elected by the Union, except Trial and Election Committees.
- (g) S/He shall be empowered to co-sign all pay vouchers and withdrawals approved by the Union.
- (h) S/He shall be responsible for the handling and assignment of the office personnel.

Section 2. VICE PRESIDENT

- (a) The Vice President shall plan and carry out the educational activities of the Union.

- (b) S/He shall also have such other duties as may from time to time be assigned to her/him by the President or the Executive Board.
- (c) S/He shall report her/his acts to the Executive Board for approval.
- (d) S/He shall be empowered to co-sign all pay vouchers and withdrawals approved by the Union.

Section 3. THE RECORDING SECRETARY

- (a) The Recording Secretary shall be responsible for the maintenance of proper files and records, other than financial, including the office complaint file.
- (b) S/He shall record all minutes of the Executive Board meetings and the meetings of the Local.
- (c) S/He shall receive and file all letters and publications and attend to all correspondence.
- (d) S/He shall have such duties as may from time to time be given her/him by the President or Executive Board.
- (e) S/He shall be empowered to oversee all pay vouchers and withdrawals approved by the Union.
- (f) S/He shall report her/his acts to the Executive Board for approval.

Section 4. THE FINANCIAL SECRETARY-TREASURER

- (a) The Financial Secretary-Treasurer shall receive and collect all dues, assessments, fines, and all other monies payable to the Local Union and shall deposit the money in a bank designated by the Local Union in the name, "Brewery Workers Local 9 UAW (Amalgamated) AFL-CIO".
- (b) S/He shall keep an accurate account of all receipts and disbursements and shall have a written report of all receipts and disbursements available at the Union Office.
- (c) S/He shall have charge of the membership ledger and address register of all members.
- (d) S/He shall pay all pay vouchers and withdrawals signed by two of the accredited Officers. At the end of every month s/he shall submit an accurate financial report to the Local Union. S/He shall not keep more than \$60,000.00 in the checking account to cover current expenses. When there is more than \$60,000.00 in the checking account s/he shall notify the Local Union which shall decide how the money is to be invested.
- (e) The Financial Secretary-Treasurer shall have charge of all bank accounts. A blanket

bond shall be purchased each year to conform with the Labor-Management Reporting and Disclosure Act of 1959. In the absence of the Financial Secretary-Treasurer, the bonded office assistants shall collect the dues, etc., in the office.

- (f) S/He shall act as Treasurer of all committees appointed or elected, of the Union that receive or disburse any money.
- (g) S/He shall maintain and be responsible for all records of expulsion. Such records shall clearly show the date and cause for expulsion.
- (h) When necessary s/he shall initiate new candidates and readmit former members whose readmission has been approved by a meeting of the rank and file. S/He shall see to it that former members who have been approved by the membership for readmission are properly reinstated and pay all necessary dues.
- (i) S/He shall see to it that there is an audit at the end of each fiscal year.
- (j) S/He shall perform such other duties as shall be assigned to her/him by the President or the Executive Board.
- (k) S/He shall report her/his acts to the Executive Board for approval.
- (l) S/He shall be empowered to co-sign all pay vouchers and withdrawals approved by the Union.

Section 5. BARGAINING UNIT CHAIRPERSON

- (a) S/He shall endeavor to adjust all grievances and complaints in their bargaining unit.
- (b) S/He shall be in charge of the Steward system and all work connected with the meeting and guidance of Stewards in their Bargaining Unit
- (c) S/He shall conduct contract research, including health and welfare and pension research
- (d) S/He shall see that legal notification of contract renewals and strike notices be sent to the bargaining units employer at the proper time.
- (e) S/He shall reactivate their bargaining unit contract committee in accordance with Article XXI, Section 1 and report its progress to the Executive Board.
- (f) S/He shall be a member of the Local Executive Board.
- (g) S/He shall be responsible for disseminating information throughout their bargaining unit. To assist in facilitating this they shall be responsible for coordinating meetings of their membership no less than once each quarter.

- (h) S/He shall be a member and the chairperson of the bargaining unit contract committee.
- (i) Bargaining Unit Chairpersons are to be nominated and elected triennially.
- (j) S/He shall attend Stewards Meetings and Unit Meetings.

Section 6. THE LOCAL EXECUTIVE BOARD

- (a) The Local Executive Board shall transact all business referred to it by the Local Union. All actions of the Local Executive Board must be submitted to the regular meeting of the Local Union for approval.
- (b) All requests for financial expenditures including requesting pursuance of unresolved grievances shall be referred to and be reviewed by the Local Executive Board. After an impartial review the Local Executive Board shall report its findings together with its recommendations to the Local Union membership for final action. All such actions may be appealed in accordance with provisions provided for in the International Constitution.
- (c) The Local Executive Board shall, with approval of the membership, appoint all non-elected committees, and shall appoint replacements for the unexpired term when vacancies occur.
- (d) Unit Executive Board Members shall be responsible for disseminating information throughout their bargaining unit. To assist in facilitating this they shall be responsible for coordinating no less than semi-annual meetings of their membership.
- (e) The Local Executive Board shall have control of the Union labels and may withdraw the label for the respective firm subject to approval of the UAW International Executive Board.
- (f) The Local Executive Board may make recommendations to the Local Union, in contract renewals and for the general welfare of the Local Union. Such recommendations must be approved by the Local Union before they can be carried out.
- (g) (1) The Local Executive Board shall meet prior to each Union Meeting. Special meetings of the Local Executive Board may be called by the Union President Officers or a majority of Board members when necessary.
- (2) Effective with the installation of Executive Board Members elected in the 2002 General Officers election, the Local Executive Board shall meet prior to each Union Meeting on a non-lost time basis. Special meetings of the Local Executive Board may be called by the Officers or a majority of Board Members when necessary.

Section 7. All Officers and Executive Board Members of Local 9 must pay their dues in full.

Section 8. Any Officer or Executive Board Member who misses two (2) consecutive meetings connected with his office or general membership meetings without sufficient excuse may be removed from office.

Section 9. All Officers and Executive Board Members shall, when leaving office for any cause or reason, deliver to their successors all Union property and shall be responsible for the duties of their office until their successors have been elected or appointed.

Section 10. Any Officer or Executive Board Member, if charged with a violation of the Local Constitution and By-Laws or the UAW Constitution or if charged with being derelict in performing her/his duties as a Local Union Officer or failure to carry out the Union obligation which s/he accepted, shall be tried by a Trial Committee selected from the delegate body of such Local Union. Any disciplinary action taken by said Trial Committee against such Officer or Executive Board Member shall be limited to her/his membership in the Local Union pursuant to the provisions of Article 31 of the International Constitution.

Section 11. Any member holding position by virtue of an election in this Local may be brought to trial for neglect of any of the duties of his office, or for violation of any provision of the Local Constitution or Constitution of the UAW. Charges shall be in writing and shall be filed with the Recording Secretary who shall refer such charges to the Executive Board for action. Such charges shall be brought to the attention of the membership at the next regular or special meeting. If recommendation of the Executive Board, concurred in by the body, would refer the matter to the Trial Committee, the Trial Committee shall cause a copy of the charges to be served upon the accused together with due notice of time and place of the hearing. The accused shall have the right to appear in person or may be represented by members or Officers of the Local. The accused shall be given a fair and impartial hearing. The Trial Committee shall report its findings to the Local Union and the membership shall determine whether the findings and recommendations of the Committee should be approved or disapproved. An Officer who is

found guilty may be removed from his office by a two-thirds (2/3) majority referendum vote pursuant to the provisions of Article 31 of the International Constitution.

ARTICLE IX

Duties of the Trustees

Section 1.

- (a) The Trustees shall consist of three (3) members.
- (b) The Trustees shall have general supervision over all funds and property of the Local Union. They shall audit or cause to be audited by a Certified Public Accountant selected by the Local Union Executive Board, the records of the Financial Officers of the Local Union semi-annually as provided herein, using duplicate forms provided by the International Union, a copy of which shall be forwarded to the International Secretary-Treasurer immediately thereafter. It shall also be their duty to see that the Financial Officers of the Local Union are bonded in conformity with the laws of the International Union. The Trustees shall see that all funds shall be deposited in a bank subject to an order signed by the President and the Financial Secretary-Treasurer. In Local Unions where safety deposit boxes are used, the Trustees shall see that the signatures of the President, Financial Secretary-Treasurer and one (1) of the Trustees are required before admittance to the safety deposit box is permitted. In the event the books are not received for audit within fifteen (15) days after the end of each six-month period, the Chairperson of the Trustees shall make a report to the next meeting of the Local Union for action.
- (c) Trustees are to be nominated and elected the same time as Officers and Executive Board Members triennially. Effective 6/1/87 the term of office for all elected Trustees and the time of installation shall be governed by Article 38 of the UAW Constitution.

ARTICLE X

Duties of the Election Committee

Section 1.

- (a) The Election Committee shall consist of five (5) members.

- (b) The Election Committee wages and expenses shall be determined at the time of nominations by the membership. Nominations to be held at the regular Sunday Membership Meeting in November triennially. See Article XXII, Sections 3 and 4.

Section 2.

- (a) Election Committee members shall be elected to serve for the period of three (3) years.
- (b) Members of the Election Committee shall be installed during the second meeting in January and take office February first.

Section 3.

- (a) The Election Committee shall conduct and audit the elections of Local Officers, Executive Board Members and all elected Committees.
- (b) The Election Committee shall be responsible for the auditing of the contract ratification votes.
- (c) The Chairperson of the Election Committee shall report the results of all auditing to the Recording Secretary.

ARTICLE XI

Duties of Shop Stewards

Section 1. Shop Stewards are to be nominated and elected the same time as Officers and Executive Board Members triennially. Stewards shall be nominated during the month of May, elected during the month of June, and take office the first full week of July. Stewards shall be nominated and elected by the people they represent. All nominees must have signature of nominator.

Section 2.

- (a) It shall be the duty of the Shop Steward to attempt to adjust grievances and complaints on the local level for the people s/he represents. S/He shall also investigate and report major difficulties and violations of the contract to the Officers. S/He shall report in writing his investigations and settlements of any and all irregularities to local officials. All grievances, complaints and transfers submitted to the Local Union must be presented in writing.

- (b) Shop Stewards shall from time to time question members in regard to purchasing union-made goods.
- (c) Shop Stewards must attend all shop steward meetings. Any shop steward who misses two (2) consecutive meetings without sufficient excuse may be removed from office.

Section 3. Shop Stewards may be recalled by the members s/he represents for failure to perform the duties of the office. A valid petition setting forth specific complaints for failure to perform the duties of the office shall be signed by fifty percent (50%) of members s/he represents. The shop steward shall receive notification of the specific complaints. Upon filing of such a petition with the Recording Secretary, a special meeting for recall shall be held within fifteen (15) working days with five (5) days notice sent to the shop steward and all members s/he represents. A quorum necessary to establish recall shall be fifty percent (50%) and a two-thirds (2/3) vote necessary for recall.

ARTICLE XII

Contract Committees

Section 1.

- (a) Contract negotiating committees for all contracts coming under the jurisdiction of Local 9 be elected by those members covered by that agreement nine (9) months prior to the expiration dates of their present agreements.
- (b) The Executive Board shall recommend the number of members on Contract Committees. Candidates must be nominated and elected by members they are to represent.
- (c) An Executive Board Member may run and if elected hold both of the positions of Executive Board Member and Contract Committee Member.

Section 2. The President and the Executive Board shall appoint such Officers as are deemed necessary to work with the various contract committees and to assist them in contract negotiations.

Section 3. The membership will make suggested contract changes to the contract committees. Special meetings will be held at which time the contract committees will report the proposed

changes to be included in the contract proposals. The contract proposals adopted by the membership in these special meetings will be submitted to the respective employers.

Section 4. All contract committee members shall sign the negotiated contracts after such contracts have been written out in full, presented to and approved by a majority vote of the members concerned.

Section 5. Strike authorization shall require a two-thirds (2/3) majority vote of those voting. Strike action shall conform with the International Constitution.

Section 6. The Unit members of an establishment shall be the highest authority for handling problems within the establishment, in conformity with the By-Laws of this Local Union and the International Constitution. The Unit's Bargaining Committee shall assist the Officers and Stewards in the interpretation and enforcement of their labor agreement.

Section 7. Bargaining Committee members shall be responsible for assisting in educating the membership in their Unit about the terms and conditions of the labor agreement. They shall attend steward meetings and meetings of their Unit.

Section 8. Contract Committee Members may be recalled by the members s/he represents for failure to perform the duties of the office. A valid petition setting forth specific complaints for failure to perform the duties of the office shall be signed by fifty percent (50%) of members s/he represents. The Contract Committee Member shall receive notification of the specific complaints. Upon the filing of such a petition with the Recording Secretary a special meeting for recall shall be held within fifteen (15) working days with five (5) days notice sent to the Contract Committee Member and all members s/he represents. A quorum necessary to establish recall shall be fifty percent (50%) and a two-thirds (2/3) vote necessary for recall.

ARTICLE XIII

Convention and Council Delegates

Section 1. All delegates to the UAW International Convention will be elected in accordance with Article 8 of the UAW International Constitution.

Section 2.

- (a) The President, Vice President, Recording Secretary and Financial Secretary-Treasurer shall be delegates to the Milwaukee County Labor Council AFL-CIO, other delegates to the Milwaukee County Labor Council AFL-CIO shall be nominated and elected triennially at the regular November Sunday Local 9 Union Meeting. Elected delegates shall be admitted in accord with the Constitution of the Milwaukee County Labor Council AFL-CIO, at the first Council meeting in January. If a vacancy occurs after election of delegates, the next highest nominee shall be declared the delegate. In event there is a cutback in delegate strength, the delegate cut back will be placed at the top of the waiting list.
- (b) The Executive Board shall recommend the number of delegates to the State AFL-CIO Convention. If the recommendation of the Board is non-concurred in, the business becomes the property of the body. In order to be eligible to attend the State AFL-CIO Convention as delegates of Local 9, all delegates must have attended at least fifty percent (50%) of the scheduled meetings of the Milwaukee County Labor Council AFL-CIO, during the one (1) year prior to the Convention Call. Election to the State AFL-CIO Convention shall be among the eligible delegates only.

Delegates must attend fifty percent (50%) of the Milwaukee County Labor Council AFL-CIO meetings during their active term. Punch cards shall be submitted to the Union semi-annually for verification.

ARTICLE XIV

Appointed Committees

Section 1. The following Committees shall be appointed triennially by the Executive Board with approval of the membership, and such other committees as are deemed necessary:

- (a) **Union Label Committee** will coordinate their function with the Milwaukee County Labor Council Union Label Committee.

- (b) **Community Services Committee** will coordinate their work with the Milwaukee County Labor Council's Community Services Committee and the UAW Region 4 Wisconsin Community Services Council.
- (c) **Civil Rights Committee** will coordinate their work with the UAW Region 4 Civil Rights Committee.
- (d) **Consumer Affairs Committee** will coordinate their work with the UAW Region 4 Consumer Affairs Council.
- (e) Local Union **Women's Rights Committee** – coordinate with the UAW Region 4 Women's Rights Council.
- (f) **Citizenship and Legislative Committee** whose duty it shall be to direct the legislative activities of the Local Union and inform the Local Union's membership of pending harmful or beneficial legislation.
- (g) **Conservation & Recreation Committee** whose duty it shall be to direct and promote the conservation activities, recreation and athletic activities of the members.
- (h) **Educational Committee** whose duty it shall be to arrange and promote education of all types for members. The Educational Committee shall plan and carry out the educational activities of this Union. They shall edit and publish a Local 9 Brewery Workers Bulletin and web site, under the direction of **the Recording Secretary**.
- (i) **Veterans' Committee** will coordinate their work with the UAW Region 4 Veterans' Committee.
- (j) **Building Committee** whose duty it shall be to recommend all necessary building improvements. At least one Power House member to serve on this Committee.
- (k) **Constitutional Committee** shall make recommendations on all proposed constitutional changes and amendments. Meetings will be held at least quarterly.
- (l) A **Budget Committee** shall be appointed and their duties shall be to establish a budget for the coming fiscal year.
- (m) **Pension Committee** – Milwaukee Brewery Workers Pension Plan Joint Committee shall consist of four (4) members: two (2) Officers and two (2) members – one (1) from Miller and one (1) from Pabst. Executive Board appointment to be made at the Executive Board Meeting just prior to the expiration of the term and every three (3) years thereafter commencing 1/1/91.

ARTICLE XV

Duties of Sergeant-at-Arms and Guide

Section 1. There shall be one (1) Sergeant-at-Arms and one (1) Guide.

Section 2. It shall be the duty of the Sergeant-at-Arms to introduce all new members and visitors and assist the President in preserving order when called upon to do so. S/He shall also take charge of all property of the Local Union not otherwise provided for and perform such other duties as may be assigned to her/him from time to time.

Section 3. It shall be the duty of the Guide to maintain order, inspect the membership receipts, satisfy her/himself that all present are entitled to remain in the meeting of the Local Union and perform such other duties as are usual to the office.

Section 4. 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 over all papers, documents, funds, and/or other Local Union property to the properly constituted Local Union Officers.

ARTICLE XVI

Duties of Trial Committee

Section 1. Trials and appeals shall be conducted in accordance with the UAW International Constitution.

ARTICLE XVII

General Provisions

Section 1. All members in good standing have equal rights to the benefits offered by the Union; they may take part in all debates, ask for redress from any injustice, and may be elected to any office if qualified, according to the Local Constitution. No member of the Local Union may be disciplined for the expression of any views, arguments or opinions, unless such view, arguments or opinions violate the responsibility of the member toward the Local Union, the UAW International Union or the AFL-CIO as an institution.

Section 2. Members are absolutely prohibited from entering into any individual contract or any private arrangements with the Employer.

Section 3. Any member found guilty of accepting employment for lower wages than those stipulated in the contract shall be expelled from the Union.

Section 4. Members persisting in working after a strike has been declared or commenced, or who shall during the continuance of such strike, become guilty of treason toward the Union, shall be expelled from the Union as soon as these facts shall have been established.

Section 5. Any member who violates either the UAW Constitution or Local Constitution, By-Laws, rules, orders, regulations, or any decisions of the Union, may be punished by reproof, suspension or expulsion from the Union, through recommendations of the executive board.

Section 6. All bills must be submitted to the Financial Secretary-Treasurer of the Union, and must be approved by the Local Union and signed by authorized Officers before they can be paid.

Section 7. All vouchers for services rendered by Officers, Committees, delegates and members shall be presented to the Financial Secretary-Treasurer who shall submit them to the membership for approval.

Section 8. All bills and vouchers rendered which do not comply with any of the foregoing rules shall be immediately rejected by the Financial Secretary-Treasurer.

ARTICLE XVIII

Death Benefit

Section 1. Except for members retiring before 1/1/85 there will no longer be a death benefit entitlement.

Section 2. If desired, at the death of a member in good standing, the Union will present either a bible or flowers.

ARTICLE XIX

Rules of Order

Section 1. All motions must be seconded before the President can submit them to the meeting for debate.

Section 2. The President shall not accept or consider a new motion until the previous question shall have been disposed of, except privileged motions which shall always be in order.

Section 3. Privileged motions are:

- (a) A motion to adjourn.
- (b) A motion to close debate.
- (c) A motion to postpone the matter under discussion indefinitely or for a certain time.
- (d) A motion for a division of the question before the meeting, if the sense of such question will admit of such division. However, the privileged questions must be voted upon without further debate.

Section 4. Amendments to a motion shall be limited to two.

Section 5. No member shall be interrupted while speaking, except for a call to order or for an explanation.

Section 6. Every member shall have the privilege of asking for the remission of a call to order. All questions of order shall be decided by the President; however, every member shall have the right to appeal from the decision of the chair directly to the meeting.

Section 7. If a member wishes to speak, s/he shall rise and address the chair. Having been recognized by the chair, s/he shall state her/his name and, given permission, such member shall

limit her/his remarks to the shortest possible time and confine her/himself to the subject under discussion.

Section 8. In case a member is called to order, s/he shall not again speak until the point of order has been decided and s/he shall have received permission from the President to proceed.

Section 9. No member shall be allowed to speak more than twice on any question until all other members wishing to speak shall have been heard.

Section 10. The author of any motion shall be entitled to the closing argument on such motion; when the debate is closed, the Recording Secretary shall again read the several motions and amendments and the President shall call for a vote on the question and then announce the result of such vote. In case of a tie, s/he shall decide the questions.

Section 11. Any member may call for a division of the house.

Section 12. The reconsideration of a rejected motion or resolution may be moved for in the same meeting and such motion shall again be debated upon, only in case a majority of the members present are in favor of such rediscussion.

Section 13. Should a member consider her/himself injured by a resolution passed at any meeting of the Union, such member shall have the right to protest against such resolution. Such protest, together with the reasons on which it is based, shall be submitted in writing at the next meeting and shall be entered on the minutes.

Section 14. Personal disputes and insinuations during debates are strictly prohibited.

Section 15. On the motion to adjourn, the members shall remain seated until the President declares the meeting adjourned.

Section 16. Improper language, invective, personal quarrels and insinuations, shall be positively prohibited, and the Union shall be empowered to fine all those acting contrary to this Section.

Section 17. Should the President have reasons to believe that a meeting is threatened with disturbance, s/he shall have the right to immediately adjourn the meeting.

Section 18. All questions regarding correct parliamentary procedure shall be governed by Roberts' Rules of Order. (Revised).

ARTICLE XX

Order of Business

1. Opening of the meeting by the President.
2. Roll call of Officers and Executive Board and Correspondence.
3. Reading of Minutes.
4. Report of Executive Board and Correspondence.
5. Report of Committees.
6. Unfinished Business.
7. New Business.
8. Good and Welfare of the Union.
9. Good and Welfare of the Labor Movement.
10. Adjournment.

N.B. Any part of the rules of order may be suspended for one meeting.

ARTICLE XXI

Amendments to Constitution

Section 1. Amendments and additions to these By-Laws may be proposed in writing at any meeting. Such proposals shall be referred to the Constitution Committee for study and recommendation. These proposals with recommendations shall be read at the two (2) consecutive meetings immediately following the committee's regular quarterly meeting or following an earlier committee meeting if so approved by the membership at the time of proposal. It shall require a two-thirds (2/3) majority vote of members present at the second

reading to adopt such changes, with the exception of dues changes which will be by majority vote pursuant to Article 47, Section 1 of the UAW International Constitution. Two (2) copies of any amendment shall be submitted to the President of the UAW International Union for her/his approval.

Section 2. All former Constitutions and By-Laws of this Local Union are herewith repealed and declared void.

ARTICLE XXII

UAW Executive Board Policy Concerning Per Diem

Section 1. When required to stay overnight, hotel/motel at single room occupancy rate or half of a double room rate if shared with another member, plus \$40.00 for meals per day.

Section 2. Transportation. Coach air fare or cents per mile as authorized by the International Executive Board, whichever is more economical. Mileage expense can only be paid to the driver of the automobile.

Section 3. The Local Union shall pay a representative or member lost time only when the representative or member is performing necessary duties for and on behalf of the Local Union during a time for which s/he would otherwise be compensated by the Employer. The amount of lost time should never exceed the amount which the Local Union representative or member would otherwise have received from her/his Employer for the same period of time for which s/he is being compensated by the Local Union.

Section 4. Members being compensated for lost time or attending contract bargaining sessions shall be reimbursed \$13.00 meal expense, not to exceed \$18.00 per day. Parking reimbursed at actual cost with receipt.

ARTICLE XXIII

Power of Administration

Section 1. The following provisions shall govern the directing of the activities of the Local Union which are not specifically provided for in these By-Laws except in those situations where the UAW via Constitution has assumed such control:

- (a) The membership is the highest authority of this Local Union and shall be empowered to take or direct any action not inconsistent with the Constitution or By-Laws.
- (b) Between membership meetings, the Executive Board shall be empowered to act on behalf of the membership to the extent urgent business requires approval, but the Executive Board may not take action affecting the vital interests of the Local Union without prior 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.

Section 2. The fiscal year of this Local Union shall begin on January 1 and end on December 31.

ARTICLE XXIV

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.

kw/opeiu#9afl-cio2.5.0