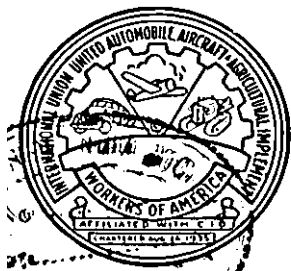


CONSTITUTION
of the
INTERNATIONAL UNION

*United Automobile, Aircraft
and
Agricultural Implement Workers
of America
(UAW-CIO)*



~~Adopted~~ at
Grand Rapids, Michigan
September, 1944

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**Constitution
of the
International Union,
UNITED AUTOMOBILE, AIRCRAFT
AND
AGRICULTURAL IMPLEMENT WORKERS
OF AMERICA
(UAW-CIO)
(Affiliated with the Congress
of
Industrial Organizations)**

●

Note: In all places in the constitution in which reference is made to the masculine it shall be deemed to include the feminine. Amendments by the 1944 Convention appear in bold type. Where a portion of a section has been deleted the entire section as amended appears in bold type.

●

PREAMBLE

1 We hold these truths to be self-evident, ex-
2 pressive of the ideals and hopes of the work-
3 ers who come under the jurisdiction of this
4 International Union, **UNITED AUTOMOBILE,**
5 **AIRCRAFT AND AGRICULTURAL IMPLEMENT**
6 **WORKERS OF AMERICA, (UAW-CIO);** that all
7 men are created equal, that they are endowed
8 by their Creator with certain inalienable
9 Rights, that among these are Life, Liberty
10 and the Pursuit of Happiness. That to secure
11 these Rights, Governments are instituted
12 among men, deriving their just powers from
13 the consent of the governed. Within the or-
14 derly processes of such Government lies the
15 hope of the worker.

1 We hold that the exigencies of the times,
2 the complete subdivision of Labor in the de-
3 velopment and operation of the industrial
4 mass production system imposes conditions
5 under which the worker is gradually but
6 surely absorbed and controlled by the ma-
7 chine.

8 We hold these conditions to be utterly at
9 variance with the spirit of justice and the
10 needs of mankind. We believe the right of the
11 workers to organize for mutual protection is
12 the culminating growth of a great industry,
13 which is evidence not only of its increased
14 power but also of an economic and social
15 change in our civilization.

16 We believe that Organized Labor and Or-
17 ganized management possess the ability and
18 owe the duty to society of maintaining,
19 through co-operative effort, a mutually satis-
20 factory and beneficial employer-employee re-
21 lationship based upon understanding through
22 the medium of conference.

23 The worker does not seek to usurp man-
24 agement's function or ask for a place on the
25 Board of Directors of concerns where organ-
26 ized. The worker through his Union merely
27 asks for his rights. Management invests
28 thousands of dollars in the business. The
29 worker's investment in the business is his
30 sinew, his blood and his life. The organized
31 worker seeks a place at the conference table,
32 together with the management, when decisions
33 are made which affect the amount of food he,
34 his wife and family shall consume; the extent
35 of education his children may have; the kind
36 and amount of clothing they may wear; and
37 their very existence. He asks that hours of
38 labor be progressively reduced in proportion
39 as modern machinery increases his produc-
40 tivity. He asks that the savings due to the

1 inauguration of machinery and changes in
2 technical methods shall be equitably divided
3 between management and the worker. The
4 organized worker asks that those who may be
5 discharged be paid adequate dismissal wages
6 to enable him to start afresh in another field;
7 that society undertake to train him in new
8 skills and that it make provisions through
9 amelioratory social laws for the innocent and
10 residual sufferers from the inevitable indus-
11 trial shifts which constitute progress.

ARTICLE 1

Name

12 The Organization shall be known as the
13 "International Union, UNITED AUTOMOBILE,
14 AIRCRAFT AND AGRICULTURAL IMPLEMENT
15 WORKERS OF AMERICA, (UAW-CIO)," hereinafter
16 referred to as the International Union.

ARTICLE 2

Objects

17 Section 1. To improve working conditions,
18 create a uniform system of shorter hours and
19 higher wages; to maintain and protect the in-
20 terests of workers under the jurisdiction of
21 this International Union.

22 Section 2. To unite in one organization, re-
23 gardless of religion, race, creed, color, politi-
24 cal affiliation or nationality, all employees un-
25 der the jurisdiction of the International
26 Union.

27 Section 3. To improve the sanitary and
28 working conditions of employment within the
29 factory, and in the accomplishment of these
30 necessary reforms we pledge ourselves to

1 utilize the conference room and joint agree-
2 ments; or if these fail to establish justice for
3 the workers under the jurisdiction of this
4 International Union to advocate and support
5 strike action.

6 Section 4. To educate our membership in
7 the history of the Labor Movement and to de-
8 velop and maintain an intelligent and digni-
9 fied membership; to vote and work for the
10 election of candidates and the passage of im-
11 proved legislation in the interest of all labor.
12 To enforce existing laws; to work for the
13 repeal of those which are unjust to Labor; to
14 work for legislation on a national scale, hav-
15 ing as its object the establishment of real
16 social and unemployment insurance, the ex-
17 pense of which to be borne by the employer
18 and the Government.

19 Section 5. To work as an autonomous In-
20 ternational Union affiliated with the Congress
21 of Industrial Organizations together with
22 other International Unions, for the solidifica-
23 tion of the entire Labor Movement.

ARTICLE 3

Constitution

24 This Constitution as amended at the
25 Grand Rapids Convention Convened on Sep-
26 tember 11, 1944, and as may hereafter be
27 amended, shall be the supreme law of the
28 International Union, United Automobile, Air-
29 craft and Agricultural Implement Workers
30 of America, (UAW-CIO), and can be
31 amended only by a majority vote of dele-
32 gates at succeeding Conventions.

ARTICLE 4

International Union Headquarters

33 The headquarters of the International
34 Union shall be located in the City of Detroit,
35 State of Michigan.
36

ARTICLE 5

Jurisdiction

1 The International Union, UNITED AUTOMO-
2 BILE, AIRCRAFT AND AGRICULTURAL IMPLE-
3 MENT WORKERS OF AMERICA, (UAW-CIO)
4 shall take in and hold jurisdiction over all
5 employees of plants and shops engaged in the
6 manufacture of parts (including tools, dies,
7 etc.), and the assembly of these parts into
8 farm, automobile, automotive propelled prod-
9 ucts, aircraft and agricultural implements,
10 including employees engaged in office work,
11 sales, distribution and maintenance thereof
12 and such other branches of industry as the
13 International Executive Board shall decide
14 in accordance with the Jurisdiction Commit-
15 tee of the Congress of Industrial Organiza-
16 tions. The jurisdiction of this International
17 Union shall be full and final.

ARTICLE 6

Membership

18 Section 1. The International Union shall
19 be composed of workers eligible for member-
20 ship in the International Union, UNITED
21 AUTOMOBILE, AIRCRAFT AND AGRICULTURAL
22 IMPLEMENT WORKERS OF AMERICA, (UAW-
23 CIO).

24 Section 2. Any person eligible to become
25 a member of the International Union who is
26 not affiliated with any organization whose
27 principles and philosophy are contrary to
28 those of this International Union as outlined
29 in the Preamble of this Constitution, may ap-
30 ply for membership to the Local Union hav-
31 ing jurisdiction over the plant in which he is
32 employed. The applicant must, at the time of
33 application, be an actual worker in and
34 around the plant. All applicants for mem-

1 bership in any Local Union of the Interna-
2 tional Union shall fill out an official applica-
3 tion provided by the International Union, an-
4 swering all questions contained in such ap-
5 plication, and sign a promise to abide by all
6 laws, rules and regulations and the Consti-
7 tution of the International Union. All appli-
8 cations thus received shall be referred to the
9 Local Union for consideration, and shall be
10 acted upon as soon as possible, but not later
11 than 60 days from the date the application is
12 received by the Financial Secretary of the
13 Local Union.

14 Section 3. Upon acceptance of the appli-
15 cation, membership shall date from the first
16 day of the month for which dues are paid.

17 Section 4. Applications for membership re-
18 jected by the Local Union shall not be recon-
19 sidered until thirty days have elapsed.

20 Section 5. Any candidate failing to present
21 himself for initiation within four weeks after
22 notification of his being accepted to member-
23 ship, without good and sufficient reason being
24 given, shall forfeit all money paid by him.

25 Section 6. The original application signed
26 by each member shall be retained by the Lo-
27 cal Union for its record and official receipt
28 shall be given to each new member for all
29 moneys paid. All receipts shall be made out
30 in duplicate, the original to be given to the
31 member, the duplicate to be retained by the
32 Local Union and made available to the Inter-
33 national Union upon request. These dupli-
34 cate receipts may be destroyed after a Local
35 Union audit upon written approval of the
36 International Secretary-Treasurer.

37 Section 7. No new member will be recorded
38 at the International office nor will initiation
39 fee or per capita tax be accepted for new

1 members until a monthly report is received
2 from the Financial Secretary of the Local
3 Union.

4 Section 8. Any Local Union expelling any
5 member for cause shall notify the Interna-
6 tional Secretary-Treasurer and the latter
7 shall notify all Local Unions of this fact
8 forthwith. A person who has been suspended
9 or expelled by any Local Union shall not be
10 eligible for membership in any other Local
11 Union until all claims or charges against
12 such person have been satisfactorily settled
13 with the Local Union suspending or expel-
14 ling and written notice to this effect fur-
15 nished the Local Union to which such per-
16 son seeks admission.

17 Section 9. No member shall be allowed to
18 hold membership in more than one Local
19 Union of the International Union at the same
20 time, except by permission of the Interna-
21 tional Executive Board. Any member who,
22 while rendering service to and receiving
23 wages from a plant represented by his Local
24 Union, also works at a plant represented by
25 another Local Union, or performs work that
26 comes under the jurisdiction of a garage me-
27 chanic local, shall be required to obtain a
28 "work permit" from such other Local.

29 In the case of an amalgamated Local
30 Union, any member who, while working in a
31 plant under the jurisdiction of one unit, also
32 works in a plant under the jurisdiction of
33 another unit may be required to obtain a
34 "work permit" from such other unit accord-
35 ing to the policy of the amalgamated Local
36 Union.

37 Section 10. No application shall be ac-
38 cepted from the one designated as the head
39 of a department, directing company policy

1 or having the authority to hire and discharge
2 workers. Members of the Union who are pro-
3 moted to such positions shall be issued a
4 withdrawal card immediately by the Local
5 Union, in conformity with Article 17 of this
6 Constitution. Members promoted to minor
7 positions where they work with their fellow
8 workers and do not have the power of disci-
9 pline by hiring or discharging employees
10 may retain their membership in the Local
11 Union at the discretion of the Local Union.

12 Section 11. The names of all applicants
13 for admission about whose application there
14 is the least doubt may be published in the
15 "official publication." No applicants whose
16 names have been published shall be received
17 into membership until thirty days after the
18 date of such publication.

19 Section 12. Any member in good standing
20 who shall have become totally incapacitated
21 by accident or illness may, at the discretion
22 of his Local Union, be granted a gratuitous
23 membership, continuing during incapacity.
24 Appropriate cards denoting such membership
25 shall be prepared by the International Union
26 and furnished to Local Unions upon request,
27 and at cost.

28 Section 13. All members of the Local Union
29 are also members of this International Union
30 and subject to the orders, rulings and de-
31 cisions of this International Union and the
32 properly constituted authorities of the same.

ARTICLE 7

Powers of Administration

33 The International Union shall be governed
34 by its membership in the following manner.

35 (a) The highest tribunal shall be the In-
36 ternational Convention composed of

- 1 delegates democratically elected by the
2 membership of Local Unions.
- 3 (b) Between conventions the highest au-
4 thority shall be the International Ex-
5 ecutive Board which shall meet at
6 least once every three months.
- 7 (c) Between meetings of the International
8 Executive Board the administrative
9 authority of the International Union
10 shall be vested in the International
11 President. The International Presi-
12 dent shall be responsible to the Inter-
13 national Executive Board for the ad-
14 ministration of the Union between In-
15 ternational Executive Board meetings,
16 according to the Constitution, the ac-
17 tions of the International Convention
18 and the decisions of the International
19 Executive Board. On all matters of
20 major importance he shall consult the
21 other International Executive Officers.
22 He shall report his actions to the In-
23 ternational Executive Board for its
24 approval or rejection.
- 25 (d) In case of the absence or incapacity of
26 the International President his powers
27 and duties shall be assumed by the In-
28 ternational Secretary-Treasurer.

ARTICLE 8

Conventions

29 Section 1. The International Union shall
30 meet in Convention, convening at 10 A.M. on
31 the Second Monday in September, 1945, at
32 such place as shall be designated by the last
33 preceding convention, provided that the date
34 of holding such convention may be advanced
35 within the month of August upon a resolu-

1 tion to that effect adopted by the Interna-
2 tional Executive Board. CR

3 Section 2. The business of the Interna-
4 tional Convention shall proceed in the follow-
5 ing order unless otherwise ordered by the
6 Convention:

- 7 1. Call to order.
- 8 2. Report on Credentials.
- 9 3. Reading of Convention Rules.
- 10 4. Appointing Committees:
- 11 5. Communications and Bills.
- 12 6. Resolutions, etc.
- 13 7. Reports of Committees.
- 14 8. Report of Officers and International
- 15 Executive Board.
- 16 9. Nomination and Election of Officers.
- 17 10. Unfinished business.
- 18 11. New Business.
- 19 12. Adjournment.

20 Section 3. Twenty-five per cent of all of
21 the delegates seated at any International
22 Convention shall constitute a quorum. No
23 business shall come before or be considered
24 by the Convention at any session unless a
25 quorum is present. In the event the Chair-
26 man of the Convention is unable to obtain a
27 quorum on the last day of the Convention, all
28 unfinished business of the Convention shall
29 be referred to the International Executive
30 Board.

31 Section 4. Special Conventions of the In-
32 ternational Union shall be called by the In-
33 ternational President, (1) when so instructed
34 by a 2/3 vote of the International Executive
35 Board or in the event of the failure of the
36 International President to do so, by such
37 other Board Members as the Board may des-
38 ignate. (2) By a referendum vote of the
39 membership initiated upon the written re-

1 quest of at least fifteen Local Unions from
2 five different states or provinces, having an
3 aggregate membership of not less than 20
4 per cent of the total membership as reported
5 to the last preceding convention. The Local
6 Unions demanding a Special Convention must
7 state the reason or reasons why such Con-
8 vention is desired, the place and date for the
9 Convention and the dates for mailing out and
10 returning the ballots. It shall be the duty of
11 the International President, or the person
12 designated by the International Executive
13 Board to send out the call, to state such rea-
14 son or reasons and the place and dates in-
15 volved in transmitting the proposal to Local
16 Unions for a referendum vote. The reasons
17 for and against such Convention shall be
18 published and forwarded to all Local Unions.
19 Such Convention shall not have authority to
20 consider any matter other than that which is
21 specifically stated in the Call to the Conven-
22 tion. It shall be mandatory that all Local
23 Unions hold a secret vote on the question of
24 calling a Special Convention. All Local
25 Unions shall vote their decision on the ques-
26 tion involved, through Local Union proce-
27 dure, by secret ballot. Local Union election
28 boards shall tabulate the ballots and send the
29 Local Union's vote to the International Sec-
30 retary-Treasurer, who within 30 days after
31 the setting of a deadline of a return date,
32 shall publish the "yes" and "no" vote of each
33 Local Union in the "official publication." If
34 a majority of all the members voting in all
35 Local Unions is in favor of a Special Con-
36 vention, a Special Convention shall be man-
37 datory. The Local Unions shall elect what-
38 ever qualified delegate or delegates they de-
39 sire to attend the Special Convention. Local
40 Union representation in the Special Conven-

1 tion shall be on the same per capita basis as
2 govern regular Conventions.

3 Section 5. Delegates to the International
4 Convention shall be elected by secret ballot
5 from the local union of which they are mem-
6 bers. Each Local Union shall have one dele-
7 gate for 200 members or less and one addi-
8 tional delegate for the next 300 members or
9 major fraction thereof, and one additional
10 delegate for each additional 800 members or
11 major fraction thereof, except that amalga-
12 mated local unions shall elect as many dele-
13 gates as they have manufacturing units who
14 average 150 dues-paying members or more,
15 and that those manufacturing units who
16 have 150 members or more may elect their
17 own delegates to the convention and those
18 with less than 150 be grouped together and
19 vote as a miscellaneous group.

20 Section 6. Each manufacturing unit of an
21 Amalgamated Local Union shall be allotted
22 its share of the number of delegates in pro-
23 portion to the amount of per capita tax paid
24 by the manufacturing unit through the
25 Amalgamated Local Union. Any fractions re-
26 maining from the manufacturing units fol-
27 lowing such allocation shall be allotted to the
28 Local's Joint Council, where such body exists.
29 Delegates representing the total of all Sec-
30 tions shall be elected on the basis of one for
31 each 800 or major fraction thereof. Any
32 member of the Local Union who has quali-
33 fied may be nominated and elected by the
34 Joint Council, provided he has not accepted
35 nomination in his manufacturing unit. In
36 order to be eligible for nomination as a dele-
37 gate, representing a manufacturing unit of
38 an Amalgamated Local Union, a member
39 must be a member of such manufacturing
40 unit.

1 Section 7. Each Local Union shall have
2 one vote for the first 100 members or less
3 and one (1) additional vote for each addi-
4 tional 100 members or major fraction thereof,
5 but no delegate shall have more than eight
6 votes. The votes shall be equally appor-
7 tioned among the elected delegates of each
8 Local Union, except that an Amalgamated
9 Local Union may apportion its votes in such
10 manner as the Local Union decides with no
11 delegates having more than eight votes. The
12 total number of votes of the units of an
13 Amalgamated Local Union shall not exceed
14 the total votes which the Local Union is en-
15 titled to under Section 9 of Article 8 of this
16 Constitution.

17 Section 8. Local Unions may elect alter-
18 nate delegates if they so desire. The num-
19 ber of alternates may be less but not more
20 than the number of regular delegates. Local
21 Unions shall determine the manner and order
22 in which an alternate will replace a regular
23 delegate and shall so advise the Credentials
24 Committee. Regular delegates may be re-
25 placed only if recalled by their Local Union
26 in the manner they were elected or if unable
27 to serve.

28 Section 9. The number of members in
29 each Local Union, for the purposes of this
30 Article, shall be determined by the average
31 number of monthly per capita taxes paid by
32 the Local Union to the International Union
33 from and including June, 1944, to not less
34 than two months nor more than three months
35 prior to the next Convention. Per capita from
36 Local Unions shall be accepted in the regu-
37 lar manner.

38 Section 10. Not less than sixty days previ-
39 ous to the convening of the regular or special
40 convention, the International Secretary-

1 Treasurer shall issue the Call to the Conven-
2 tion and shall furnish all Local Unions with
3 credentials and alternate credential forms in
4 contrasting colors, in duplicate, which must
5 be attested as required on the forms. The
6 original of each credential and alternate cre-
7 dential shall be retained by the delegate or
8 alternate delegate and the duplicate copies
9 shall be forwarded to the International Sec-
10 retary-Treasurer. No credentials shall be ac-
11 cepted later than 15 days prior to the date
12 for the convening of the Convention.

13 Section 11. No member is eligible to serve
14 as a delegate from his Local Union unless he
15 has been in continuous good standing in this
16 International Union for twelve months im-
17 mediately preceding the first day of the
18 month in which the Convention is held and
19 shall also have been a member of the Local
20 Union electing him for three months imme-
21 diately preceding the first day of the month
22 in which the Convention is held. For the pur-
23 pose of this section of the Constitution, mem-
24 bers must pay their dues or secure out of
25 work receipts in accordance with the pro-
26 visions of this Constitution.

27 Section 12. Local Unions, in order to be en-
28 titled to representation at the Convention
29 shall have been affiliated with the Internat-
30 ional Union for at least three months prior
31 to the holding of the Convention. New Local
32 Unions shall have paid at least two months'
33 full per capita tax prior to the month in
34 which the Convention is to be held. If such
35 newly chartered Local Union has been in ex-
36 istence at least twelve months, it shall be en-
37 titled to its full quota of delegates based
38 upon the average number of months per cap-
39 ita tax paid to the International Union dur-
40 ing said twelve months' period. With respect

1 to newly chartered Local Unions in existence
2 less than twelve months prior to the Con-
3 vention, the representation shall likewise be
4 based upon the per capita tax paid to the
5 International Union, averaged over a twelve-
6 month period. In the case of an Amalga-
7 mated Local Union where a shop has been
8 organized for over a year and secures a sep-
9 arate charter, it shall not be considered a
10 new Local Union. Members representing
11 Local Unions or shop organizations within
12 Amalgamated Local Unions, which have not
13 been in existence for twelve months prior to
14 the Convention, shall be exempt from the
15 provisions of Section 11 of this Article, pro-
16 vided they become members of their Local
17 Union or shop organization not later than 30
18 days after the issuance of or acceptance un-
19 der the charter thereof.

20 Section 13. International Officers and In-
21 ternational Representatives of the Interna-
22 tional Union shall have a voice but no vote
23 in the Convention of the International Union
24 unless they are duly accredited delegates
25 from Local Unions. Any member who is
26 eligible may be elected to office whether or
27 not he or she is a delegate to the Interna-
28 tional Convention.

29 Section 14. Copies of all resolutions, griev-
30 ances and constitutional amendments to be
31 considered by the Convention must be sent to
32 the International Secretary-Treasurer not
33 less than three weeks prior to the date set
34 for the Convention. These will then be
35 sorted and distributed by the International
36 Secretary-Treasurer among the chairmen of
37 the various and proper committees.

38 Section 15. The International Executive
39 Board shall select from the credentials of the
40 delegates presented, a Constitution Commit-

1 tee, which shall assemble at least two weeks
2 prior to the meeting of the Convention at the
3 place designated. It shall be the duty of
4 said committee to take up all recommenda-
5 tions concerning changes or additions to the
6 Constitution submitted by the International
7 Officers, International Executive Board and
8 Local Unions to act thereon. This Committee
9 shall have authority to originate amendments
10 to the Constitution.

11 Section 16. The International Executive
12 Board shall select from the credentials of
13 delegates a Credentials Committee, which
14 shall assemble at least ten days prior to the
15 meeting of the Convention. The Committee
16 shall examine all credentials received at the
17 International Office and investigate the
18 standing of the delegates and the Local
19 Unions they represent; they shall receive the
20 original credentials of the delegates elected
21 to attend the Convention, and be in a position
22 to report at the opening of the Convention.

23 Section 17. The International Executive
24 Board shall select from the credentials of
25 delegates to each International Convention a
26 Resolutions Committee of not less than seven
27 members, which shall assemble at least ten
28 days prior to the convening of the Conven-
29 tion. It shall be the duty of said committee
30 to consider such resolutions as may be prop-
31 erly referred to it under this Constitution.
32 This committee shall have authority to origi-
33 nate resolutions to be presented at the Con-
34 vention.

35 Section 18. The International Executive
36 Board shall select from the credentials of
37 delegates to each International Convention,
38 the several other committees necessary to
39 successfully promote and execute the ef-
40 ficient operation of the Convention. Such

1 committees shall convene not later than two
2 days prior to the opening of the Convention.

3 Section 19. All Convention Committees
4 shall have an odd number of, and not more
5 than eleven, members.

6 Section 20. Following the issuance of the
7 Convention Call by the International Secre-
8 tary-Treasurer, each Local Union shall issue
9 a call for the nomination of its delegates to
10 the Convention. An election committee shall
11 be elected by the Local Union at a regular
12 or a specially called meeting for that pur-
13 pose, not later than the day on which nomi-
14 nations of delegates are made. A list of nom-
15 inees shall be available to the membership.
16 Candidates shall not serve on the election
17 committee or as challengers or observers.

18 Section 21. The membership shall be duly
19 notified at least 7 days in advance of the
20 time and place of nominations and of the
21 election of the election committee. The elec-
22 tion committee shall handle all the details, in-
23 sofar as they relate to the procedure of the
24 election, and adopt such safeguards as are
25 necessary to insure a fair election. After
26 the deadline on accepting nominations set by
27 the Local Union election committee, no elec-
28 tion of so-called "sticker" or "write-in" can-
29 didates shall be considered legal. Polling
30 places must be open a sufficient number of
31 hours on one or more days to allow all mem-
32 bers of the Local Union an opportunity to
33 cast their ballots.

34 Section 22. At least seven days shall elapse
35 between the time of nominations of delegates
36 and the date the election shall take place.
37 All members shall be duly notified, at least
38 seven days in advance, of the time and place
39 of said election and the hours the polls will
40 be open.

1 Section 23. Delegates shall not be ap-
2 pointed and elections shall be by secret bal-
3 lot of the membership.

ARTICLE 9

Political Requirements of Union Officials

4 International Officers, International Board
5 Members, International Representatives and
6 Local Union Officers shall from the date of
7 taking office be required to register and vote
8 in elections for civil officers in the area in
9 which their homes are located, provided they
10 are eligible under the laws of the area and
11 that it is a physical possibility for them to
12 do so. Violation of this section shall subject
13 the person charged to discipline, in pursuance
14 of the procedure provided for in this Con-
15 stitution.

ARTICLE 10

Officers and Election

16 Section 1. The elective officers of the In-
17 ternational Union shall be one international
18 President, one International Secretary-Treas-
19 urer, two (2) International Vice-Presidents,
20 whose duties shall be to assist the Interna-
21 tional President, and such International Ex-
22 ecutive Board Members as the Convention
23 may determine.

24 Section 2. The International Executive
25 Board members shall be nominated and
26 elected in the regions now established by the
27 International Executive Board within the
28 geographical districts as determined by the
29 International Constitution. Only the dele-
30 gates from the local unions in such regions
31 shall nominate and vote for their Interna-
32 tional Board Member. Any member in con-
33 tinuous good standing for one year, and who

1 has worked at least 90 working days in a
2 plant or plants located within the region,
3 whose local union is located within the region
4 can be nominated and elected, except that in
5 Regions 1 and 1A of District 1, Detroit, a
6 member shall be eligible to run in either re-
7 gion, but in no case in more than one region.
8 Such member shall be elected by the dele-
9 gates of the region in which he chooses to
10 run. It shall require a two-thirds vote of the
11 International Executive Board to change the
12 composition of any region within a geograph-
13 ical district.

14 Section 3. The term of office of all elective
15 officers shall be for the period up to the next
16 Convention and the term of office shall begin
17 immediately upon installation.

18 Section 4. Nomination and election of all
19 elective officers shall take place in the regu-
20 lar order of business of the Convention and
21 election shall be determined by a majority
22 vote of the delegates voting. In the cases of
23 the offices of Vice-Presidents, the candidates
24 shall be nominated and elected in separate
25 elections for each office. In the event that
26 more than two candidates are nominated for
27 any one office and no candidate receives a
28 majority vote the candidate receiving the
29 lowest number of votes shall be eliminated.
30 This process shall be continued until one can-
31 didate receives a majority of votes.

32 Section 5. All elections of International
33 Officers and International Executive Board
34 Members shall be by roll call vote.

35 Section 6. No members shall be nominated
36 or elected as an elective officer of the Inter-
37 national Union unless he has been in continu-
38 ous good standing for a period of one year.

39 Section 7. No member of any Local Union,
40 located in the United States of America, shall

1 be eligible to hold any elective or appointive
2 position in this International Union or any
3 Local Union in this International Union, if
4 he is a member of any organization which is
5 declared illegal by the government of the
6 United States of America, through Constitu-
7 tional procedure.

8 Section 8. No member of any Local Union
9 shall be eligible to hold any elective or ap-
10 pointive position in this International Union
11 or any Local Union in this International
12 Union if he is a member of or subservient to
13 any political organization, such as the Com-
14 munist, Fascist or Nazi Organization which
15 owes its allegiance to any government other
16 than the United States or Canada, directly or
17 indirectly.

18 Section 9. Incoming elective officers of
19 the International Union shall be obligated
20 and installed immediately after being elected.
21 The obligation shall be the same as that pro-
22 vided for Local Union officers.

23 Section 10. In the event of the death, re-
24 moval or resignation of the International
25 President, International Secretary-Treasurer
26 and/or International Vice-President, he shall
27 be replaced by a member of the International
28 Executive Board. It shall require a majority
29 vote of all members of the International Ex-
30 ecutive Board to elect a successor.

31 Section 11. In the event of the death, re-
32 moval or promotion of a member of the In-
33 ternational Executive Board, the Interna-
34 tional Executive Board shall within 30 days
35 call a special convention for the region which
36 the International Executive Board member
37 represented. Such vacancy shall be filled by
38 a member elected by the delegates from the
39 Local Unions in the region. Representation

1 shall be in accordance with Article 8 in this
2 Constitution. In the event of such death or
3 removal from office within 60 days of a con-
4 vention no election shall take place and the
5 office shall remain vacant.

6 Section 12. The International Executive
7 Board shall consist of the International Ex-
8 ecutive Board Members elected from the re-
9 gions together with the International Presi-
10 dent, International Secretary-Treasurer and
11 the International Vice-Presidents.

12 Section 13. Voting Strength of Interna-
13 tional Executive Board Members:

- 14 (a) Questions coming before the Interna-
15 tional Executive Board may be decided
16 by unit vote of its members, but any
17 member may demand a roll call vote
18 on any question.
- 19 (b) Each member of the International Ex-
20 ecutive Board shall have one vote for
21 each 1,000 members or major fraction
22 thereof represented by him in his re-
23 gion.
- 24 (c) In regions where there are more than
25 one member of the International Ex-
26 ecutive Board the votes of the entire
27 region shall be equally divided among
28 each of the respective Board Mem-
29 bers from that region.
- 30 (d) Voting strength of each region shall
31 be computed on the basis of average
32 monthly per capita tax payments from
33 each respective region through the pe-
34 riod of twelve months commencing
35 thirteen months preceding each quar-
36 terly meeting of the International Ex-
37 ecutive Board. The voting strength
38 of Executive Board members at special

1 Executive Board meetings shall be the
2 same basis as at the preceding regular
3 Executive Board Meeting.

4 (e) The International President, Interna-
5 tional Secretary-Treasurer and the In-
6 ternational Vice-Presidents shall each
7 carry the same number of votes, which
8 shall be equal to the largest number of
9 votes carried by any individual mem-
10 ber of the Executive Board.

11 (f) Members of the International Execu-
12 tive Board may cast their votes by
13 proxy.

14 Section 14. The following shall be the
15 geographical districts and the number of In-
16 ternational Executive Board Members for
17 each district of the International Union:

- | | | |
|----|--|---|
| 18 | 1. Michigan | 7 |
| 19 | 2. Ohio, West Virginia, west of and in-
20 cluding the counties of Tioga, Ly-
21 coming, Union, Snyder, Juniata,
22 Perry, Cumberland and Adams of
23 the State of Pennsylvania | 3 |
| 24 | 3. Indiana, Kentucky and the counties
25 of the State of Illinois not absorbed
26 by other geographical districts | 1 |
| 27 | 4. Wisconsin, Minnesota, Iowa, North
28 Dakota, South Dakota, Nebraska,
29 Montana, Wyoming and counties of
30 McHenry, Boone, Winnebago, Ste-
31 phenson, Daviess, Lake and Cook in
32 the State of Illinois | 1 |
| 33 | 5. Missouri, Arkansas, Louisiana, Kan-
34 sas, Oklahoma, Texas, Colorado,
35 New Mexico and the counties of
36 Madison, Saint Clair, Jersey and
37 Monroe of the State of Illinois | 1 |

1	6. Washington, Oregon, California,	
2	Idaho, Nevada, Utah and Arizona....	1
3	7. Dominion of Canada	1
4	8. Tennessee, Virginia, North Carolina,	
5	South Carolina, Mississippi, Ala-	
6	bama, Georgia, Florida and the Dis-	
7	trict of Columbia, Maryland and	
8	Delaware	1
9	9. New York, New Jersey, Rhode	
10	Island, Connecticut, Massachusetts,	
11	Vermont, New Hampshire, Maine	
12	and those parts of Pennsylvania east	
13	of and including the counties of	
14	Bradford, Sullivan, Columbia, Mon-	
15	tour, Northumberland, Dauphin and	
16	Lancaster	2

ARTICLE 11

Salaries

17 Section 1. The Salaries of the Interna-
 18 tional President, International Secretary-
 19 Treasurer, International Vice-Presidents and
 20 International Executive Board Members in
 21 full for services rendered by each of said of-
 22 ficers during his term of office shall be the
 23 following sums:

24 International President \$9,000.00 per an-
 25 num.

26 International Secretary-Treasurer \$8,500.00
 27 per annum.

28 International Vice-Presidents \$7,000.00 each
 29 per annum.

30 International Executive Board Members
 31 \$5,000.00 each per annum.

32 Salaries shall be payable in weekly install-
 33 ments.

1 Section 2. The International President, In-
2 ternational Secretary - Treasurer, Interna-
3 tional Vice-Presidents and International Ex-
4 ecutive Board Members shall devote their
5 full time to their duties and shall not serve
6 as an officer of a Local Union, District Coun-
7 cil or any other Subordinate Body, beyond
8 ninety (90) days after being elected as an
9 International Officer.

10 Section 3. An International Executive
11 Board Member shall serve under the general
12 direction of the International President, sub-
13 ject to the decisions of the International Ex-
14 ecutive Board.

15 Section 4. The International President, In-
16 ternational Secretary - Treasurer, Interna-
17 tional Vice-Presidents, International Execu-
18 tive Board Members and International Repre-
19 sentatives when traveling on union business
20 or when away from their duly designated
21 home offices shall be allowed first class trans-
22 portation fare by the shortest route to and
23 from their destination, plus personal hotel
24 and incidental expenses up to \$12.00 Per Day.
25 In addition to the above, when these officers
26 are required to incur organizational expenses
27 for the good of this International Union,
28 such organizational expenses shall be pre-
29 sented in itemized form for payment, it be-
30 ing understood that payment of all such
31 items is under the control of the Interna-
32 tional Executive Board. The expense ac-
33 counts of International Executive Board
34 Members and International Representatives
35 shall be strictly itemized and checked and
36 these accounts be made available to any in-
37 terested Local Union.

38 Section 5. The compensation of any mem-
39 ber of the International Union performing
40 service under direction of the International

1 Executive Board shall be an amount for time
2 lost equal to his earning capacity, except that
3 this remuneration shall be not less than
4 \$10.00 per day, or in case of International
5 Representatives their weekly salary.

6 Section 6. At the discretion of the Interna-
7 tional Executive Board, International Repre-
8 sentatives shall be paid not less than \$60.00
9 per week nor more than \$90.00.

10 Section 7. When any member is required
11 by the International Union to perform ser-
12 vice away from his home, he shall be allowed
13 in addition to the amounts set forth above,
14 first class transportation fare by the shortest
15 route to and from his destination and actual
16 hotel and incidental expenses, not to exceed
17 \$12.00 per day, provided that an itemized
18 bill shall in all cases be rendered to the In-
19 ternational Secretary-Treasurer.

20 Section 8. The International President, In-
21 ternational Secretary - Treasurer, Interna-
22 tional Vice-Presidents and International Ex-
23 ecutive Board Members shall on their first
24 election be entitled to traveling expense for
25 themselves and families and the moving of
26 household goods from their home to their
27 assigned location and also on return at the
28 close of their official terms.

29 Section 9. International Officers, Interna-
30 tional Executive Board Members, Interna-
31 tional Representatives with a year's service,
32 and each permanent employee with one year's
33 service with this International Union shall
34 be allowed a two weeks' vacation with pay
35 each year, but such vacation shall not inter-
36 rupt the ordinary working of their office.
37 Every attempt shall be made to provide for
38 vacations, but where due to pressure of du-
39 ties it is found impossible to grant or take

1 said vacation, a vacation bonus shall be paid
2 equal to two weeks' salary.

3 Section 10. No person in the International
4 Union who holds a paid full-time job in the
5 union shall hold any other paid position in
6 the union at the same time.

ARTICLE 12

Duties of the International Executive Board

7 Section 1. The International Executive
8 Board shall execute the instructions of the
9 International Convention and shall be the
10 highest authority of the International Union
11 between Conventions, subject to the pro-
12 visions of this Constitution, and shall have
13 the power to authorize strikes, issue charters
14 and punish all subordinate bodies for viola-
15 tion of this Constitution.

16 Section 2. The International Executive
17 Board shall have power to revoke charters
18 and to reorganize subordinate bodies in one
19 of the two following manners:

20 (a) In case of disputes or conditions within
21 a subordinate body that might threaten
22 its existence the International Execu-
23 tive Board by majority vote may re-
24 organize the subordinate body by or-
25 dering a Special Election to be held
26 within thirty (30) days after the mem-
27 bers in good standing are notified by
28 mail. Under no circumstances shall
29 more than one such Special Election
30 be held within a year's period in any
31 one subordinate body. Under this pro-
32 vision the elected officers of the sub-
33 ordinate body shall continue to hold
34 office until the election and may run
35 for re-election. The International Ex-
36 ecutive Board may have two represen-

1 atives to work with the elected Local
2 Union Election Committee.

3 (b) For violation of this Constitution or
4 of the laws of this International
5 Union, or in case of disputes within
6 any subordinate body affecting the
7 welfare of its membership or its ex-
8 istence, the International Executive
9 Board may by two-thirds vote of the
10 entire Executive Board, after a hear-
11 ing, revoke the charter or suspend
12 any officer or officers from office and
13 take over supervision of the subordin-
14 ate body until its affairs have been
15 properly adjusted. In any case of sus-
16 pension of officers, an election of new
17 officers shall take place within sixty
18 (60) days from date of order, where-
19 upon the subordinate body shall be re-
20 turned its autonomy under this Con-
21 stitution.

22 Section 3. The International President,
23 International Secretary-Treasurer and the
24 International Vice-Presidents shall be mem-
25 bers of the International Executive Board
26 with voice and vote.

27 Section 4. In case of vacancy, the board
28 shall cause such vacancy to be filled until
29 the next Convention, in accordance with
30 Article 10.

31 Section 5. It shall repeal any By-Laws of
32 any subordinate body, which do not conform
33 to this Constitution.

34 Section 6. It shall furnish all charters and
35 initial supplies necessary to operate the sub-
36 ordinate bodies of the International Union.

37 Section 7. It shall decide all questions in-
38 volving the interpretation of this Constitu-
39 tion between Conventions.

1 Section 8. It shall pass upon all claims,
2 grievances and appeals from the decisions of
3 subordinate bodies of the International
4 Union, in the manner provided by this Con-
5 stitution.

6 Section 9. It shall cause the books and
7 accounts of the International Secretary-
8 Treasurer to be audited by a Certified Public
9 Accountant quarterly and this report shall be
10 transmitted to all affiliated Local Unions as
11 soon as completed. Enclosed also shall be a
12 report of the quarterly activities of the In-
13 ternational Union and a summary and ex-
14 planation of the actions of the International
15 Executive Board, to each Local Union of this
16 International Union. The International Presi-
17 dent shall issue to all Local Unions and in
18 the official publication a quarterly report on
19 the activities of the International Union.

20 Section 10. If any elective officer is found
21 guilty and removed from office through trial
22 procedure, the vacancy shall be filled in ac-
23 cordance with this Constitution.

24 Section 11. Upon written request of three
25 members of the International Executive
26 Board, the International Secretary-Treasurer
27 within forty-eight (48) hours of receipt of
28 such a request shall poll the International
29 Executive Board on the question of a Special
30 Board meeting. Upon a majority vote for
31 such a meeting the President shall convene
32 the Board within five days. In case the In-
33 ternational President fails to convene the
34 Board within the time allotted, the Interna-
35 tional Secretary-Treasurer or a Board Mem-
36 ber previously designated by the Board shall
37 convene the Board.

38 Section 12. Two-thirds of the number of
39 members comprising the International Exec-

1 utive Board elected at the preceding Conven-
2 tion shall constitute a quorum.

3 Section 13. Only a majority of the Inter-
4 national Executive Board can adjourn a
5 board meeting.

6 Section 14. The International Executive
7 Board shall set up such departments as pro-
8 vided for in this Constitution. It may, if
9 voted by a two-thirds majority, create addi-
10 tional departments for promoting the busi-
11 ness of this International Union or the wel-
12 fare of its membership. It may hire profes-
13 sional specialists not members of the Inter-
14 national Union for such departments if they
15 are not available within the membership.

16 Section 15. The International Executive
17 Board shall have power to levy and collect
18 assessments on the membership of the Local
19 Unions as provided in this Constitution.

20 Section 16. The membership of any Local
21 Union may be exonerated by the Interna-
22 tional Executive Board from the payment of
23 International assessments, provided that ap-
24 plication for such exoneration is made to the
25 International Executive Board prior to the
26 dead-line set for the payment of the assess-
27 ment.

28 Section 17. If and when a strike has been
29 approved by the International Executive
30 Board, it shall be the duty of the Interna-
31 tional Executive Board to render all financial
32 assistance to the members on strike consist-
33 ent with the resources and responsibilities of
34 the International Union.

35 Section 18. Financial officers (including
36 presidents) of the Local Unions of this In-
37 ternational Union shall be bonded by such
38 methods and agencies as the International

1 Executive Board may determine. It shall be
2 mandatory that such financial officers be
3 bonded in an amount which shall cover at
4 least seventy-five per cent (75%) of the
5 funds available to them, and in no case for
6 less than one thousand dollars (\$1,000.00).

7 Section 19. The International Executive
8 Board shall have power to adjust disputes
9 between employers and employees and to
10 make contracts with employers in accordance
11 with this Constitution.

12 Section 20. The International Executive
13 Board may rescind, reverse or repeal any ac-
14 tion of any of the International Officers or
15 Representatives.

ARTICLE 13

DUTIES OF INTERNATIONAL OFFICERS

International President

16 Section 1. The International President
17 shall preside at all sessions of the Interna-
18 tional Convention and all sessions of the
19 International Executive Board. He shall per-
20 form such other duties as are necessary to
21 protect and advance the interests of the In-
22 ternational Union, and shall report his ac-
23 tivities quarterly to all Local Unions and the
24 general membership through the official pub-
25 lication. He shall report his activities to the
26 quarterly meeting of the International Exec-
27 utive Board for approval or rejection and to
28 the International Convention.

29 Section 2. Between sessions of the Inter-
30 national Executive Board, he shall execute
31 the instructions of the International Execu-
32 tive Board and have full authority to direct
33 the working of this organization within the
34 provisions of this Constitution and shall re-

1 port his acts to the regular quarterly meet-
2 ing of the International Executive Board.

3 Section 3. As set forth in this Constitu-
4 tion or voted by the International Executive
5 Board, he shall assign any elected officer to
6 represent or direct the workings of this In-
7 ternational Union.

8 Section 4. The International President
9 shall have power to withdraw any field as-
10 signment made to any elected officer when
11 he becomes convinced that the officer has
12 been derelict in his duty or been guilty of a
13 dishonest act. Such withdrawal of assign-
14 ment shall not act to suspend the vote or pay
15 of such an officer, which power lies only in
16 the International Executive Board as pro-
17 vided in this Constitution. Any officer whose
18 assignment is withdrawn may follow the pro-
19 cedure outlined in Article 12, Section 11, to
20 convene the International Executive Board.
21 If the International Executive Board re-
22 affirms the original assignment then the
23 President shall not again suspend this as-
24 signment.

25 Section 5. He shall appoint such Repre-
26 sentatives as he may deem necessary from
27 time to time, such appointments to be pend-
28 ing the approval of the International Execu-
29 tive Board. He may remove from the
30 payroll any Representative derelict in the
31 performance of any duty, guilty of any dis-
32 honest act, or to conserve the finances of this
33 International Union, pending the approval of
34 the International Executive Board at its next
35 session.

36 Section 6. After submitting his recom-
37 mendations to the International Executive
38 Board, he shall hire such legal, technical or
39 professional help as is necessary to efficiently
40 operate such departments of this Interna-

1 tional Union, except in the department of the
2 International Secretary-Treasurer.

3 Section 7. He shall fill by appointment all
4 vacancies occurring in the International Of-
5 fice Staff, except in the department of the
6 International Secretary-Treasurer as other-
7 wise provided for in this Constitution.

8 Section 8. He shall decide disputes or ques-
9 tions in controversy, except such cases as
10 follow the procedure and conditions as out-
11 lined in this Constitution, all his decisions
12 being subject to appeal, first to the Interna-
13 tional Executive Board, and then to the
14 Convention. Notice in writing of appeal of
15 any decision of the International President
16 must be filed with the International Secre-
17 tary-Treasurer and the International Presi-
18 dent within thirty (30) days from date of
19 decision.

20 Section 9. He shall have authority to call
21 special meetings of Councils or Local Unions
22 whenever he deems such meetings necessary
23 to protect the interests of its membership,
24 after proper notification or consultation with
25 officers of subordinate bodies involved. He
26 shall have the authority to delegate such
27 duties to any International Officer or Repre-
28 sentative he may name, provided such dele-
29 gation of authority is written, signed by
30 him and bears the seal of the International
31 Union.

32 Section 10. He shall be a delegate to all
33 Conventions of the Congress of Industrial
34 Organizations.

35 Section 11. He shall convene regular and
36 special sessions of the International Execu-
37 tive Board whenever necessary.

38 Section 12. He shall be empowered to
39 grant district or territorial dispensations re-

1 lating to initiation fees and payment of per
2 capita tax to the International Union with
3 the approval of the International Executive
4 Board, when in his judgment such dispensa-
5 tions will add to the growth of or conserve
6 the interests of this International Union.

7 Section 13. He shall devote all his time
8 to the affairs of this International Union,
9 executing the instructions of the Interna-
10 tional Executive Board and exercising gen-
11 eral supervision over all departments of this
12 International Union.

13 Section 14. During his term of office he
14 shall establish his residence in the Metropoli-
15 tan area of the city where the headquarters
16 of this International Union is established.

International Secretary-Treasurer

17 Section 15. The International Secretary-
18 Treasurer shall attend all sessions of the
19 International Convention and of the Interna-
20 tional Executive Board. He shall cause to be
21 recorded the proceedings of the International
22 Convention and meetings of the International
23 Executive Board. He shall have charge of
24 and preserve all books, documents and effects
25 of the International Office except such rec-
26 ords as properly belong to the office of the
27 International President. He shall issue re-
28 cepts for all moneys paid to the Interna-
29 tional Union; pay all bills and current
30 expenses, unless otherwise ordered by the
31 International Executive Board. All expendi-
32 tures shall be paid by checks countersigned
33 by the International President when the lat-
34 ter is satisfied of their correctness. The
35 International Secretary-Treasurer shall keep
36 copies of all important correspondence sent
37 out and received by his office. He shall sub-
38 mit expenses of each officer and employee,

1 together with a detailed statement of receipts
2 and disbursements of all money belonging to
3 this International Union to the International
4 Executive Board.

5 Section 16. The International Secretary-
6 Treasurer shall be the custodian of the funds
7 of this International Union, and at the direc-
8 tion of the International Executive Board
9 shall deposit all funds of the International
10 Union in some responsible bank or banks.
11 He shall invest all funds in excess of \$250,000
12 with banks giving interest-bearing "Certifi-
13 cates of Deposit," or invest such excess in
14 bonds of the United States Government.

15 Section 17. The seal of the International
16 Union shall bear the following words: "In-
17 ternational Union, United Automobile, Air-
18 craft and Agricultural Implement Workers
19 of America, (UAW-CIO), chartered August
20 26, 1935, affiliated with CIO." The seal of
21 this International Union shall bear the design
22 representing the Automobile, Aircraft and
23 Agricultural Implement divisions of this In-
24 ternational Union. The International Execu-
25 tive Board shall be authorized to adopt a seal
26 appropriate with the above provisions. The
27 seal of the International Union shall be held
28 by the International Secretary-Treasurer in
29 trust, for the use of the membership in their
30 organization affairs; and he shall prosecute
31 any and all proceedings proper to prevent the
32 wrongful use of or imitation of the seal, or
33 of the name "International Union, United
34 Automobile, Aircraft and Agricultural Imple-
35 ment Workers of America." He shall also
36 take such measures as may be necessary to
37 register or copyright the seal, and the Inter-
38 national name, the label, insignia and any
39 other property of the International Union
40 that he may consider necessary to copyright
41 or register.

1 Section 18. The International Secretary-
2 Treasurer shall give a bond, amount of which
3 shall be determined by the International Ex-
4 ecutive Board and paid for by the Interna-
5 tional Union, to insure faithful discharge of
6 his duties. The International President shall
7 act as trustee of and hold the bond. The In-
8 ternational Secretary-Treasurer shall not
9 have more than \$250,000 subject to his order
10 at any time.

11 Section 19. The International Secretary-
12 Treasurer shall perform such other duties as
13 are herein provided for in this Constitution
14 or may be assigned to him by the Interna-
15 tional Executive Board.

16 Section 20. When a Local Union has failed
17 to report and pay the per capita tax and
18 assessments as provided for herein, the In-
19 ternational Secretary-Treasurer shall notify
20 the Local Union President and Board of
21 Trustees of that fact.

22 Section 21. The International Secretary-
23 Treasurer shall keep a complete record of the
24 membership of the International Union.

25 Section 22. The International Secretary-
26 Treasurer shall, with the consent of the In-
27 ternational Executive Board, employ such as-
28 sistants as may be necessary to conduct the
29 affairs of his office.

30 Section 23. The International Secretary-
31 Treasurer shall issue a standard "Work Per-
32 mit" card which shall be furnished to Local
33 Unions at cost. Such work permit shall be
34 cancelled or renewed thirty (30) days follow-
35 ing the date contained thereon. The charge
36 for each work permit or renewal by the Local
37 Union shall be not less than \$1.00, one-half
38 ($\frac{1}{2}$) of which shall be paid to the Interna-
39 tional Union. It shall be left to the discre-

1 tion of the Local Union to determine the
2 duration of the period for which work per-
3 mits are issued. In no case, however, shall
4 work permits be issued to any worker for a
5 period of more than three consecutive months
6 except as provided for in Article 6, Section 9
7 of this Constitution.

8 Section 24. The International Secretary-
9 Treasurer shall be a delegate to all Conven-
10 tions of the Congress of Industrial Organiza-
11 tions.

12 Section 25. The International Secretary-
13 Treasurer shall assume the powers and du-
14 ties of the International President in case of
15 the latter's absence or incapacity.

International Executive Board Members

16 Section 26. An International Executive
17 Board Member shall have direct supervision
18 over all organizational activities within the
19 region from which he is elected. In case a
20 geographical district has more than one
21 regional board member, his activity shall be
22 confined within a definite area within his
23 region, which area shall be clearly defined by
24 the International Executive Board.

25 Section 27. His field of activity shall be
26 limited to shops within his region unless di-
27 rected to other activities at the direction of
28 the International Executive Board or the
29 International President.

30 Section 28. He shall examine all contracts
31 negotiated within his region before they are
32 signed and submit them to the International
33 Executive Board with his recommendation,
34 negotiate disputes with the Bargaining Com-
35 mittee, wherever possible, act to obtain fa-
36 vorable legislation for labor and work for
37 the general welfare of the membership.

1 Section 29. Where district councils are
2 established within his region, he shall attend
3 their meetings when possible and work in
4 co-operation with such councils. He shall
5 submit quarterly reports of organizational
6 activity within his region to the International
7 President and also to the International Ex-
8 ecutive Board, 15 days prior to the con-
9 vening of the quarterly meeting of the Inter-
10 national Executive Board, for its approval.

ARTICLE 14

International Representatives

11 Section 1. International Representatives'
12 Commissions must be approved and signed
13 by the International President and shall be
14 countersigned by the International Secretary-
15 Treasurer and be subject to the approval of
16 the International Executive Board.

17 Section 2. International Representatives
18 shall work under the jurisdiction of the In-
19 ternational President subject to the approval
20 of the International Executive Board and
21 under the direct supervision of the Interna-
22 tional Executive Board member of the region
23 to which he is assigned, unless otherwise
24 commissioned.

25 Section 3. No person can be appointed an
26 International Representative unless he is a
27 member in continuous good standing of the
28 International Union for a period of one year.

29 Section 4. Appointed International Repre-
30 sentatives may be removed by the Interna-
31 tional Executive Board or by the Interna-
32 tional President subject to the approval of
33 the International Executive Board.

34 Section 5. An International Representative
35 shall not, while holding such position, be elig-

1 ible as a candidate for, or hold, any elective
2 office or position in a Local Union; but he
3 shall be eligible as a candidate for an elective
4 office in the International Union or in the
5 Congress of Industrial Organizations or a
6 subordinate body of the Congress of Indus-
7 trial Organizations or for delegate to the In-
8 ternational Convention or to Conventions of
9 the Congress of Industrial Organizations.

ARTICLE 15

Fiscal Year

10 The Fiscal Year of the International Union
11 shall begin the first day of June of each year
12 and end on the 31st day of May of the suc-
13 ceeding year.

ARTICLE 16

Initiation Fees, Dues and Assessments

14 Section 1. The initiation fee, no part of
15 which shall be considered as a Local Union
16 fine, shall be not less than \$2.00 (two dollars)
17 nor more than \$15.00 (fifteen dollars) for
18 membership in a Local Union of the Inter-
19 national Union except that men and women
20 returning from service in the Armed forces
21 of the United Nations of World War II shall
22 be exempt from payment of an initiation
23 fee upon presentation of military discharge
24 papers to the Local Union Financial Secre-
25 tary within one (1) year of the date of their
26 discharge. One dollar (\$1.00) of each initia-
27 tion fee shall be forwarded to the Interna-
28 tional Secretary-Treasurer.

29 Section 2. All dues and assessments are
30 payable on or before the first day of each
31 month to the Financial Secretary of the
32 Local Union. The dues each member pays

1 shall be \$1.00 (one dollar) per month. Five
2 cents (.05) of each month's dues payment
3 must be laid aside by the Local Union as a
4 special fund to be used in case of strike or
5 lockout. Two and one-half cents (.02½) of
6 each month's dues payment must be laid aside
7 by the Local Union as a special fund to be
8 used only for educational or recreational pur-
9 poses as outlined in Article 26 of this Con-
10 stitution.

11 Section 3. Any member becoming in arrears
12 in dues or assessments, (except assessments
13 in plants where dues but not assessments are
14 checked off), within the time required by a
15 Local Union, which in no case shall be more
16 than two calendar months, unless officially
17 exonerated from the payment of same by the
18 Local Union, shall automatically be suspended
19 from membership and can be reinstated only
20 by paying a reinstatement fee and such other
21 penalties as may be imposed by the Local
22 Union in which he is suspended. Members re-
23 ceiving "out of work" receipts must pay all
24 assessments when they are re-employed.

25 Section 4. The reinstatement fee must not
26 be less than the regular initiation fee charged
27 by the Local Union, plus One Dollar (\$1.00)
28 for each month of delinquency in dues up to
29 either the date of his automatic suspension or
30 the date of his reinstatement, as the Local
31 Union in its discretion may determine, plus
32 One Dollar (\$1.00) for the current month's
33 dues, plus all unpaid assessments which are
34 due and payable at the time of automatic
35 suspension, plus any fine the Local Union may
36 levy.

37 Section 5. Local Unions may notify mem-
38 bers of their delinquency. However, failure
39 of the Local Union to notify the member of
40 delinquency shall not exonerate such member
41 from automatic suspension.

1 Section 6. One Dollar (\$1.00) of each rein-
2 statement fee plus forty cents (.40) for each
3 month's back dues so collected shall be ~~col-~~
4 warded to the International Secretary-Treas-
5 urer. If the Local Union does not charge
6 back dues for the period following the date of
7 automatic suspension to the date of reinstatement,
8 but imposes a fine based upon the
9 length of such period, the Local must forward
10 to the International Union forty cents (.40)
11 of each dollar of the fine so collected.

12 Section 7. If said member's dues or assess-
13 ments are not paid by the end of the time
14 allotted by the Local Union, said member
15 shall be automatically suspended and subject
16 to the penalties as outlined in this Constitu-
17 tion, provided that in plants where dues but
18 not assessments are checked off the provisions
19 of Section 15, of this Article shall apply; and
20 provided further, that where a member has
21 failed to pay an assessment within the time
22 required, but has paid dues in advance, the
23 financial Secretary of the Local Union shall
24 apply to the payment of the assessment the
25 dues for the last month or months covered by
26 the advance dues payment, in which event the
27 dues payment for such month or months shall
28 be automatically cancelled; and provided fur-
29 ther, that in such cases the Financial Secre-
30 tary of the Local Union shall notify the mem-
31 ber of the application of his dues to his
32 assessment and of such cancellation of his
33 dues, by letter directed to the member at
34 his address appearing on the records of the
35 Local Union.

36 Section 8. When a member has been sus-
37 pended for non-payment of dues or assess-
38 ments and the Financial Secretary or other
39 officers of the Local Union accept such pay-
40 ment thereafter, acceptance of his dues or

1 assessments shall not operate to exonerate or
2 reinstate the member, or to waive the pro-
3 visions of the Constitution relative to for-
4 feiture and reinstatement of members.

5 Section 9. The provisions of Sections 3 and
6 7 shall not apply to a member who has entered
7 the military service of the United States of
8 America or the Dominion of Canada, who
9 shall be entitled to an honorable military
10 service membership and whose membership
11 in continuous good standing in the Local
12 Union shall not be broken by such service
13 provided he reports to his Local Union at the
14 time of entering such service or thereafter
15 furnishes the necessary proof of military
16 service. He shall become subject to the pro-
17 visions of this section at the end of such
18 military service.

19 Section 10. All Local Unions shall pay to
20 the International Union a per capita tax of
21 forty cents (.40) per month per dues-paying
22 member, five cents (.05) of which shall be set
23 aside for the "*United Automobile Worker*,"
24 the official publication of the International
25 Union, or its successor designation. Two
26 cents (.02) shall be set aside in a special fund
27 as the International Union Educational fund.
28 One-half cent ($.0\frac{1}{2}$) shall be set aside in a
29 special fund as the International Union
30 Recreational Fund, which fund shall be ap-
31 portioned to each Region on a per capita
32 basis.

33 Section 11. Where Local Unions deem it
34 necessary they may exonerate certain mem-
35 bers from the payment of dues to the Local
36 Union. However, such members, with the
37 exception of those holding gratuitous life
38 membership, shall be considered as dues-pay-
39 ing members and per capita tax shall be paid
40 on such members.

1 Section 12. The International Executive
2 Board shall not have authority to levy
3 assessments in excess of one dollar in ~~any~~
4 one calendar year. Assessments shall not be
5 levied retroactively.

6 Section 13. If further assessments are
7 deemed necessary by the International Exec-
8 utive Board, it shall become mandatory upon
9 them to send a communication to all Local
10 Unions, stating reasons for the assessment
11 and asking their approval of the assessment.

12 Section 14. Such assessment shall be levied
13 only when approved by a majority vote of the
14 membership present and voting in all Local
15 Unions at meetings specially called and duly
16 advertised for the purpose of considering the
17 assessment. Voting must be by secret ballot.
18 The certified tabulation of the vote in each
19 Local Union must be forwarded to the Inter-
20 national Secretary-Treasurer. The Interna-
21 tional Secretary-Treasurer shall, upon receipt
22 of returns from all Local Unions, tabulate
23 the entire vote and have the tabulation in-
24 cluded in the official publication. If the tab-
25 ulation of the votes from all Local Unions
26 shows a majority in favor, the assessment
27 shall become effective at once, and mandatory
28 on the entire membership of the International
29 Union.

30 Section 15. All assessments levied shall
31 be collected prior to any dues collections after
32 the date set for the payment of the assess-
33 ment. In plants where dues but not assess-
34 ments are checked off, the continuous good
35 standing of a member who has failed to pay
36 his assessment within the required time shall
37 be deemed to have been broken, and he shall
38 forfeit the right to vote in all Union elections,
39 the right to hold any office or position in the
40 Union, and the right to be a delegate to

1 represent the Union in any capacity until his
2 assessment has been paid. In addition, the
3 Local Union shall have the right at any time
4 to declare the membership of such delinquent
5 member completely forfeited. Members re-
6 ceiving "out of work" receipts must pay all
7 assessments when they are re-employed.

8 Section 16. The International Secretary-
9 Treasurer shall keep all assessments collected
10 for the International Union, in a special fund
11 and a complete record of all moneys collected
12 and disbursed shall be made a part of the rec-
13 ords of the International Union, and said rec-
14 ord shall be available for inspection by a com-
15 mittee of any Local Union, upon demand.

16 Section 17. All per capita taxes, assess-
17 ments and all other moneys collected for the
18 International Union shall be transmitted to
19 the International Secretary-Treasurer by the
20 twentieth of each month following collection.
21 All such per capita taxes, assessments and
22 other moneys are strictly the property of the
23 International Union and in no case shall any
24 part thereof be used by Local Unions, except
25 upon permission of the International Execu-
26 tive Board.

27 Section 18. The International Secretary-
28 Treasurer will issue the official receipt of the
29 office of Secretary-Treasurer for all moneys
30 collected.

31 Section 19. Any member becoming out of
32 work shall report in some manner, within
33 the month, to the Financial Secretary of the
34 Local Union. Such a member shall be exempt
35 from dues in accordance with Local Union
36 provisions for the period of such idleness and
37 the Financial Secretary shall issue to such
38 member a regular receipt, bearing the stamp,
39 "Unemployed," or the letters "O/W" (out of
40 work) provided, however, that such member

1 must report in person, by mail, or otherwise,
2 to the Financial Secretary, either monthly or
3 within the two-month period. No "Out-
4 Work" credits will be issued unless the mem-
5 ber has paid his dues up to and including the
6 month previous to his layoff.

7 Section 20. Members working in the shop
8 forty hours in any calendar month shall not
9 be entitled to an "Out-of-Work" receipt.

10 Section 21. Any member who has paid his
11 dues in advance and later becomes entitled to
12 "Out-of-Work" receipts as provided for in
13 this Constitution, shall when he returns to
14 work, be given credit on future dues for such
15 months that entitle him to "Out-of-Work"
16 receipts.

17 Section 22. The Local Union shall use a
18 receipt book or receipting register and form
19 of official receipt furnished by the Interna-
20 tional Union. All receipts shall be made out
21 in duplicate, the original to be given to the
22 member, the duplicate to be retained by the
23 Local Union and made available to the Inter-
24 national Union upon request. The Interna-
25 tional Secretary-Treasurer may order the
26 destruction of the duplicate receipts when
27 they are no longer necessary.

28 Section 23. Local Unions covered by
29 check-off agreements or having a check-off
30 arrangement will be exempt from the pro-
31 visions of the preceding section, providing the
32 company clearly shows on the check stub or
33 pay envelope of each union employee the
34 amount of the deduction and the reason
35 therefor.

36 Section 24. A Local Union failing to pay
37 full per capita tax and all assessments due
38 the International Union within a two-months'
39 period, shall stand automatically suspended

1 until the Local Union has been reinstated
2 through payment of deficiency incurred, un-
3 less exonerated from payment of same as
4 provided for in this Constitution.

5 Section 25. A Local Union failing to pay
6 all of its financial obligations due the Inter-
7 national Union shall not be entitled to a voice
8 or vote in the International Convention.

ARTICLE 17

Transfer and Withdrawal Cards

9 Section 1. All transfer and withdrawal
10 cards shall be supplied by the International
11 Secretary-Treasurer; they shall be available
12 to the Local Unions in duplicate form in pads
13 and shall be sold at cost.

14 Section 2. Any member laid off from his
15 plant but regularly employed on jobs outside
16 the jurisdiction of the International Union
17 shall take a withdrawal card, or in order to
18 maintain himself in good standing in his
19 Local Union, shall pay regular dues of \$1.00
20 per month.

21 Section 3. Any member in good standing
22 leaving the jurisdiction of the International
23 Union is entitled to an honorable withdrawal
24 card. Any member leaving the jurisdiction
25 of a Local Union to work under the jurisdic-
26 tion of another Local Union shall be required
27 to transfer forthwith, provided that this shall
28 not apply to members holding a local consti-
29 tutional office who involuntarily left the
30 jurisdiction of their local.

31 Section 4. A member shall be entitled to
32 a withdrawal card provided he shall have his
33 dues paid up to and including the current
34 month, or out-of-work receipts, and there are
35 no charges or debts owed to the local union
36 or assessments pending against him.

1 Section 5. A member shall be entitled to
2 a transfer card providing he is not more than
3 sixty days behind in his dues and there are
4 no other charges or debts owed to the Local
5 Union, or assessments pending against him.
6 It shall be the duty of the Local Union and/or
7 the member to obtain a transfer card.

8 Section 6. A member who is transferred
9 to another Local Union and who has paid his
10 dues in advance shall not be required to pay
11 duplicate dues. The Local Union to which
12 the advance dues payments have been made
13 shall forward them to the Local Union to
14 which the member is transferred or refund
15 them to the member.

16 Section 7. The Financial Secretary shall,
17 upon issuing or receiving a transfer or with-
18 drawal card, notify the International Secre-
19 tary-Treasurer upon proper forms provided
20 by the International Union.

21 Section 8. All transfer and withdrawal
22 cards issued shall bear the seal of the sub-
23 ordinate body from which issued.

24 Section 9. A subordinate body may charge
25 a maximum of twenty-five cents (.25) for
26 each transfer or withdrawal card issued.

27 Section 10. When a holder of an honorable
28 withdrawal card loses the same he can only
29 receive a duplicate thereof by applying to the
30 International Secretary-Treasurer of the In-
31 ternational Union, who shall issue such dupli-
32 cate on the payment of one dollar after suf-
33 ficient time has elapsed for an investigation
34 to be made. Duplicates shall be furnished
35 from a series separate from the regular hon-
36 orable withdrawal cards and have printed
37 thereon the words "Duplicate Card." No
38 duplicate for a lost honorable withdrawal card
39 shall be issued, except with the consent of

1 the Union issuing the original card, and un-
2 less application is made within thirty days
3 from the time such card is lost.

4 Section 11. The International Executive
5 Board shall be empowered to draw up or draft
6 a type of transfer card and withdrawal card
7 suitable to the requirements of the organiza-
8 tion.

9 Section 12. Withdrawal cards may be
10 terminated by the Local Union issuing them
11 or by International Officers for good and
12 sufficient reasons.

13 Section 13. Members transferred from
14 another CIO Union to the International Union
15 shall, upon showing evidence of good stand-
16 ing membership in such other CIO Union, be
17 admitted into the International Union,
18 UNITED AUTOMOBILE, AIRCRAFT AND AGRICUL-
19 TURAL IMPLEMENT WORKERS OF AMERICA,
20 (UAW-CIO) without payment of an initia-
21 tion fee.

22 Section 14. Any Local Union Officer, Shop
23 Committee Member or Shop Steward offered
24 a personnel or Labor Relations position with
25 management shall secure permission from his
26 Local Union before accepting such position in
27 order to be entitled to an honorable with-
28 drawal card. Members violating this section
29 shall be subject to expulsion from the Union.

30 Section 15. Any International Officer, Re-
31 gional Director, International Representative
32 or any other full-time employee of the Inter-
33 national Union offered a personnel or Labor
34 Relations position with management shall
35 secure permission from the International
36 Executive Board before accepting such posi-
37 tion in order to be entitled to an honorable
38 withdrawal card. Members violating this

1 section shall be subject to expulsion from the
2 Union.

ARTICLE 18.

Unemployment and Welfare

3 Section 1. The various regions where un-
4 employment is a major problem shall make
5 provisions for handling the welfare and
6 unemployment grievances of members laid
7 off from the shops either on a local, district
8 or regional basis.

9 Section 2. The International Executive
10 Board upon recommendation of the Regional
11 Board member, may appropriate funds to
12 assist Local Unions or Districts where their
13 finances are insufficient to defray necessary
14 expenses of Local Unions or their district,
15 provided the itemized expenses involved shall
16 be submitted to the International Executive
17 Board.

ARTICLE 19

Contracts and Negotiations

18 Section 1. It shall be the established pol-
19 icy of the International Union to recognize
20 the spirit, the intent and the terms of all con-
21 tractual relations developed and existing be-
22 tween Local Unions and employers, concluded
23 out of conferences between the Local Unions
24 and the employers, as binding upon them.
25 Each Local Union shall be required to carry
26 out the provisions of its contracts. When-
27 ever a Local Union or a manufacturing unit
28 of an Amalgamated Local Union becomes a
29 party to an agreement on wages, hours or
30 working conditions, it shall cause such agree-
31 ment to be reduced to writing and properly
32 signed by the authorized representatives of
33 all the parties to the agreement.

1 Section 2. When a grievance exists be-
2 tween a Local Union and management and
3 negotiations are in progress, and an Interna-
4 tional Union officer or representative is par-
5 ticipating by request of the Local Union
6 involved, a committee selected by the Local
7 Union shall participate in all conferences and
8 negotiations. Copies of all contracts shall be
9 filed with the International Secretary-Treas-
10 urer.

11 Section 3. No Local Union Officer, Inter-
12 national Officer or International Representa-
13 tive shall have the authority to negotiate the
14 terms of a contract or any supplement thereof
15 with any employer without first obtaining the
16 approval of the Local Union. After the Local
17 Union has approved a contract at a meeting
18 called especially for such purpose, it shall be
19 referred to the regional director for his rec-
20 ommendation to the International Executive
21 Board for its approval or rejection. In case
22 the regional Board Member recommends ap-
23 proval the contract becomes operative until
24 final action is taken by the International
25 Executive Board.

26 Section 4. National agreements and sup-
27 plements thereof shall be ratified by the local
28 unions involved.

29 Section 5. The general meeting of the
30 Local Union members of a manufacturing
31 establishment under the jurisdiction of an
32 amalgamated Local Union shall be the high-
33 est authority for handling problems within
34 the manufacturing establishment, in con-
35 formity with the By-Laws of the Local Union
36 and this International Constitution.

37 Section 6. The International Executive
38 Board shall protect all Local Unions who have
39 succeeded in establishing higher wages and
40 favorable conditions and have superior agree-

1 ments, so that no infringement by Local
2 Unions with inferior agreements in plants
3 doing similar work may be committed against
4 the Local Union with advanced agreements.

ARTICLE 20

National and Corporation Bargaining Councils

5 Section 1. In cases where there are a num-
6 ber of locals involved in negotiations and bar-
7 gaining with a major Corporation or an asso-
8 ciation of corporations the International
9 Executive Board shall set up an Intra-Cor-
10 poration Council. Such locals so involved
11 shall be members and shall participate
12 through duly elected delegates. When the
13 large Corporation or National Association
14 has widely scattered branches the Intra-Cor-
15 poration Council shall set up Sub-Corporation
16 Councils.

17 Section 2. The International Executive
18 Board shall determine the district in which
19 Sub-Corporation Councils shall be estab-
20 lished. The Intra-Corporation Council shall
21 be composed of delegates from the Sub-Cor-
22 poration Council.

23 Section 3. Directors to work with such
24 Councils shall be appointed by the President
25 subject to the approval of the International
26 Executive Board.

27 Section 4. Voting at National Intra-Cor-
28 poration Council meetings shall be based on
29 per capita tax paid to the International Union
30 by the various Local Unions participating.

31 Section 5. The purpose of the Intra-Cor-
32 poration Council shall be to coordinate the
33 demands of the separate members and to
34 formulate policies in dealing with their com-
35 mon employer. The Intra-Corporation Coun-

1 cil shall be convened not later than 30 days
2 prior to the opening of negotiations for a new
3 National Corporation agreement to formulate
4 new contract demands. The Council shall
5 deal only with matters pertaining to prob-
6 lems arising in their immediate corporations.
7 It shall be understood that such Intra-Cor-
8 poration Council is not a legislative body of
9 the International Union and shall not deal
10 with policies of the International Union other
11 than those concerning their own immediate
12 corporation problems.

ARTICLE 21

National and Regional Wage-Hour Conferences.

13 Section 1. Upon the written request of at
14 least two Local Unions to the Competitive
15 Shop Department, National and Regional
16 Wage-Hour Conferences may be called for
17 the purposes of facilitating a discussion of
18 problems related to wages, hours, production
19 standards and other conditions of work within
20 a competitive or allied group; and to assist
21 in the establishment of uniform contractual
22 provisions within the industry.

23 Section 2. Activities of both National and
24 Regional Wage-Hour Conferences shall be
25 coordinated through the offices of the Com-
26 petitive Shop Department in cooperation with
27 the Research Department of the Interna-
28 tional Union.

ARTICLE 22

NATIONAL AND REGIONAL WAGE- HOUR COUNCILS

National Wage-Hour Councils

29 *National Wage-Hour Councils shall be es-*
30 *tablished by the International Executive*

1 *Board only in those cases where National*
2 *Wage-Hour Conferences would prove inade-*
3 *quate in meeting the problem of organizing*
4 *the unorganized competitive shops and coord-*
5 *inating the work of establishing uniform*
6 *standards within a competitive group. In the*
7 *event such Wage-Hour Councils are estab-*
8 *lished, they shall be governed by the follow-*
9 *ing provisions:*

10 Section 1. The National Wage-Hour Coun-
11 cils shall consist of duly elected representa-
12 tives from the Regional Wage-Hour Councils
13 and plants where there are no Regional
14 Wage-Hour Councils of a single industry.

15 Section 2. It shall be the duty of the
16 National Wage-Hour Council to assist and
17 cooperate with the Competitive Shop Depart-
18 ment and the International President in the
19 organization of unorganized plants.

20 Section 3. It shall be the duty of the
21 National Wage-Hour Council to work in con-
22 junction with the Competitive Shop Depart-
23 ment and in cooperation with the Research
24 Department of the International Union to
25 standardize wages, hours and general work-
26 ing conditions of the organized plants in their
27 industry, and to strive to get a single agree-
28 ment covering their industry nationally.

29 Section 4. In case competitive plants ~~in~~
30 a given industry start negotiations on a na-
31 tional agreement, they shall make use of the
32 National Bargaining Council provisions.

Regional Wage-Hour Councils

33 *Regional Wage-Hour Councils shall be*
34 *established by the International Executive*
35 *Board only in those cases where wage-hour*
36 *conferences would prove inadequate in meet-*
37 *ing the problems of organizing the unorgan-*
38 *ized competitive shops, and coordinating the*

1 *work of establishing uniform standards with-*
2 *in a competitive group. In the event such*
3 *Wage-Hour Councils are established, they*
4 *shall be governed by the following pro-*
5 *visions:*

6 Section 1. A regional Wage-Hour Council
7 shall consist of duly elected representatives
8 from plants or departments in plants doing
9 similar work who can conveniently get to-
10 gether.

11 Section 2. It shall be the duty of the
12 Regional Wage-Hour Council to gather and
13 send to the Research Department of the In-
14 ternational Union and the National Wage-
15 Hour Council of which they are a part, all
16 data on wages, hours and other working con-
17 ditions of the plants of their industry in their
18 region.

19 Section 3. It shall be the duty of the
20 Regional Wage-Hour Council to assist in the
21 organization of unorganized plants of their
22 industry under the direction of the Regional
23 Director.

24 Section 4. It shall be the duty of the
25 Regional Wage-Hour Council to work toward
26 standardization of improved wages, hours
27 and general working conditions of the organ-
28 ized plants of their industry in their region,
29 and to strive to get a single agreement cov-
30 ering their industry in their region.

31 Section 5. It shall be the duty of the
32 Regional Wage-Hour Council to send regular
33 reports to the National Wage-Hour Council
34 in their industry and to the Competitive Shop
35 Department of the International Union.

36 Section 6. It shall be the duty of the
37 Regional Wage-Hour Council to send dele-
38 gates to, and assist in the formation of, a

1 National Wage-Hour Council for their indus-
2 try.

3 Section 7. It shall be understood that each
4 Wage-Hour Councils are not legislative
5 bodies of the International Union and shall
6 not deal with policies of the International
7 Union other than those concerning competi-
8 tive plant problems.

ARTICLE 23

Competitive Shop Department

9 Section 1. The International Executive
10 Board shall create a Competitive Shop De-
11 partment for the International Union.

12 Section 2. The International President
13 shall appoint a director for the Competitive
14 Shop Department, subject to the approval of
15 the International Executive Board, who is
16 best qualified by experience and who now is
17 and has been a member of the Union for at
18 least two years. The International Execu-
19 tive Board may remove the director of the
20 Competitive Shop Department.

21 Section 3. It shall be the duty of the Com-
22 petitive Shop Department to aid in organiz-
23 ing and calling National and Regional Wage-
24 Hour Conferences. National and Regional
25 Wage-Hour Conferences may be called by
26 the Director of the Competitive Shop Dep~~o~~
27 tment after consultation with the Regional
28 Director concerned, subject to the approval
29 of the International President.

30 Section 4. It shall be the duty of the Com-
31 petitive Shop Department to direct the or-
32 ganization of unorganized competitive shops
33 by making recommendations for assignment
34 of organizers to the Regional Directors, the
35 International President and the International
36 Executive Board.

1 Section 5. Organizers working on such
2 assignments shall make reports on the prog-
3 ress of organization to the Competitive Shop
4 Department as well as to their Regional
5 Directors.

6 Section 6. It shall be the duty of the Com-
7 petitive Shop Department to check all agree-
8 ments referred to it by the International Ex-
9 ecutive Board, and to make recommendations
10 to the various Locals for the standardization
11 of wage-hour provisions throughout given
12 competitive industries.

ARTICLE 24

Research Department

13 Section 1. The International Executive
14 Board shall create a Research Department
15 for the International Union.

16 Section 2. The President of the Interna-
17 tional Union shall appoint a director for the
18 Research Department who shall be selected
19 from the International Union, if possible,
20 and who is competent and qualified by pre-
21 vious experience and training to do such
22 work; but such appointment shall not be
23 considered final until it is approved by the
24 International Executive Board at their next
25 meeting. It shall be mandatory that the
26 International Research Department shall be
27 kept informed of changes in rates, working
28 standards and so forth by all local unions.

29 Section 3. It shall gather and keep on file
30 information on wages, hours and other con-
31 ditions of employment and any general in-
32 formation about the automotive, aircraft and
33 agricultural implement industries.

34 Section 4. It shall gather and keep on file
35 any other information which the Interna-
36 tional Executive Board, Regional Directors,

1 Local Unions, Wage-Hour Councils or any
2 other subdivision of the International Union
3 may require from time to time.

4 Section 5. It shall send to all International
5 Executive Board Members, International Rep-
6 resentatives, Local Unions and Wage-Hour
7 Councils a monthly bulletin on problems of
8 general interest to the members of the Union.

9 Section 6. It shall submit to the Interna-
10 tional Executive Board meetings, a regular
11 report on general conditions in the automo-
12 tive, aircraft and agricultural implement
13 industries which are of importance to the In-
14 ternational Union.

15 Section 7. It shall submit a complete and
16 thorough report to the conventions of the In-
17 ternational Union on the automotive, aircraft
18 and agricultural implement industries and
19 the International Union.

20 Section 8. It shall supply Wage-Hour
21 Councils with financial reports of parts plants
22 in their industry and such other material as
23 they may request.

ARTICLE 25

Strikes

24 Section 1. Whenever any difficulty arises
25 within the jurisdiction of any Local Union
26 within the shop involved, between its mem-
27 bers and any employer or employers, grow-
28 ing out of reduction in wages, lengthening of
29 hours of labor, or other grievances incident
30 to the conditions of employment, or whenever
31 any Local Union desires to secure for its
32 members an increase in wages, a shorter
33 work day or other changes in the conditions
34 of employment, the Local Union involved
35 shall call a meeting of all members to decide
36 by secret ballot whether the proposed

1 changes shall be accepted or rejected. The
2 majority vote of those present and voting on
3 the question shall decide. If, as a result of
4 this decision, a strike vote is decided upon,
5 the Local Union Executive Board shall notify
6 all members, and it shall require a two-thirds
7 majority vote by secret ballot of those voting
8 to declare a strike. Only members in good
9 standing shall be entitled to vote on the
10 question of declaring a strike.

11 Section 2. If the Local Union involved is
12 unable to reach an agreement with the em-
13 ployer without strike action, the Recording
14 Secretary of the Local Union shall prepare a
15 full statement of the matters in controversy
16 and forward the same to the Regional Direc-
17 tor and International President. The Regional
18 Director or his assigned representative in
19 conjunction with the Local Union Committee
20 shall attempt to effect a settlement. Upon
21 failure to effect a settlement he shall send
22 the International President his recommenda-
23 tion of approval or disapproval of a strike.
24 Upon receipt of the statement of matters in
25 controversy from the Regional Director, the
26 International President shall prepare and
27 forward a copy thereof to each member of
28 the International Executive Board together
29 with a request for their vote upon the ques-
30 tion of approving a strike of those involved
31 to enforce their decision in relation thereto.
32 Upon receipt of the vote of the members of
33 the International Executive Board, the In-
34 ternational President shall forthwith notify
35 in writing the Regional Director and the
36 Local Union of the decision of the Interna-
37 tional Executive Board.

38 Section 3. In case of an emergency where
39 delay would seriously jeopardize the welfare
40 of those involved, the International Presi-

1 dent, after consultation with the other Inter-
2 national Officers, may approve a strike pend-
3 ing the submission to, and securing the ap-
4 proval of, the International Executive Board,
5 provided such authorization shall be in writ-
6 ing.

7 Section 4. Before a strike shall be called
8 off, a special meeting of the Local Union
9 shall be called for that purpose, and it shall
10 require a majority vote by secret ballot of
11 all members present to decide the question
12 either way. Wherever the International Ex-
13 ecutive Board decides that it is unwise to
14 longer continue an existing strike, it will
15 order all members of Local Unions who have
16 ceased work in connection therewith to re-
17 sume work and thereupon and thereafter all
18 assistance from the International Union shall
19 cease.

20 Section 5. Any Local Union engaging in a
21 strike which is called in violation of this
22 Constitution and without authorization of the
23 International President and/or the Interna-
24 tional Executive Board shall have no claim
25 for financial or organizational assistance
26 from the International Union or any affili-
27 ated Local Union.

28 Section 6. The International President
29 with the approval of the International Exe-
30 cutive Board shall be empowered to revoke
31 the charter of any Local Union engaging in
32 such unauthorized strike action, thereby
33 annulling all privileges, powers and rights of
34 such Local Union under this Constitution.

35 Section 7. In cases of great emergency
36 when the existence of the International Union
37 is involved, together with the economic and
38 social standing of our membership, the Inter-
39 national President and the International Ex-

1 Executive Board shall have authority to declare
2 a general strike within the industry by a
3 two-thirds vote of the International Execu-
4 tive Board whenever in their good judgment
5 it shall be deemed proper for the purpose of
6 preserving and perpetuating the rights and
7 living standards of the general membership
8 of our International Union, provided under
9 no circumstances shall it call such a strike
10 until approved by a referendum vote of the
11 membership.

12 Section 8. In case of a general strike it
13 shall require a majority vote of the Interna-
14 tional Executive Board before the strike is
15 officially called off.

ARTICLE 26

Educational Department

16 Section 1. Education shall be a manda-
17 tory part of the business of the International
18 Union and of each Local Union, particularly
19 education in labor history, labor problems,
20 the objectives of the International Union and
21 the problems of the International Union, its
22 members and their families.

23 Section 2. The International President
24 shall appoint an Educational Director over
25 the Educational Department, and such ap-
26 pointment shall be subject to approval of the
27 International Executive Board.

28 Section 3. Two and one-half cents (.02½)
29 per month per dues-paying member of the
30 per capita forwarded to the International
31 Union by Local Unions shall be used as the
32 Educational and Recreational Fund of the
33 International Union, as provided in this Con-
34 stitution.

35 Section 4. Two cents (.02) of such per
36 capita tax shall be used for educational pur-

1 poses and one-half cent (.0½) shall be used
2 for Recreational purposes.

3 Section 5. It shall be mandatory that each
4 local union set up an Education Committee.
5 The duties of this committee shall be to pro-
6 mote all branches of education affecting the
7 welfare of the individual members, the local
8 union, the International Union, and the labor
9 movement. It shall be the duty of the Reg-
10 ional Director to see that this provision of
11 the Constitution is carried out.

12 Section 6. There shall be established eight
13 educational areas throughout the Interna-
14 tional Union to which educational represen-
15 tatives shall be assigned. These educational
16 representatives shall be appointed by the
17 President to work under the direction of the
18 International Education Director, and such
19 appointments shall be approved by the Re-
20 gional Director(s) in whose area(s) they
21 shall serve.

22 Section 7. These educational areas shall
23 be designated as follows: Area 1 (Region 1,
24 1A); Area 2 (Region 1B, 1C, 1D); Area 3
25 (Region 2, 2A, 2B); Area 4 (Region 3, 5);
26 Area 5 (Region 4); Area 6 (Region 6); Area
27 7 (Region 7); Area 8 (Region 8, 9, 9A).

28 Section 8. Each Local Union must
29 aside a separate fund of two and one-half
30 cents (.02½) per month per dues-paying
31 member to finance the Educational and Rec-
32 reational Activities of the Local Union. The
33 prorating of this fund shall be in such man-
34 ner as the Local Union may determine.

ARTICLE 27

Union Label

35 Section 1. The International Union shall
36 have a union label and stamp.

1 Section 2. It shall be the duty of the Inter-
2 national Secretary - Treasurer to copyright
3 and protect said union label and stamp.

4 Section 3. It shall be the policy of the
5 International Union and subordinate bodies
6 to insist that all parts, stamping, tools, dies,
7 machinery, fixtures, accessories and supplies
8 used in the manufacture of articles under the
9 jurisdiction of this International Union, bear
10 the Union Label or Union Stamp of the In-
11 ternational Union, or any other bona fide
12 labor union.

13 Section 4. It shall be the duty of all repre-
14 sentatives, business agents and union officials
15 to insist that the above provisions be written
16 into all contracts between employers and the
17 International Union subject to approval of
18 the International Executive Board.

19 Section 5. No manufacturer of products
20 produced by workers under the jurisdiction
21 of this International Union shall be per-
22 mitted to use the union label or union stamp
23 unless the plant is holding a contract ap-
24 proved by the International Executive Board,
25 with the International Union.

26 Section 6. It shall be the duty of the Local
27 Union Label Committee to see that the Inter-
28 national Union label shall be molded, stamped
29 or affixed to all parts manufactured, assem-
30 bled or finished products where provided for.

31 Section 7. The above provisions shall in no
32 case be used as a basis for the violation of
33 existing agreements.

34 Section 8. All Local Unions shall have an
35 appointed or elected Union Label Committee
36 that must function.

37 Section 9. At all Conventions of the Inter-
38 national Union a necessary qualification of

1 delegates shall be the possession and wearing
2 of at least three union-made garments.

3 Section 10. The International Executive
4 Board shall set up a Union Label Committee
5 from members of the International Union to
6 coordinate the activities of Local Union Label
7 Committees throughout the International
8 Union. It shall be the duty of this commit-
9 tee to work in conjunction with the Educa-
10 tional Department of the International Union
11 and the Congress of Industrial Organizations'
12 Union Label Committee.

ARTICLE 28

Official Publication

13 Section 1. There shall be published at least
14 once a month by the International Union a
15 publication designed to educate the member-
16 ship and to acquaint the membership with
17 the activities of this International Union.
18 The title of said publication shall be "United
19 Automobile Worker," or its successor desig-
20 nation, Official Publication of the Interna-
21 tional Union.

22 Section 2. The "United Automobile Work-
23 er" shall be under the supervision of the In-
24 ternational Executive Board who shall select
25 a Publication Committee consisting of the
26 International President and two other mem-
27 bers of the International Executive Board.
28 The Publication Committee shall be directly
29 responsible to the International Executive
30 Board in carrying out the task of publishing
31 the "United Automobile Worker." The Edi-
32 tor of the "United Automobile Worker" shall
33 be appointed by the International President,
34 subject to the approval of the International
35 Executive Board.

1 Section 3. The International Secretary-
2 Treasurer shall allocate out of each per capita
3 tax, five cents (.05) for a special fund for
4 the "United Automobile Worker."

5 Section 4. The subscription rate of the
6 "United Automobile Worker" shall be sixty
7 cents (.60) per annum, payable as provided
8 in this Constitution.

9 Section 5. This publication is to be sent
10 through the United States Mail to each mem-
11 ber in good standing.

12 Section 6. To non-members, the rate shall
13 be one dollar (\$1.00) per annum with postage
14 additional for foreign subscribers.

15 Section 7. Price of single copies shall be
16 five cents (.05).

17 Section 8. Local publications shall conform
18 with the policies of the International Union.

ARTICLE 29

Charges and Trials of International Officers

19 Section 1. Charges against International
20 Officers or International Executive Board
21 Members may be filed in either of these
22 manners:

23 (a) Upon written affidavit filed by five
24 or more Board Members with the
25 International Secretary-Treasurer.

26 (b) Upon written affidavit signed by a
27 Local Union member and endorsed
28 by his own Local Union and by at
29 least ten additional Locals in the
30 International Union, or in the case
31 of charges against an International
32 Executive Board Member, upon
33 written affidavit signed by the Lo-
34 cal Union member and endorsed by

1 his own Local Union and a majority
2 of the Local Unions within the
3 region from which the International
4 Executive Board Member is elected.

5 Section 2. In case the charges to be filed
6 are against the International Secretary-
7 Treasurer they shall be filed with the Inter-
8 national President who shall in that case
9 alone perform the duties with reference to the
10 trial procedure.

11 Section 3. Upon receipt of the charges the
12 International Secretary-Treasurer shall im-
13 mediately send a copy of the charges by re-
14 ceipted registered mail to the accused and
15 copies to all International Executive Board
16 Members, notifying the accused that he has
17 fifteen days to prepare a defense and noti-
18 fying the International Executive Board
19 Members of a Special International Execu-
20 tive Board Meeting to be called ten days fol-
21 lowing filing of the charges.

22 Section 4. Pending the trial, the Interna-
23 tional Officer or International Executive
24 Member accused shall continue to function in
25 his elected capacity unless a Special Interna-
26 tional Executive Board Meeting is convened
27 and votes by two-thirds majority for his sus-
28 pension as otherwise provided in this Con-
29 stitution.

30 Section 5. The first order of business at
31 the Special International Executive Board
32 Meeting shall be the setting up of an
33 International Union Trial Committee. This
34 Committee shall be chosen from among the
35 regular delegates attending the preceding
36 International Union Convention. The names
37 of all such regular delegates shall be copied
38 from the Official Convention Roll Call. The
39 names of all delegates shall be written on
40 uniform sized slips of paper and deposited in

1 a box by the Secretary-Treasurer, in the
2 presence of the International Executive
3 Board, and the box shall be sealed and thor-
4 oughly shaken. The International Secretary-
5 Treasurer shall then open the container and
6 the member of the International Executive
7 Board elected for that purpose and blind-
8 folded, shall draw the names of fifty (50)
9 delegates, one by one. After these names are
10 drawn they shall be read by the International
11 Secretary-Treasurer in the presence of the
12 International Executive Board and each name
13 in succession shall be set opposite a number.
14 from one to fifty.

15 Section 6. During the drawing of the
16 names, the accused or his personal repre-
17 sentative shall have the right to be present,
18 as may the accuser or a representative of the
19 accuser.

20 Section 7. Following the selection of the
21 panel the accused and the accuser may strike
22 ten names each from the panel of fifty and
23 the International Secretary-Treasurer shall
24 be instructed in addition to strike the names
25 of any International Employee, International
26 Officers or International Executive Board
27 Member who may be drawn.

28 Section 8. After these challenges have
29 been made the first twelve persons whose
30 names remain on the list shall be notified to
31 report to the International Office within five
32 days to proceed with the trial. Local Unions
33 shall also be notified when any of their mem-
34 bers' names are drawn for service on the In-
35 ternational Trial Committee.

36 Section 9. Such an order shall be man-
37 datory upon any member of the union re-
38 ceiving this notice. Should he fail to appear,
39 unless his absence is excused by a signed

1 affidavit of illness or Local Union emergency,
2 attested to by the Executive Board of his
3 Local Union, such a member may be subject
4 to charges in his Local Union, and to expulsion.
5

6 Section 10. Upon his appearance at the
7 International Office, each member of the
8 Trial Committee thus notified shall produce
9 affidavit attesting his membership in good
10 standing in his Local Union, signed by the
11 Financial Secretary of his Local Union.

12 Section 11. In case one or more members
13 of the Trial Committee thus notified shall fail
14 to appear for the above reasons or fail to
15 produce such certificate of membership in
16 good standing, the next member of the panel,
17 numbering down from one to fifty shall be
18 notified to report.

19 Section 12. The International Trial Com-
20 mittee shall go into session immediately upon
21 arrival of the full panel and shall hear the
22 charges brought by the accuser and all the
23 witnesses named for substantiation, and shall
24 hear the defense of the accused and all his
25 witnesses for substantiation. The Trial Com-
26 mittee shall decide its own rules of procedure
27 relating to the conduct of the trial and may
28 elect its own Chairman and Secretary, pro-
29 viding that verbatim minutes of all evidence
30 shall be reported by a court stenographer.
31 The accused and the accuser shall have a
32 right to be represented by counsel.

33 Section 13. The Trial Committee, upon
34 completion of the hearing on the evidence
35 and arguments, shall go into closed session
36 to determine the verdict and penalty. A two-
37 thirds majority vote shall be required to find
38 the accused guilty. In case the accused is
39 found guilty, the Trial Committee may by a

1 majority vote reprimand the accused or it
2 may by a two-thirds majority vote, assess a
3 fine not to exceed \$500.00, with automatic
4 suspension, removal from office or expulsion
5 in the event of the failure of the accused to
6 pay the fine within a specified time; or it
7 may by a two-thirds majority vote suspend
8 or remove the accused from office, or suspend
9 or expel him from membership in the Inter-
10 national Union.

11 Section 14. In case a Trial Committee
12 finds the accused innocent they may deter-
13 mine the honest or malicious intent of the
14 accuser. If they find the accuser guilty of
15 obvious malice in filing the charges they may
16 assess a penalty against him in accordance
17 with Section 13 of this Article.

18 Section 15. Charges against an Interna-
19 tional Officer or International Executive
20 Board Member, concerning his own Local
21 Union, shall not be filed according to Local
22 Union trial procedure, but in accordance with
23 the above provisions.

ARTICLE 30

Appeals

24 Section 1. All subordinate bodies of the
25 International Union and members thereof
26 shall be entitled to the right of appeal.

27 Section 2. If a subordinate body, or mem-
28 ber thereof, wishes to appeal from any ac-
29 tion, decision or penalty, he shall appeal to
30 the International Executive Board, and if it
31 is desired to appeal the decision of the In-
32 ternational Executive Board, an appeal may
33 be taken therefrom to the next International
34 Convention. The decision of the Convention
35 shall be final. In all cases, however, the de-

1 cision of the lower tribunal must be complied
2 with before the right to appeal can be ac-
3 cepted by the next tribunal in authority, and
4 shall remain in effect until reversed or modi-
5 fied.

6 Section 3. Any member wishing to appeal
7 from the action, decision or penalty of his
8 subordinate body shall do so in writing within
9 thirty (30) days after the aforesaid action,
10 decision or penalty, and he must notify said
11 subordinate body of his intention in writing.
12 It shall then be the duty of the subordinate
13 body to forward to the International Secre-
14 tary-Treasurer a complete statement of the
15 matters in issue, including copies of all
16 charges, records, minutes, transcripts of tes-
17 timony, and all other material relating to the
18 appeal.

19 Section 4. Any subordinate body or member
20 thereof wishing to appeal from any action,
21 decision or penalty of the International Exec-
22 utive Board to the Convention of the Inter-
23 national Union, must serve notice of appeal
24 upon, and file a written statement of his
25 grievance with the International Secretary-
26 Treasurer, within sixty days after such de-
27 cision is rendered, provided, however, that in
28 any case the appeal must be made, in con-
29 formity with this procedure, to the convention
30 next following the date of the action of the
31 International Executive Board; and provided
32 further, that where the action of the Interna-
33 tional Executive Board is taken less than 60
34 days before the date of the convention, the
35 International Executive Board must give the
36 parties immediate notice of the action taken
37 on the appeal made to it.

38 Section 5. The International President may
39 extend the time for filing any appeal if in his
40 opinion justice will be served thereby.

1 Section 6. In no case shall a member or
2 subordinate body appeal to a Civil Court for
3 redress until he or it has exhausted his or its
4 rights of appeal under the laws of this Inter-
5 national Union. Any violation of this section
6 shall be cause for summary suspension or ex-
7 pulsion, or for revocation of Charter, by a
8 two-thirds vote of the International Execu-
9 tive Board.

ARTICLE 31

District Councils

10 Section 1. When a majority of Local
11 Unions of this International Union represent-
12 ing a majority of the membership within
13 their geographical district, request the estab-
14 lishment of a District Council, such Local
15 Union representatives shall be assembled by
16 the Regional Directors of that area for the
17 formation of such a Council.

18 Section 2. When such a District Council is
19 established, it shall be mandatory for all
20 Local Unions of this International Union to
21 affiliate with the Council of their geograph-
22 ical district and obtain a charter from the
23 International Union.

24 Section 3. The purpose of the District
25 Council shall be to recommend to the Regional
26 Director and the International Union, con-
27 structive measures for the welfare of Local
28 Unions and their members. It shall discuss
29 comparative wages, rates, agreements, meth-
30 ods of approach, organizational problems,
31 National and State legislative programs and
32 such other problems as may be of general
33 interest to the Local Union membership.

34 Section 4. The District Council shall be
35 composed of delegates elected from the Local
36 Unions at the formation of the Council and
37 each year thereafter on the basis of Conven-

1 tion procedure. To avoid unnecessary expense
2 in District Councils, Local Unions may em-
3 power as many delegates as they desire to
4 carry and vote the entire vote of the Local
5 Union.

6 Section 5. Activities of the District Coun-
7 cils shall be financed by the payment of a per
8 capita tax of not more than one (1) cent per
9 member per month by each Local Union af-
10 filiated with the District Council.

11 Section 6. The per capita tax may be used
12 to assist in organizational work, prepare edu-
13 cational literature, lobby for legislative pro-
14 grams and programs of benefit to its affili-
15 ated Locals.

16 Section 7. When a subordinate body has
17 failed to report and pay the per capita tax
18 to the District Council, the District Council
19 Secretary-Treasurer shall report this fact to
20 the International Secretary-Treasurer; the
21 International Secretary-Treasurer shall no-
22 tify the Subordinate Body President and
23 Board of Trustees. Such subordinate body
24 shall stand suspended until such deficiency
25 is made good.

26 Section 8. The District Council shall draft
27 its By-Laws in conformity with this Consti-
28 tution and subject to the approval of the
29 International Executive Board.

30 Section 9. To dissolve a District Council the
31 Regional Director(s), on the request of three
32 Local Unions within the geographical district,
33 shall call a special meeting of the Council to
34 be held within thirty (30) days of such re-
35 quest, with proper notice of the purpose of
36 the meeting, to vote upon the dissolution of
37 the Council. At this meeting the District
38 Council may be dissolved by a vote of a ma-
39 jority of the Local Unions representing a

1 majority of the membership within the geo-
2 graphical district.

ARTICLE 32

Amalgamated Local Unions

3 Section 1. Any two or more manufacturing
4 units who are not a part of an Amalgamated
5 Local Union may petition the International
6 Executive Board for the formation of an
7 Amalgamated Local Union. Such petitions
8 must be approved by the membership of the
9 manufacturing units desiring an Amal-
10 gamated Local Union in a specially called
11 membership meeting for that purpose. Upon
12 receipt of such petitions the International
13 Executive Board shall investigate the feasi-
14 bility of an Amalgamated Local Union and
15 if their decision is that an Amalgamated Lo-
16 cal Union be set up, the Regional Director
17 shall without delay set up an Amalgamated
18 Local Union comprising the manufacturing
19 units as determined by the International Ex-
20 ecutive Board.

21 Section 2. Any two or more manufacturing
22 units of an Amalgamated Local Union may
23 petition the International Executive Board
24 and urge them to set up a Joint Council in
25 their Local Union. The International Execu-
26 tive Board shall without undue delay investi-
27 gate the practicality of a Joint Council for
28 that Local Union and if they determine that
29 a Joint Council shall be set up, the Local
30 Union shall without delay set up a Joint
31 Council based on the principles in Section 3
32 of this article.

33 Section 3. The membership of the Local
34 Union shall be guaranteed:

35 (a) Proportional representation from each
36 manufacturing unit, based on the dues

1 dollar each manufacturing unit pays to
2 the Local Union. In no case shall any
3 manufacturing unit be entitled to less
4 than two (2) representatives to the
5 Joint Council.

6 (b) The right to appeal from any decision
7 of the Joint Council by referendum
8 vote of the membership.

9 (c) That each manufacturing unit will
10 have unit autonomy on matters per-
11 taining strictly to that unit.

12 (d) That a percentage of every dues dollar
13 which a manufacturing unit pays to
14 the Local Union may be set aside as a
15 fund for the use of that manufacturing
16 unit for whatever purpose they so de-
17 sire.

18 Section 4. Additional organized manufac-
19 turing units may be added to Amalgamated
20 Local Unions, only upon approval of the In-
21 ternational Executive Board and subject to
22 the majority vote of the membership of the
23 unit and the Joint Council or membership of
24 the Amalgamated Local Union. Unorganized
25 manufacturing units may be added to an
26 Amalgamated Local Union upon the approval
27 of the Regional Director.

ARTICLE 33

Local Union Charters

28 Section 1. A Local Union may be formed
29 by fifteen or more persons working within the
30 jurisdiction of the International Union by ap-
31 plying to the International Secretary-Treas-
32 urer for a charter.

33 Section 2. The International Secretary-
34 Treasurer shall furnish the applicants for a
35 charter with an application blank, and when

1 the same has been properly filled out and
2 returned with \$15.00 charter fee, upon ap-
3 proval of the International Executive Board
4 a charter shall be granted and a seal and
5 initial supplies furnished.

6 Section 3. The charter fee for subordinate
7 bodies shall be \$15.00, which shall entitle the
8 Local Union to a charter, one membership
9 receipt book, one International bookkeeping
10 set, one Recording Secretary's minute book,
11 fifteen constitutions, one roll call book and
12 one gavel.

13 Section 4. The charter and supplies shall
14 remain the property of the International
15 Union, to be used by the Local Union only
16 as long as said Local Union and its members
17 comply with the laws of the International
18 Union.

19 Section 5. The charters to be issued to sub-
20 ordinate bodies shall be in the following
21 form:

CHARTER

22 To All Whom These Presents Shall Come:

23 Know Ye, that the International Union,
24 UNITED AUTOMOBILE, AIRCRAFT AND AGRICUL-
25 TURAL IMPLEMENT WORKERS OF AMERICA,
26 (UAW-CIO), affiliated with the Congress of
27 Industrial Organizations, established for the
28 purpose of effecting through organization of
29 the Automotive Industry, and composed of
30 Local Unions and Members in different sec-
31 tions of the country, doth, upon proper appli-
32 cation and under conditions herein provided
33 hereby grant unto

34

35

36

1 and to their successors, this Charter for the
2 establishment and future maintenance of a
3 Local Union at

4
5 to be known as Local Union No.

6 of

7 Now, the conditions of this Charter are such:
8 That said Union forever and under any and
9 all circumstances shall be subordinate to and
10 comply with all the requirements of the Con-
11 stitution, By-Laws and General Laws or other
12 laws of the International Union, UNITED
13 AUTOMOBILE, AIRCRAFT AND AGRICULTURAL
14 IMPLEMENT WORKERS OF AMERICA, (UAW-
15 CIO) as they may from time to time be
16 altered or amended; That said Union shall,
17 for all time be guided and controlled by all
18 acts and decisions of the International Union,
19 UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL
20 IMPLEMENT WORKERS OF AMERICA,
21 (UAW-CIO), as they may from time to time
22 be enacted; That should the Local Union
23 above chartered take advantage of any
24 powers, privileges or rights conferred under
25 the laws as they may exist at any time, said
26 action shall not prevent the International
27 Union, UNITED AUTOMOBILE, AIRCRAFT AND
28 AGRICULTURAL IMPLEMENT WORKERS OF
29 AMERICA, (UAW-CIO) from recalling,
30 amending, changing or abolishing any such
31 powers, privileges or rights.

32 So long as the said Union adheres to these
33 conditions, this Charter to remain in full
34 force; but upon infraction thereof, the
35 International Union, UNITED AUTOMOBILE,
36 AIRCRAFT AND AGRICULTURAL IMPLEMENT
37 WORKERS OF AMERICA, (UAW-CIO) may

1 revoke this Charter thereby annulling all
2 privileges secured hereunder.

3 In Witness Whereof, We have hereunto set
4 our hands and affixed the Seal of the Inter-
5 national Union, UNITED AUTOMOBILE, AIR-
6 CRAFT AND AGRICULTURAL IMPLEMENT WORK-
7 ERS OF AMERICA, (UAW-CIO) this.....day of
8, 19.....

9 **INTERNATIONAL EXECUTIVE BOARD**

10
11 International President.

12
13 International Secretary-Treasurer.

14 Section 6. No Local Union, Women's Aux-
15 iliary, or subordinate body shall disband as
16 long as fifteen members or two Local Unions
17 desire to retain the charter, and then only
18 upon the approval of the International Exec-
19 utive Board. In localities where there are
20 two or more Local Unions and where the
21 membership of any Local Union drops below
22 fifteen members in good standing, such Local
23 Union may be merged with another Local
24 Union in that locality at the discretion of the
25 International Executive Board. If a Local
26 Union disbands, or if a Local Union goes out
27 of existence by reason of cessation of pro-
28 duction at the plant over which it has juris-
29 diction, all of the property and assets of the
30 Local Union shall revert to and become the
31 property and assets of the International
32 Union.

33 Section 7. The above section shall not ap-
34 ply to the issuance of Charters covering
35 plants under the jurisdiction of a previously
36 chartered Amalgamated Local Union. In
37 case the membership of a manufacturing con-

1 cern covered by the jurisdiction of an Amal-
2 gamated Local Union desires to withdraw
3 from the Local Union it may express its
4 sire by raising the question in a regularly
5 called meeting at which time a date shall be
6 set for a meeting to discuss and decide
7 whether a vote should be taken on a separate
8 charter. If such a meeting shall be called,
9 the membership shall be notified by mail of
10 time, place and purpose. If at this meeting
11 a majority of the members present vote in
12 favor of holding an election to decide the
13 issue the full membership of the plant shall
14 be notified by mail of a vote to be held on
15 the question of a separate charter, such vot-
16 ing to be by secret ballot in booths con-
17 veniently located to allow all members an
18 opportunity to vote.

19 Section 8. All ballots shall have printed
20 thereon the following words only: "Are you
21 in favor of a separate UAW-CIO Charter
22 for members ofunit? Yes
23 No"

24 Section 9. In case a majority of the mem-
25 bership voting favor a separate charter, the
26 International Executive Board shall issue a
27 charter. In case the vote fails to carry, the
28 question of a separate charter shall not be
29 discussed or voted on again for a period of
30 one year. The cost of such election shall
31 borne equally by the Amalgamated Local
32 Union and the Manufacturing Unit involved.

ARTICLE 34
DUTIES AND POWERS OF SUBOR-
DINATE BODIES

33 Section 1. It shall be mandatory for all
34 Local Unions of the International Union, to
35 affiliate with State or Provincial Industrial
36 Union Councils.

1 Section 2. It shall be the duty of all Local
2 Unions to affiliate with CIO City or County
3 bodies, wherever such bodies are established.

4 Section 3. All subordinate bodies shall
5 submit any and all laws governing said sub-
6 ordinate bodies to the International Execu-
7 tive Board for ratification of same.

8 Section 4. Each Local Union shall hold a
9 regular membership meeting at least once a
10 month except an Amalgamated Local Union
11 that has a delegate body, in which case the
12 delegate body of the Amalgamated Local
13 Union, and each plant unit shall meet at least
14 once a month. Amalgamated Local Unions
15 with less than 20,000 members shall hold
16 general membership meetings at least once
17 every three months and Amalgamated Local
18 Unions with 20,000 or more members shall
19 hold general membership meetings at least
20 once a year.

21 Section 5. Local Unions may levy fines
22 for non-attendance at membership meetings,
23 provided that such fines do not exceed one
24 dollar (\$1.00), and further provided that the
25 provisions for such fines (1) are properly
26 adopted by the Local Union, (2) are approved
27 by the International Executive Board, and
28 (3) are administered on a reasonable and
29 non-excessive basis. In cases where the facts
30 involving the application of such fines are
31 not in dispute, the Local Union is empow-
32 ered to provide for the forfeiture of the mem-
33 bership of the delinquent member for non-
34 payment thereof without the necessity of
35 proceeding by the filing of charges and the
36 conduct of a trial.

37 Section 6. Each subordinate body shall
38 strive to attain the objectives set forth in
39 this constitution; to maintain free relations

1 with other organizations; to do all in its
2 power to strengthen and promote the labor
3 movement; to cooperate with Regional Board
4 Members, the International Representatives
5 and help promote organizational activities.

ARTICLE 35

Local Union Seal and Buttons

6 Section 1. The International Union shall
7 provide each Local Union with the official
8 seal which shall be held in the custody of
9 such Local Union officer or officers as each
10 Local Union may decide and shall be used
11 only on documents or communications for
12 which its use has been specifically authorized
13 by the Local Union.

14 Section 2. Any member who shall counter-
15 feit, imitate or falsify the International Union
16 dues receipts, insignia, seal, label or buttons,
17 or knowingly use such imitations or counter-
18 feits, shall be fined or expelled from this
19 Union, as the circumstances may warrant
20 after trial has been accorded the accused.

21 Section 3. The International Union shall
22 provide uniform monthly dues buttons, at not
23 more than cost, of a different color for each
24 month. It shall be mandatory for Local
25 Unions using dues buttons to use only those
26 buttons provided by the International Union,
27 which shall be supplied by the International
28 Secretary-Treasurer to the Financial Secre-
29 taries of the Local Unions upon request. Lo-
30 cal Unions covered by Union Shop or check-
31 off agreements may, upon approval of the
32 International Executive Board, use an annual
33 membership button, membership card or
34 other suitable identification of membership
35 in lieu of monthly dues buttons.

ARTICLE 36

Local Union Officers

1 Section 1. Each Local Union shall have the
2 following Executive Officers: President, Vice-
3 President or Vice Presidents, Recording Sec-
4 retary, Financial Secretary, Treasurer, three
5 Trustees, Sergeant-at-Arms and Guide.

6 Section 2. The election of Local Officers
7 shall take place by secret ballot during Feb-
8 ruary and March of each year and installa-
9 tion of officers shall take place at the next
10 regular meeting following the election except
11 as otherwise authorized by the International
12 Executive Board. After the deadline on ac-
13 cepting nominations set by the Local
14 Union election committee, no election of so-
15 called "sticker" or "write-in" candidates shall
16 be considered legal.

17 Section 3. These officers shall serve for
18 the period of one year with the exception of
19 the Trustees who shall serve for three years
20 each. In the original election of Trustees, one
21 shall be elected for one year, one for two
22 years, and one for three years, and at each
23 subsequent election as the vacancies appear
24 each Trustee shall be elected for a three-year
25 term.

26 Section 4. No member shall be eligible for
27 election as an Executive Officer of the Local
28 Union until he has been a member in continu-
29 ous good standing in the Local Union for one
30 year immediately prior to the nomination,
31 except in the case of a newly organized Local
32 Union.

33 Section 5. Eligibility for election to other
34 Local Union offices, committees, etc., shall
35 be determined by the Local Union.

36 Section 6. The Executive Board of each
37 Local Union shall consist of all the elected

1 Union officers and such members at large as
2 the Local may deem necessary.

3 Section 7. Any member of the Executive
4 Board who is not directly elected to the
5 Board, but who holds such office by virtue of
6 his holding some other office or position in
7 the Local Union or shop organization shall
8 upon ceasing to hold the latter office or posi-
9 tion, automatically cease to hold the office of
10 Executive Board member.

11 Section 8. At the discretion of the Local
12 Union the offices of Financial Secretary and
13 Treasurer may be combined.

14 Section 9. The following rules shall be
15 mandatory in all Local Union elections:

- 16 (a) Every member in good standing shall
17 be entitled to vote at all Union elec-
18 tions.
- 19 (b) All elections shall be held under the
20 supervision of a democratically elected
21 Election Committee.
- 22 (c) No candidate in any election shall be
23 a member of the Election Committee
24 having supervision over such election.
- 25 (d) Any eligible candidate in any election
26 shall have the right to submit his
27 commonly known name to the Elec-
28 tion Committee in writing as he de-
29 sires it to appear on the ballot; and
30 it shall so appear.
- 31 (e) Each candidate shall have the right to
32 have one challenger present when the
33 votes are cast and when they are tabu-
34 lated.

35 Section 10. Each Local Union shall adopt
36 proper procedure and conditions for the fill-
37 ing of vacancies which may occur in Local
38 Union offices.

1. Section 11. Local Unions may elect a Busi-
2. ness Agent if they so desire, provided he has
3. been a member of the International Union in
4. continuous good standing for a period of one
5. year.

ARTICLE 37

Installation Ceremony

6 . The installation ceremony may be per-
7 formed by the Retiring President, Acting
8 President or any regular commissioned Inter-
9 national Representative.

10 The Installing Officer says:

11 "Give attention while I read to you the ob-
12 ligation:

13 "Do you hereby pledge on your honor to
14 perform the duties of your respective offices
15 as required by the Constitution of this Union;
16 to bear true and faithful allegiance to the
17 International Union, UNITED AUTOMOBILE,
18 AIRCRAFT AND AGRICULTURAL IMPLEMENT
19 WORKERS OF AMERICA, (UAW-CIO); to
20 deliver all books, papers and other property
21 of the Union that may be in your possession
22 at the end of your term to your successor in
23 office, and at all times conduct yourself as
24 becomes a member of this Union?"

25 Officers respond, "I do."

26 The Installing Officer then says:

27 . "Your duties are defined in the laws of the
28 International Union, UNITED AUTOMOBILE,
29 AIRCRAFT AND AGRICULTURAL IMPLEMENT
30 WORKERS OF AMERICA, (UAW-CIO) and in
31 your obligation should any emergency arise
32 not provided for in these, you are expected
33 to act according to the dictates of common
34 sense, guided by an earnest desire to advance
35 the best interest of the International Union

1 and this Local Union. I trust you will all
2 faithfully perform your duties, so that you
3 may gain not only the esteem of your broth-
4 ers, but what is of even more importance, the
5 approval of your conscience.

6 You will now assume your respective sta-
7 tions."

ARTICLE 38

Duties of Local Union Officers

President

8 Section 1. It shall be the duty of the
9 President to preside at all meetings of the
10 Local Union, sign all orders on the Treasury
11 authorized by the Local Union, countersign
12 all checks issued by the Financial Secretary
13 against account of the Local Union when or-
14 dered by the Union, enforce the provisions
15 of the Constitution and appoint committees
16 not otherwise provided for. He shall be a
17 member ex-officio of all committees.

Vice-President

18 Section 2. The Vice-President shall assist
19 the President in the discharge of his duties,
20 and shall perform the duties of President in
21 his absence, death, incapacity or resignation
22 from office. He shall attend all sessions of
23 the Local Union.

Recording Secretary

24 Section 3. It shall be the duty of the
25 Recording Secretary to keep a correct record
26 of the proceedings of the Local Union, sign
27 all orders on the Treasury authorized by the
28 Local Union, read all documents and conduct
29 the general correspondence received by the
30 Local which does not pertain directly to the
31 duties of the other officers of the Local

1 Union, and keep same on file for future ref-
2 erence. He shall bring to the attention of
3 the membership of the Local Union any cor-
4 respondence upon which the membership
5 must take action. He shall comply with the
6 provisions of Article 25, Section 2. He shall
7 furnish to the Research Department of the
8 (UAW-CIO) and to his Regional Director,
9 every six months (in January and July): (1)
10 Three copies of the existing contract(s); (2)
11 A complete revised list of all classifications
12 and rates for the plant or plants covered by
13 the contract(s); (3) Any additional informa-
14 tion gained through negotiations with the re-
15 spective plant management that may be use-
16 ful to other Local Unions in their collective
17 bargaining.

Financial Secretary

18 Section 4. It shall be the duty of the
19 Financial Secretary to receive all dues, initia-
20 tion fees, readmission fees, assessments, fines
21 and all other income of the Local Union for
22 any fund from any source and to give of-
23 ficial receipts for same, as provided in this
24 Constitution. Financial Secretaries of Local
25 Unions having a check-off arrangement shall
26 issue one receipt for the check received from
27 the company, and otherwise use the proce-
28 dure outlined above for any other income.
29 No receipts shall be issued to individual mem-
30 bers unless the company does not show on
31 the check stub or pay envelope the amount
32 of the deduction and the reason therefor.

33 Section 5. He shall write all checks drawn
34 on the Local Union funds and report in writ-
35 ing every month at a regular meeting of the
36 Local Union giving the amount of moneys re-
37 ceived and paid out during the previous cal-
38 endar month, divided as between the various
39 income and expenditure classifications, and

1 the remaining balances in the fund accounts
2 of the Local Union.

3 Section 6. He shall deposit all collections
4 either with the Treasurer, taking a receipt
5 therefor, or in such bank as Local Union
6 Trustees may direct, with advice to the Treas-
7 urer as to the amount so deposited.

8 Section 7. He shall by the 20th of each
9 month send a report to the International Sec-
10 retary-Treasurer on blanks furnished by the
11 International Union, together with the correct
12 amount of money due the International Union
13 for the preceding month which begins on the
14 first and ends with the last day of the month.
15 He shall receive applications for membership
16 and notify the candidates of their election or
17 rejection. He shall assist the International
18 Union in seeing that all members receive the
19 official publication regularly when eligible,
20 provide each member with an official receipt
21 for all moneys paid and provide each member
22 with a copy of the Constitution and By-Laws.
23 Union membership cards and/or dues buttons
24 may be issued at the option of the Local
25 Union.

26 Section 8. He shall furnish the Interna-
27 tional Secretary-Treasurer with the names
28 and addresses of all the officers of the Local
29 Union. He shall keep a record of all mem-
30 bers initiated, suspended, expelled or de-
31 ceased, transfers in and out and reinstate-
32 ments, during his term of office and notify
33 the International Secretary-Treasurer of
34 same, and perform such other duties as the
35 By-Laws prescribe or the Local Union may
36 direct. There shall be maintained by the
37 Financial Secretary a complete record of all
38 active members of the Local Union. This
39 record shall have the date of initiation, the
40 date and cause of suspension or expulsion,

1 the date of reinstatement, together with the
2 date of death, home address and such other
3 matters as may be deemed necessary to keep
4 a record of the continuous membership of a
5 member of this Union.

6 Section 9. He shall keep an inventory of all
7 records and property of the Union, the same
8 to contain when possible, date of purchase
9 and amount paid for each article. He shall
10 notify all members in arrears of the amount
11 of their indebtedness and turn over his books
12 to the Trustees for audit and approval when
13 called to do so. He shall, on the demand of
14 the International Secretary-Treasurer pro-
15 duce his books for examination and audit, and
16 shall comply with the provisions of this Con-
17 stitution.

18 Section 10. Should it be proven that any
19 Local Union Financial Secretary has wilfully
20 and intentionally failed to report monthly the
21 full membership of his Local to the Interna-
22 tional Secretary-Treasurer or should it be
23 proven that any Local Union President,
24 Treasurer and/or Financial Secretary wilfully
25 and intentionally refuses to sign a check to
26 send in the full amount of per capita tax on
27 the same number of members who have paid
28 dues to the Local Union, together with full
29 amount of assessments due the International
30 Union, the Local Union may be suspended
31 from all privileges and benefits until the de-
32 ficiency is made good and the officer or offi-
33 cers responsible for such failure shall not be
34 allowed to again hold office in the organiza-
35 tion for a period of two years.

Treasurer

36 Section 11. The Treasurer shall give a
37 receipt for all moneys received from the Fin-
38 ancial Secretary. The moneys received must

1 be deposited in such bank as the Local Union
2 Trustees may direct for the several funds
3 provided for in this Constitution and each
4 other funds as the Local Union may set up in
5 the name and number of the Local Union.
6 He shall sign all checks which must be coun-
7 tersigned by the President. He shall report
8 in writing every month at a regular meeting
9 of the Local Union the total receipts and
10 total expenditures for the Local Union for
11 the previous calendar month and the amount
12 of money still on deposit. He shall deliver
13 to his successor all moneys and other prop-
14 erty of the Local Union. He shall on de-
15 mand of the International Union or Trustees
16 of the Local Union produce his books for ex-
17 amination and audit.

Trustees

18 Section 12. The Trustees shall have gen-
19 eral supervision over all funds and property
20 of the Local Union. They shall audit or cause
21 to be audited by a Certified Public Account-
22 ant selected by the Local Union Executive
23 Board, the records of the Financial Officers
24 of the Local Union quarterly as provided
25 herein, using duplicate forms provided by the
26 International Union, a copy of which shall be
27 forwarded to the International Secretary-
28 Treasurer immediately thereafter. It shall
29 also be their duty to see that the Financial
30 Officers of the Local Union are bonded in
31 conformity with the laws of the International
32 Union. The Trustees shall see that all funds
33 shall be deposited in a bank subject to an
34 order signed by the President and Treasurer
35 and/or Financial Secretary. In Local Unions
36 where safety deposit boxes are used the Trus-
37 tees shall see that the signatures of the Presi-
38 dent, Treasurer and one of the Trustees are
39 required before admittance to the safety de-
40 posit box is permitted. In the event the

1 books are not received for audit within fif-
2 teen days after the end of each quarter the
3 Chairman of the Trustees shall make a re-
4 port to the next meeting of the Local Union
5 for action.

Sergeant-at-Arms

6 Section 13. It shall be the duty of the
7 Sergeant-at-Arms to introduce all new mem-
8 bers and visitors and assist the President in
9 preserving order when called upon to do so.
10 He shall also take charge of all property of
11 this Union not otherwise provided for, and
12 perform such other duties as may be assigned
13 to him from time to time.

Guide

14 Section 14. It shall be the duty of the
15 Guide to maintain order, inspect the mem-
16 bership receipts, satisfy himself that all pres-
17 ent are entitled to remain in the meeting of
18 the Local Union and perform such other du-
19 ties as are usual to the office.

ARTICLE 39

Duties of Local Union Members

20 Section 1. It shall be the duty of each
21 member to conscientiously seek to under-
22 stand and exemplify by practice the intent
23 and purpose of his obligation as a member
24 of this International Union.

25 Section 2. It shall be the duty of each
26 member to render aid and assistance to
27 brother or sister members in cases of illness,
28 death or distress, and in every way acquit
29 himself as a loyal and devoted member of the
30 International Union.

31 Section 3. It shall be the duty of each
32 member to participate in all Local, State and

1 Federal elections through registration and
2 balloting.

ARTICLE 40

Opening and Closing Ceremonies

3 "I now declare this meeting of Local Union
4 No.....of the International Union, UNITED
5 AUTOMOBILE, AIRCRAFT AND AGRICULTURAL
6 IMPLEMENT WORKERS OF AMERICA, (UAW-
7 CIO) open for the transaction of such busi-
8 ness as may properly come before it."

9 The following order of Business is sug-
10 gested, but it may be altered to suit the re-
11 quirements of each Local Union:

- 12 1. Roll call of officers.
- 13 2. Reading of the minutes of the previous
14 meeting.
- 15 3. Applications for membership.
- 16 4. Voting on applications.
- 17 5. Initiation of Candidates.
- 18 6. Report of Financial Secretary and/or
19 Treasurer.
- 20 7. Reports of officers, committees and
21 delegates.
- 22 8. Communications and bills.
- 23 9. Unfinished Business.
- 24 10. Good and Welfare.
- 25 11. Does any one know of a member out
26 of work or in distress?
- 27 12. New Business.
- 28 13. Closing.

29 (All questions of parliamentary nature
30 shall be decided by Roberts Rules of Order.)

ARTICLE 41

Initiation Ceremony Suggested

31 The President shall say to the Guide:

32 "You will now place the candidate before
33 me for the obligation." The Guide advances

1 with the candidate and places him in front of
2 the President's station. All newly elected
3 members before being admitted to full mem-
4 bership shall subscribe to the following obli-
5 gation:

6 "I,

7 pledge my honor to faithfully observe the
8 Constitution and laws of this Union and the
9 Constitution of the United States (or the
10 Dominion of Canada as the case may be); to
11 comply with all the rules and regulations for
12 the government thereof; not to divulge or
13 make known any private proceedings of this
14 Union; to faithfully perform all the duties
15 assigned to me to the best of my ability and
16 skill; to so conduct myself at all times as not
17 to bring reproach upon my Union, and at all
18 times to bear true and faithful allegiance to
19 the International Union, UNITED AUTOMO-
20 BILE, AIRCRAFT AND AGRICULTURAL IMPLE-
21 MENT WORKERS OF AMERICA, (UAW-CIO)."

ARTICLE 42

Local Union Committees

22 Section 1. The Local Union shall have the
23 following standing Committees: Executive
24 Board, Constitution and By-Laws, Union
25 Label, Education, Relief, Legislative and
26 Political Action and such other committees
27 as they deem necessary. The Executive Board
28 of each Local Union shall be elected; all
29 other committees shall be appointed or
30 elected, subject to the discretion of the Local
31 or shop organization in the case of an Amal-
32 gamated Local.

33 Section 2. The Executive Board shall be
34 empowered to represent Local Unions be-
35 tween meetings of the Union when urgent

1 business requires prompt and decisive action.
2 In no case, however, shall the Board transact
3 any business that may affect the vital interests
4 of the Union until the approval of the
5 membership is secured, or of the shop or-
6 ganization in the case of an Amalgamated
7 Local.

8 Section 3. All Local Union Officers, com-
9 mittees, stewards and other members hand-
10 ling funds or other property of the Union
11 shall, at the completion of their duties, turn
12 over all papers, documents, funds, and/or
13 other union property to the properly consti-
14 tuted Local Union Officers.

ARTICLE 43

Shop Stewards and Shop Committeemen

15 Section 1. The Bargaining Committee may,
16 but does not necessarily have to consist of
17 the members of the Executive Board of the
18 Local.

19 Section 2. All Shop Stewards (or shop
20 committeemen) shall be democratically elected
21 and they may be recalled by a two-thirds
22 majority vote of the members electing them,
23 at any meeting called for that purpose, with
24 due notification of such meeting given the
25 members involved.

26 Section 3. All Local Union by-laws shall
27 contain specific provisions on the shop stew-
28 ard system as applicable to their shop or
29 plant, the general structure of which is out-
30 lined in an issue of the Educational Depart-
31 ment of this International Union, dealing
32 with Shop Stewards.

ARTICLE 44

LOCAL UNION FUNDS

33 Section 1. The funds of each Local Union
34 shall be used to defray all necessary ex-

1 penses which must be approved by the Local
2 Union in regular meeting.

3 Section 2. All appeals by Local Unions to
4 other Local Unions for funds must be ap-
5 proved by the respective Regional Director
6 before they shall be recognized. Such appeals
7 must be promptly approved or disapproved.

ARTICLE 45

LOCAL UNION ASSESSMENTS

8 Section 1. Assessments may be levied by a
9 Local Union in case of emergency or when
10 income from dues and initiation fees is in-
11 adequate to finance the necessary expenses
12 of the Local Union. All assessments shall
13 be subject to the approval of the Regional
14 Director and such approval must be obtained
15 before the assessment is levied.

16 Section 2. Assessments shall be levied only
17 after ratification by a two-thirds vote of the
18 membership present at a Local Union meet-
19 ing, due notice of which has been given to
20 the membership at least seven days prior to
21 the date of said meeting.

ARTICLE 46

Local Union Audits

22 Section 1. The fiscal year of the Local
23 Union shall conform with the provisions in
24 this Constitution dealing with the fiscal year
25 of the International Union.

26 Section 2. It shall be the duty of the Trus-
27 tees of each Local Union as provided for in
28 Article 38, to audit or cause to be audited
29 by a Certified Public Accountant the books
30 and financial affairs of their Local Union
31 quarterly on the forms supplied by the Inter-

1 national Union, and this quarterly report
2 shall be made to the Local Union and to the
3 International Secretary-Treasurer of the In-
4 ternational Union.

5 Section 3. Should inaccuracies or discrep-
6 ancies appear to exist in a Local Union the
7 International Secretary-Treasurer, upon the
8 approval of the International President or
9 the International Executive Board, shall have
10 the authority to designate a representative to
11 take charge of all financial books, records and
12 accounts of said Local Union and may em-
13 ploy a Certified Public Accountant to audit
14 same.

15 Section 4. The report and findings of the
16 representative or the Certified Public Ac-
17 countant shall be filed with the President of
18 the Local Union and the International Secre-
19 tary-Treasurer of the International Union.

20 Section 5. Should an audit reveal a mis-
21 appropriation of funds, the officers or mem-
22 bers responsible shall be immediately sus-
23 pended from office and upon having been
24 proved guilty shall be prosecuted under their
25 bond and shall be subject to such final pen-
26 alty as may be determined by their Local
27 Union. Such officers or members shall not
28 again be eligible to hold any union office.
29 Under no circumstances shall a misappropri-
30 ation of funds be written off the books of
31 the Local Union or a final settlement of same
32 be made without the approval of the Inter-
33 national Secretary-Treasurer.

ARTICLE 47

Fraud in Local Union Elections

34 Section 1. Any member convicted of mis-
35 representing returns, altering, mutilating, or
36 destroying deposited ballots, voting fraudu-

1 lently or of intimidating others by threats or
2 otherwise interfering with a member in the
3 exercise of his or her right to cast his or her
4 ballot in Local Union elections and strike
5 balloting, shall be punished in accordance
6 with the Trial Procedure outlined in this
7 Constitution. In no case shall the penalty
8 be less than a fine of \$10.00 and the member
9 so convicted shall be disqualified for either
10 elective or appointive office within the juris-
11 diction of the International Union for a pe-
12 riod of not less than two years or more than
13 five years.

14 Section 2. All ballots may be destroyed
15 ninety (90) days after the close of the elec-
16 tion and a notarized statement by the Elec-
17 tion Committee shall be made with regard to
18 the election results and the disposition of the
19 ballots.

ARTICLE 48

Trials of Members

20 Section 1. All charges against a member
21 of the Union with the violation of any of the
22 provisions of this Constitution, or with con-
23 duct unbecoming a member of the Union,
24 must be specifically set forth in writing and
25 signed by the member making the charges.

26 Section 2. Charges must be submitted to
27 the Recording Secretary of the Local Union
28 or of the Shop Organization, as the case may
29 be, within sixty (60) days of the time the
30 complainant becomes aware of the alleged
31 offense, provided, that if the charges are
32 against the Recording Secretary, they shall
33 be submitted to the President of the Local
34 or the chief Executive Officer of the Shop
35 Organization, as the case may be.

1 Section 3. Upon charges being submitted,
2 it is mandatory that a trial be held, unless
3 the charges are withdrawn by the accused.

4 Section 4. A member against whom charges
5 have been filed shall be notified of such
6 charges by receipted registered mail within
7 seven (7) days after the charges have been
8 submitted to the Local Union or, in the case
9 of an Amalgamated Local, to the Shop Or-
10 ganization of which he is a member.

11 Section 5. A member placed on trial shall
12 be permitted representation by legal counsel
13 of his own choice; such counsel, however,
14 shall be required to abide by the Trial Pro-
15 cedure as established by the Trial Committee
16 and as outlined in this Constitution.

17 Section 6. A member against whom
18 charges have been filed may be suspended
19 from office or membership in his Local Union
20 or Shop Organization, as the case may be,
21 pending trial, by a two-thirds vote at such
22 Local Union or Shop Organization meeting.
23 In the case of a plant in which union mem-
24 bership is a condition of employment, suspen-
25 sion from membership shall not require re-
26 moval from the job, provided, that in cases of
27 extreme emergency, removal from the job
28 may be required by a 2/3 vote of the body
29 voting suspension.

30 Section 7. Within seven (7) days after the
31 Trial Committee has been elected, the accused
32 member shall be notified of the time and place
33 of the trial, which shall be held not less than
34 fifteen (15) days nor more than thirty (30)
35 days from the date of his receipt of such noti-
36 fication.

37 Section 8. The accused member shall be
38 tried by a Trial Committee consisting of at
39 least seven (7) members, and such additional

1 members as may be chosen to act as alter-
2 nates, who shall be elected by the Local
3 Union, or, in the case of an Amalgamated
4 Local, by the Shop Organization, at the next
5 membership meeting, which shall be not later
6 than forty-five (45) days from the time the
7 charges were submitted. A Trial Committee
8 shall be separately elected for the trial of
9 each case.

10 Section 9. An officer or Executive Board
11 member at large of an Amalgamated Local
12 Union, if charged with a violation of the
13 Amalgamated Local Union By-Laws or Inter-
14 national Constitution or if charged with be-
15 ing derelict in performing his duties as a
16 Local Union officer, shall be tried by a Trial
17 Committee elected either by the delegate body
18 of such Amalgamated Local Union, where
19 such delegate body exists, or by a Trial Com-
20 mittee established by the general membership
21 meeting of such Amalgamated Local Union,
22 where no delegate body exists.

23 Section 10. The Trial Committee, upon
24 completion of the hearing on the evidence
25 and arguments, shall go into closed ses-
26 sion to determine the verdict and penalty. A
27 two-thirds majority vote shall be required to
28 find the accused guilty. In case, the accused
29 is found guilty, the Trial Committee may by
30 a majority vote reprimand the accused; or it
31 may by a two-thirds majority vote assess a
32 fine not to exceed one hundred (\$100) dol-
33 lars, with automatic suspension, removal from
34 office or expulsion in the event of the failure
35 of the accused to pay the fine within a speci-
36 fied time; or it may by a two-thirds majority
37 vote suspend or remove the accused from of-
38 fice or suspend or expel him from member-
39 ship in the International Union.

40 Section 11. The Trial Committee shall
41 thereupon report its verdict and judgment to

1 the body which elected them, at the member-
2 ship meeting next following the determination
3 of the verdict and judgment of the Trial
4 Committee, and in case of a verdict of guilty,
5 such verdict and judgment shall become ef-
6 fective only upon approval by a two-thirds
7 vote at the Local Union meeting, or the Shop
8 Organization meeting, as the case may be. In
9 case of a verdict of guilty the Local Union
10 meeting or the Shop meeting may by a two-
11 thirds vote modify the verdict or order a new
12 trial. In case of a verdict of acquittal it shall
13 be final. In the case of a plant in which union
14 membership is a condition of employment,
15 suspension from membership shall not require
16 removal from the job, provided, that in cases
17 of extreme emergency, removal from the job
18 may be required by a two-thirds (2/3) vote
19 of the body voting suspension. However, in
20 the case of a plant in which union member-
21 ship is a condition of employment, expulsion
22 from membership shall require removal from
23 the job.

24 Section 12. A member found guilty by his
25 shop organization may appeal in writing to
26 the next meeting of his Amalgamated Local
27 Union, his appeal to be considered by the
28 Amalgamated Local Union's delegate body,
29 where such exists, or the general membership
30 meeting, where no delegate body exists. The
31 Amalgamated Local Union shall review the
32 appeal, with the aid of an investigating com-
33 mittee or otherwise, and shall determine the
34 appeal but shall not select its own Trial Com-
35 mittee to retry the case. An appeal from the
36 decision of the Amalgamated Local Union
37 shall be carried to the International Execu-
38 tive Board.

39 Section 13. In the event that the penalty is
40 suspension, the suspended member shall be

1 required to pay all dues and assessments dur-
2 ing the period of suspension. Suspended
3 members shall not be entitled to "Out-of-
4 Work" receipts.

5 Section 14. In case the Trial Committee
6 finds the accused obviously innocent they may
7 determine the honest or malicious intent of
8 the accuser. If they find the accuser guilty
9 of obvious malice in filing the charges, they
10 may assess a penalty against him in accord-
11 ance with Section 10 of this Article; pro-
12 vided, however, that such a penalty shall be
13 limited to the following: A fine not to ex-
14 ceed one hundred (\$100) dollars, with auto-
15 matic suspension in the event of the failure
16 of the accused to pay the fine within a speci-
17 fied time; or suspension from membership for
18 a period not to exceed three (3) months.
19 Such verdict and penalty in relation to the
20 accuser shall become effective only upon ap-
21 proval by a two-thirds vote at the Local
22 Union meeting, or the Shop Organization
23 meeting, as the case may be. The Local
24 Union meeting or the Shop Organization
25 meeting may, by a two-thirds vote modify
26 the verdict or order a new trial of the ac-
27 cuser. In the case of a plant in which union
28 membership is a condition of employment,
29 suspension from membership shall not re-
30 quire removal from the job, provided, that in
31 cases of extreme emergency, removal from
32 the job may be required by a two-thirds
33 (2/3) vote of the body voting suspension.

34 Section 15. Any higher body to which an
35 appeal from the decision of the Trial Commit-
36 tee is made shall have the authority not only
37 to accept or reject the verdict, but may modi-
38 fy such a verdict or order a new trial.

39 Section 16. Where a member against whom
40 charges have been filed has been duly sus-

1 pended in compliance with the provisions of
2 Section 6 of this Article and has been found
3 guilty by the Trial Committee, he shall have
4 the right to attend the meeting of the Shop
5 Organization or of the Local Union, as the
6 case may be, in which any verdict and judg-
7 ment is presented for approval, and shall be
8 afforded full opportunity to present to the
9 meeting his position on all matters bearing
10 upon his trial, verdict and judgment.

ARTICLE 49

Women's Auxiliaries

11 Section 1. Where there is a strong desire
12 on the part of the wives, mothers, sisters and
13 daughters of the members of any Local Union
14 of the International Union to elevate the con-
15 ditions, maintain and protect the interests of
16 the UAW-CIO, a charter for a Women's Aux-
17 iliary shall be granted when application is
18 made upon a blank furnished by the Interna-
19 tional Secretary-Treasurer of this Interna-
20 tional Union.

21 Section 2. The charter fee shall be \$10.00
22 for charter and initial supplies.

23 Section 3. Dues to maintain such Auxiliary
24 shall not be more than 50 cents per month.
25 No per capita tax shall be charged by this
26 International Union from dues so collected.

27 Section 4. The Auxiliary shall establish
28 such laws as do not conflict with the By-Laws
29 of their Local Union and this Constitution
30 and shall submit same to the International
31 Executive Board for ratification.

32 Section 5. So long as the Auxiliary adheres
33 to the provisions of this Constitution and
34 the Local By-Laws and does not adopt a
35 policy contrary to that of the International
36 or Local Union and adheres to the conditions

1 of its charter, it shall remain in full force,
2 but upon infraction thereof or upon request
3 of the Local Union, the International Execu-
4 tive Board may revoke the charter, thereby
5 annulling all privileges secured thereunder.

6 Section 6. A maximum of five delegates
7 elected by the International Conference of
8 Women's Auxiliaries shall be seated in the
9 National Convention of the International
10 Union, with voice but no vote; said Interna-
11 tional Conference of Women's Auxiliaries to
12 be held at the same time and place as the
13 National Convention of the International
14 Union. The International Conference of the
15 Women's Auxiliaries shall elect seven (7)
16 members to serve as a Coordinating Com-
17 mittee. It shall be the duty of this Coordi-
18 nating Committee to coordinate the activities
19 of the Women's Auxiliaries and to work un-
20 der the direct supervision of the Director of
21 Women's Auxiliaries.

22 Section 7. Representation to the Interna-
23 tional Conference of Women's Auxiliaries
24 shall be on the following basis: Each
25 Women's Auxiliary shall be entitled to elect
26 one delegate for the charter and one delegate
27 for each fifty dues-paying members or frac-
28 tion thereof.

29 Section 8. No credential for the Confer-
30 ence shall be issued to Local Auxiliary or
31 District Council that is not chartered by the
32 International Union.

33 Section 9. The President of the Interna-
34 tional Union shall appoint the director to di-
35 rect, coordinate and supervise the activities
36 of the Women's Auxiliaries.

37 Section 10. It is the duty of the Women's
38 Auxiliary to educate the wives, mothers, sis-
39 ters and daughters of the automotive work-

1 ers to the principles and ideals of trade
2 unionism; to adhere to the principles and
3 policies of their Local Union and the Inter-
4 national Union; to assist their Local Unions
5 in time of need and during labor disputes; to
6 assist Local Unions in social affairs when
7 called upon by their respective Local Union;
8 to provide educational and cultural activities
9 for the children of the automotive workers.
10 It shall be the duty of the Local Unions to
11 assist in the formation of Local Women's
12 Auxiliaries; the Regional Director shall as-
13 sist the Director of Women's Auxiliaries in
14 their respective regions. The Women's Aux-
15 iliaries shall not campaign for or against
16 candidates seeking office in Local Unions.
17 The Women's Auxiliaries shall not interfere
18 with affairs of the Local Union unless of-
19 ficially called upon by their Local Union.
20 Each respective Local Union shall select a
21 Committee of not more than three (3) to as-
22 sist the National and Regional Directors in
23 supervising and formulating policies for their
24 respective Auxiliaries.

25 Section 11. The charter to be issued to
26 Women's Auxiliaries shall be in the follow-
27 ing form:

CHARTER
WOMEN'S AUXILIARY
UNITED AUTOMOBILE, AIRCRAFT AND
AGRICULTURAL IMPLEMENT WORKERS
OF AMERICA
(UAW-CIO)

28 To All Whom These Presents Shall Come:

29 Know Ye, that the Women's Auxiliary of
30 the International Union, UNITED AUTOMOBILE,
31 AIRCRAFT AND AGRICULTURAL IMPLEMENT
32 WORKERS OF AMERICA, (UAW-CIO), affiliated

1 with the Congress of Industrial Organiza-
2 tions, established for the purpose of effecting
3 thorough organization of all the Wives,
4 Mothers, Sisters and Daughters of Union
5 Members who are directly under the juris-
6 diction of this International Union, doth,
7 upon proper application and under conditions
8 herein provided hereby grant unto
9
10
11 and to their successors, this charter, for the
12 establishment and future maintenance of a
13 Women's Auxiliary at
14 to be known as Auxiliary No. of
15 Now, the conditions
16 of this charter are such that said Auxiliary
17 forever and under any and all circumstances
18 shall be subordinate to and comply with all
19 the requirements of the Constitution, By-
20 Laws or other laws of the International
21 Union as they may from time to time be
22 altered or amended; That said Auxiliary
23 shall, for all time, be guided and controlled
24 by all acts and decisions of the International
25 Union as they may from time to time be en-
26 acted; That should the Auxiliary above char-
27 tered take advantage of any powers, privi-
28 leges or rights conferred under the laws as
29 they may exist at any time, said action shall
30 not prevent the International Union from re-
31 calling, amending, changing or abolishing
32 any such powers, privileges or rights.
33 So long as the said Auxiliary adheres to
34 these conditions, the charter to remain in full
35 force; but upon infraction thereof, the In-
36 ternational Union may revoke this charter,
37 thereby annulling all privileges secured here-
38 under.

1 In Witness, Whereof, We have hereunto set
2 our hands and affixed the seal of the International
3 Union, UNITED AUTOMOBILE, AIRCRAFT
4 AND AGRICULTURAL IMPLEMENT WORKERS OF
5 AMERICA, (UAW-CIO) thisday
6 of, 19.....
7
8 International President.
9
10 International Secretary-Treasurer.

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