

BY-LAWS

LOCAL 659 U.A.W.



BUY AMERICAN

BUY UNION

ALEX ORTIZ PRESIDENT, U.A.W. LOCAL #659

AO:md/UWUA813

Changes incorporated- October 12, 2025
Approved By International- March 31, 2026

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ARTICLE I

NAME OF ORGANIZATION

- Section 1. This organization shall be known as Amalgamated Local Union 659, affiliated with the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, UAW, hereafter referred to as Local 659 and affiliated units (or shop organizations). The Constitution of this Local Union shall be the Constitution of the International Union, UAW, and these By-Laws shall be in all respects subordinate to said Constitution and all application and interpretation thereof. The offices of Local 659 shall be located at 4549 Van Slyke Road Flint, Michigan.

ARTICLE II

OBJECTIVES

- Section 1. To improve working conditions, create a uniform system of shorter hours, and higher wages; to maintain and protect the interests of workers under the jurisdiction of this Local.
- Section 2. To unite in one organization, regardless of religion, race, sex, age, creed, color, political affiliation or nationality, all employees under the jurisdiction of the International Union.
- Section 3. To provide the sanitary and humane working conditions of employment within the factory, and in the accomplishment of these necessary reforms we pledge ourselves to utilize the conference room and joint agreements; or if these fail, to establish justice for the workers under the jurisdiction of this Local Union, to advocate and support strike action.
- Section 4. To educate our membership in the history of the Labor Movement and to develop and maintain an intelligent and dignified membership; to vote and work for the election of candidates and the passage of improved legislation in the interest of all labor. To enforce existing laws; to work for the repeal of those which are unjust to labor; to work for legislation on a national scale, having as its object the establishment of real social and unemployment insurance, the expense of which to be borne by the employer and the Government.
- Section 5. To engage in legislative, political, educational, civic welfare and other activities which further, directly or indirectly, the joint interests of the membership of this organization in the improvement of general economic and social conditions in the United States of America.
- Section 6. To promote harmony and goodwill among the workers.

ARTICLE III
JURISDICTION

Section 1. Local 659 shall be composed of all eligible employees in all plants in and around the Flint area over whom the Local Union is granted jurisdiction by the International Union.

ARTICLE IV
PUBLICATION

Section 1. The official publication of Local 659 shall be known as "The Searchlight" or its successor. The purpose of said publication shall be to acquaint and educate the membership with the activities of the Local and International Union. Frequency of issue shall be once a month.

ARTICLE V
MEMBERSHIP AND ITS DUTIES

A. DUTIES

Section 1. Members of Local 659 shall abide by Joint Council legislation, Local By-Laws and the UAW Constitution.

Section 2. It shall be the duty of each member of Local 659 to render aid and assistance to brother and sister members in cases of illness, death, or distress, and in every way acquit him or herself as a loyal and devoted member of the Local Union.

B. INITIAL MEMBERS INITIATION CEREMONIES

Section 1. As provided for in Article 43, of the Constitution of the International Union.

C. INITIATION FEES AND DUES

Section 1.

- (a) Initiation Fees for membership shall be twenty dollars (\$20.00), and Reinstatement Fees shall be forty five dollars (\$45.00), in accordance with Article 16, Section 1 (a) of the Constitution of the International Union.
- (b) Five dollars (\$5.00) of each Initiation Fee shall be set aside in a New Member Orientation Fund, to be expended with the approval of the Regional Director, in accordance with Article 16, Section 1 (a) of the Constitution of the International Union.
- (c) One dollar (\$1.00) of each Initiation and Reinstatement Fee shall be forwarded to the International Secretary, in accordance with Article 16, Section 1 (a) of the Constitution of the International Union.

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- (d) Men and women returning from service in the Armed Forces of the United States shall be exempt from payment of an Initiation Fee upon presentation of Military Discharge Papers to the Local Union Financial Secretary within one (1) year of their discharge, in accordance with Article 16, Section 1 (c) of the Constitution of the International Union.
- (e) Any question concerning Dues refunds are determined by Article 16, Section 29, of the Constitution of the International Union.

Section 2. All dues are payable during the current month to the Financial Secretary of the Local Union, in accordance with Article 16 of the Constitution of the International Union.

Monthly dues shall be allocated as follows:

- a. International Union
 - Strike Insurance Fund ... 30%
- b. International Union
 - Administrative Fund ... 30%
- c. International Union
 - Family Education Center Fund ... 2%
- d. Michigan State Community
 - Action Council ... 1 ½%
- e. Greater Flint Community
 - Action Council ... 1 ½%
- f. Local Union #659
 - Administrative Fund ... 35%
- g. The Financial Secretary-Treasurer will further insure that out of each month's dues, allocations will be made to the following funds from the Local 659 Administrative Fund:
 - 1. G.M. Umpire \$.04
 - 2. Retired Member Fund .01
 - 3. Education Fund .04
 - 4. Recreation Fund .08
 - 5. Retiree Chapter Fund (From each \$1.00 dues) \$.35
 - 6. New Member Orientation Fund (From Initiation Fees) \$5.00

D. INITIATION/REIMBURSEMENT PROCEDURE

Section 1. The Local Union shall be composed of workers eligible for membership in the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW) over whom the Union has jurisdiction.

- (a). All new members must present themselves for acceptance into the Membership, at the first scheduled Joint Council meeting that occurs

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after the submittal of their application to the Local Union, UAW Local 659.

- (b). All applicants for membership in this Local Union shall be made on the official application forms. The Candidates for membership shall pay dues in accordance with the U.A.W. Constitution Article 16, Section 1 (c).

Section 2. Any member who is not in good standing, either through suspension or due to opting out of their obligation to pay Union dues shall not receive any of the benefits afforded dues paying members except for those that reside in the terms of the collective bargaining agreement.

E. TRANSFERS AND WITHDRAWALS

Section 1. Any member leaving the jurisdiction of this Local Union to work under the jurisdiction of another Local Union shall be required to take an Honorable Withdrawal Transfer Card immediately and deposit same in the new Local Union; but in no case later than one (1) calendar month in which forty (40) hours are worked.

Section 2. A member shall be entitled to an Honorable Withdrawal Transfer Card provide he or she shall have his or her dues paid up to and including the current month, or out of work receipts, and there are no charges or debts owed to the Local Union.

Section 3. Any member transferred from another UAW union to this Local Union, upon showing evidence of good standing membership in the other UAW union, shall be required to deposit said evidence upon coming within the jurisdiction of this Local Union, but in no case later than the end of the first two (2) calendar months in which forty (40) hours are worked.

Section 4. When a holder of an Honorable Withdrawal Transfer Card loses same, he or she can only receive a duplicate thereof by applying to the Local Union Financial Secretary who issued same. The Financial Secretary of the Local Union, after sufficient time has elapsed for investigation to be made, will issue a duplicate honorable transfer card upon receipt of the payment of one (\$1.00) dollar from the applicant.

Section 5. Any member laid off from his or her plant, but regularly employed on jobs outside the jurisdiction of the International Union shall take an Honorable Withdrawal Transfer Card or, in order to maintain himself or herself in good standing in his or her Local Union, shall pay dues in accordance with Article 16 and Article 47 of the International Constitution. Any member who voluntarily separated himself or herself from the jurisdiction of Local 659 shall be issued a Withdrawal Card immediately.

Section 6. Honorable Withdrawal Transfer Cards may be terminated by the Local Union issuing them or by the International Officers for good and sufficient reasons.

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- Section 7. A person who has deposited his or her Honorable Withdrawal Transfer Card and thus resumed membership in the Union shall thereupon be subject to charges and trial for acts or conduct detrimental to the interests of the Union or its members, committed while he or she was out of the Union on Honorable Withdrawal Transfer Card. The provisions of Article 31 of the International Constitution shall be applicable in such cases.
- Section 8. Any member in good standing who is retired shall be entitled to a Retired Membership status, which shall entitle him or her to all the privileges of membership except that he or she shall have the constitutional right to participate in any and all elections for Local Union Officers and Convention Delegates. Appropriate cards shall be furnished.

F. INITIATION CEREMONIES

- Section 1. As provided for in Article 43 of the Constitution of the International Union.

ARTICLE VI **EXECUTIVE BOARD**

- Section 1. The Executive Board of Local 659 shall be comprised of the following designated Officers: One (1) President, (1) Vice-President, one (1) Recording Secretary, one (1) Financial Secretary/Treasurer, three (3) Trustees, one (1) Sergeant-At-Arms, one (1) Guide. The elected member of the Retiree chapter and the Unit Chairperson of each autonomous unit shall automatically be an Executive Board Member.
- Section 2. Full time officers shall be one (1) President and one (1) Financial Secretary/Treasurer.
- Section 3. One (1) Vice-President shall be a part-time officer serving under Article IX, Section 2 or at the discretion of the Local President.
- Section 4. One (1) Recording Secretary shall be a part-time officer. He or she shall function two (2) days per week and one (1) week per month. Any other time needed shall be at the discretion of the Local President.

ARTICLE VII **DUTIES OF THE LOCAL EXECUTIVE BOARD**

- Section 1.
- a) Local 659 Executive Board members shall comply with the Local Union By-Laws and the International Constitution dealing with the duties of the Local Union Officers. A simple majority of the Executive Board shall constitute a quorum, and no meeting of the Executive Board shall be called to order unless a quorum is present.
 - b) To conduct and be responsible for the affairs of the Local Union between meetings of the Joint Council, subject to the approval of the Joint Council.

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- c) To make regular monthly reports to the Joint Council on the condition of the Local Union.
- d) To make plans and recommendations for carrying out the work of Local 659, subject to the approval of the Joint Council.
- e) To authorize payment of all bills and necessary expenses of the Local Union, as outlined in Article 46 of the Constitution, and to authorize the disbursement of funds not to exceed two hundred and fifty dollars (\$250.00) in any single disbursement, and each disbursement must be reported to the next Joint Council Meeting for approval.
- f) Recommendations of all Executive Board Meetings shall be read at the following Joint Council Meetings. A roll call shall be recorded with such recommendations when the decisions of the Executive Board are not unanimous.
- g) If any unit of Local 659 disbands or goes out of existence by reason of cessation of production at the plant over which it has jurisdiction, all of the property, funds and assets of the unit shall forthwith revert to and become the property of the Local Union. If the Unit should become re-established in the name of similar jurisdiction, the Local Union will make an appropriation to it of the amount not to exceed the value of such assets, funds, etc., subject to the approval of the Joint Council.
- h) At no time shall the Executive Board have authority to send any member to any conference without the approval of the Joint Council, other than a duly elected Standing Committee member covered by a specified call.
- i) In the event there are no Trustees available to fill the temporary vacancy of Financial Secretary and/or Vice President, the Executive Board will elect a duly elected Local Union Officer to perform the duties of such temporary vacancy.

Section 2. The Fiscal Year of Local 659 shall begin on January 1 and end on December 31 of each calendar year for reporting/accounting of the Local Union funds, assets, etc.

ARTICLE VIII **EXECUTIVE BOARD MEETINGS**

Section 1. Regular Executive Board meetings shall be held once each month, prior to the Joint Council Meetings. Any Executive Board member working in the plant will be excused from an Executive Board meeting held on Sunday.

Section 2. Special Executive Board meetings may be called by the President at any time.

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- Section 3. The Executive Board shall meet with any Standing Committee of Local 659 as often as may be necessary to promote harmony and facilitate the business of the Local Union.
- Section 4. All members of Local Union 659, who are in good standing, shall be permitted to attend Executive Board meetings with voice but no vote.

ARTICLE IX **DUTIES OF LOCAL OFFICERS**

Section 1. Duties of Local President:

- a) The President of Local 659 shall preside at all General Membership meetings of the Local, at all meetings of the Joint Council, and at all meetings of the Local Executive Board.
- b) He or she shall be an ex-officio member of all Standing and Special Committees, except Election and Trial Committees, and shall report any deficiency of any committee to the body, which elected the committee.
- c) He or she shall assist with the negotiations in any Unit within the Local, whenever requested or whenever he or she deems it necessary.
- d) It shall be his or her duty to see that all Shop Committeepersons and District Committeepersons function in the best interest of the members of the Unit within this Local.
- e) It shall be his or her duty to see that all units hold regular monthly meetings.
- f) The President shall report his or her decisions and actions to the Local Executive Board, which shall accept or reject his or her actions, subject to approval of the Joint Council; it being definitely understood that the President may appeal to the Joint Council the adverse decisions rendered by the Local Executive Board.
- g) The President shall be responsible to the Joint Council for the administration of the Local Union, according to the International Constitution and these By-Laws.
- h) He or she shall countersign all drafts, checks, notes, orders, or other undertakings for the payment of money on the Local Union Treasury. This counter-signature shall be on the proper form, stating the purpose and the amount of the draft, note, etc.

Section 2. Duties of Vice-President:

- a) The Vice-President shall assist the President in the discharge of his or her duties, and shall perform the duties of the President in his or her absence,

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death, incapacity, removal or resignation from office. He or she shall attend all General Membership meetings, all Joint Council meetings, and all Local Executive Board meetings, in compliance with Local Union By-Laws and International Constitution.

Section 3. Duties of Recording Secretary:

- a) The Recording Secretary of Local 659 shall keep an accurate record of the proceedings of the Joint Council, the Local Executive Board, the General Membership meetings of the Local, and shall maintain copies of these minutes
- b) in the files, which may be reviewed by any member in good standing of Local 659. He or she shall keep on record all minutes of Unit Membership meetings.
- b) It shall be the duty of the Recording Secretary of the Local to furnish the Recording Secretary of each autonomous unit with one copy of the complete minutes of the above proceedings.
- c) He or she shall see that all motions, resolutions or communications adopted, or referred, by any of the above meetings, are referred to the proper sources for their execution, and any additional duties as prescribed by the International Constitution.
- d) It shall be the duty of the Recording Secretary to keep an accurate record of the proceedings of the Local Union and sign all orders on the treasury authorized by the local union.

Section 4. Duties of Financial Secretary-Treasurer:

- a) Duties of the Financial Secretary-Treasurer shall be those as prescribed in the International Constitution.
- b) Shall allocate the dues dollar as provided for in Article 18 of these By-Laws.
- c) Shall sign all checks, drafts, or other undertakings for the payment of money on the Local Union Treasury.
- d) Shall disburse Local Union funds only on the receipt of a proper form, signed by the Financial Secretary, and countersigned by the Local President; this form to state the amount and the reason for the expenditure of these funds.
- e) It shall be the duty of the Financial Secretary-Treasurer of Local 659 to furnish monthly to the Secretary-Treasurer of the International Union an accurate record of the per capita tax payments of each of the autonomous units.

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- f) He or she shall issue a complete financial statement once each month to the Joint Council delegates for their approval. This statement will be available to be reviewed by any member of Local 659 in good standing.
- g) He or she shall, at the end of each fiscal year, issue a complete Annual Financial Statement covering the period from January 1 through December 31, a copy of which shall be given to the Joint Council Delegates in a regular Joint Council meeting for their approval as soon as possible after December 31st each year. This annual statement shall be made available to any member of Local 659 in good standing.

Section 5. Duties of the Trustees:

- a) The Trustees of Local 659 shall submit a Semi-Annual Audit and report to the Local Executive Board for approval and ratification by the Joint Council, and any additional duties prescribed in the Local Union By-Laws and the International Constitution as provided in Article 40, Section 12.
- b) The Trustees may make a written report in regards to conditions of the finances, monthly to the Local Executive Board and Joint Council for their approval.
- c) In the event of temporary absence of the Financial Secretary, a Trustee who is available will perform the duties of the Financial Secretary.

Section 6. Duties of the Sergeant-at-Arms:

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

Section 7. Duties of the Guide:

- a) It shall be the duty of the Guide of Local 659 to maintain order, satisfy himself or herself that all present are entitled to remain in the meetings of the Local Union and perform any other duties assigned him or her, and any additional duties prescribed in the International Constitution.

Section 8. Duties of Unit Chairperson:

- a) It shall be the duty of the Unit Chairperson to attend all Local Union Executive Board meetings, all Joint Council meetings, and all General Membership meetings.
- b) It shall be the duty of the Unit Chairperson to preside at all meetings of the Unit.

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- c) It shall be the duty of the Unit Chairperson to see that all District Elections are conducted in accordance with the International Constitution and the Local Union By-Laws.
- d) It shall be his or her duty to see that all Shop Committeepersons and District Committeepersons function in the best interest of the Unit Membership, in accordance with the International Constitution and the Local Union By-Laws.

ARTICLE X **POWERS OF ADMINISTRATION**

- Section 1. The highest legislative body shall be the Joint Council, composed of delegates democratically elected by the membership of each autonomous unit of Local 659.
- Section 2. Between Joint Council meetings, the highest authority shall be the Local Executive Board, subject to the approval of the Joint Council.
- Section 3. Between meetings of the Executive Board, the administrative authority shall be vested in the Local President, subject to the approval of the Executive Board and the Joint Council.
- Section 4. All Local Union Officers, Joint Council Delegates, Unit Officers, Committees, and other members handling funds or other property of the Local Union shall, at the completion of their duties, turn over all papers, documents, funds, and other Local Union property, to the properly constituted Local Union Officers. The Trustees shall be vested with the authority to execute action and see that this section, stated above, is complied with.

ARTICLE XI **JOINT COUNCIL**

- Section 1. The Officers of the Joint Council shall be duly elected Officers of Local 659, consisting of the President, Vice-President, Recording Secretary, Financial Secretary, Sergeant-at-Arms, Guide, three (3) Trustees, the Chairperson of the Retiree Chapter, and the Unit Chairperson of each autonomous unit.
- Section 2. Any member, to be eligible as Delegate to the Joint Council, must have one (1) year continuous good standing in the Local Union immediately prior to the election.
- Section 3. The Joint Council shall have representation as follows: The duly elected Officers of Local 659, and the duly elected Officers and Shop Committees of each Unit, plus five (5) delegates elected from each Bargaining District, as outlined in Paragraph 10 of the UAW-GM Agreement. Further representation of groups in unit to the Joint Council, known as Cafeteria Workers, Engineers, Warehouse Clerks, and any other group which may fall under the jurisdiction of Local 659, shall be as follows: one (1) delegate from each unit representing the first fifty

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(50) employees, plus one (1) delegate for each major fraction of fifty (50) employees thereafter.

- Section 4. Any delegate to the Joint Council in Local 659 shall, as a condition of holding office, attend a minimum of two (2) regular Joint Council meetings quarterly. It shall be the duties of each delegate to keep the Recording Secretary of the Joint Council informed of his or her current address and telephone number at all times.
- Section 5. Any delegate who fails to meet the attendance requirements of this section stated above shall automatically be removed from office unless a satisfactory reason is given in writing for non-attendance to the Recording Secretary of the Joint Council not later than seven (7) days following the meeting, which shall be referred to the Executive Board of the Joint Council. All excuses not accepted by the Executive Board shall be referred to the Joint Council for action.
- Section 6. Attendance records shall be kept by the Recording Secretary of the Joint Council. Any delegates failing to meet the attendance provisions stated above, shall be declared delinquent and his or her name shall be removed from the attendance roll. A notice of any delinquencies shall be forwarded to the Unit Chairperson and to the district involved, by the Recording Secretary of the Joint Council for replacement.
- Section 7. When a delegate is removed from office for failure to comply with the established Attendance Rules, delegates removed shall not be eligible to run for Joint Council Delegate position for the remainder of the term of the office from which they were removed.
- Section 8. If the number of Districts is reduced, the delegates representing such Districts shall be automatically removed from the Joint Council.
- Section 9. If the number of Districts is increased, delegates shall be elected in accordance with Section 3 above.
- Section 10. All elections held at any and all Local 659 Joint Council Meeting must be by secret ballot, with a current roll call of Unit Joint Council Delegates by the Recording Secretary of Local 659.

ARTICLE XII **DUTIES OF JOINT COUNCIL**

- Section 1. The Local Union shall be governed by its membership in the following manner: The Joint Council shall be the policy forming and legislative body and shall conduct the business of the Local Union. All decisions shall be effective and binding, unless the membership of two (2) or more units representing twenty-five percent (25%) or more of the total membership of Local 659, instruct their delegates to ask for a referendum vote. The Executive Board of the Joint Council shall ascertain whether such referendum was asked by these units. Upon

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affirmation, the Joint Council shall make provisions for, and institute such referendum among the membership of the Local Union, which shall be held under the supervision of the election committee, elected by the Joint Council. The referendum vote shall be taken within thirty (30) days from the time of submission. The General Membership of Local 659 will be notified as to the results of the referendum immediately.

Section 2. Regular Joint Council meetings shall be held at least once a month. Meetings shall be scheduled by order of the Joint Council and may be changed at any time to meet existing conditions by a majority vote of the Joint Council. Special meetings of the Joint Council may be called by a majority vote of the Joint Council, by a majority vote of the Executive Board, or at the request of twenty-five percent (25%) of the delegates representing twenty-five percent (25%) of the general membership.

Section 3. A quorum of the Joint Council shall consist of fifteen percent (15%) of the delegates in good standing, among whom shall be at least one (1) delegate from each of two (2) or more units. Failing to establish a quorum of the Joint Council within fifteen (15) minutes after the meeting is scheduled, the meeting will be automatically postponed and no meeting shall be called to order unless a quorum is present.

Section 4. Adjournment of Joint Council meetings shall be in order only after the last order of business has been disposed of, or when the meeting has lasted for a period of two (2) hours, unless extended by a majority vote of the Joint Council Delegates present, or if the Joint Council Delegates fall below a quorum.

Section 5. Delegates to the Joint Council shall be certified in writing by the Chairperson of the District from which they were elected, to the Recording Secretary of the Unit, stating the name, address, telephone number and district number from which he or she shall be elected. The Recording Secretary of the unit shall certify in writing to the Recording Secretary of the Joint Council stating the name, address, telephone number and district number of all delegates elected in the Unit.

Section 6. No delegate shall be seated in the Joint Council unless he or she has been certified in the above manner.

Section 7. All delegates shall be given at least twenty-four (24) hours' notice prior to a Special Joint Council meeting. These notifications shall be used to seat the delegates and for attendance records.

In the event any of the above meetings are called off, twenty-four (24) hours notice of such change shall be given all delegates, with full explanation of the reasons thereof.

Section 8. Member of Local 659, and other affiliated UAW unions in good standing may be admitted to Joint Council meetings, as spectators, by presenting proper credentials, but shall have no vote.

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- Section 9. Any member may speak on a question in debate before the Joint Council. The time any one person may speak shall be limited to five (5) minutes.
- Section 10. Any motion to cease debate on a motion before the Joint Council may be passed by a vote in favor of said motion to cease debate by the simple majority of the members present.
- Section 11. Any questions of a parliamentary nature not provided for in these By-Laws shall be decided by reference to "Robert's Rules of Order", a copy of which shall be obtained and kept available.

ARTICLE XIII **GENERAL MEMBERSHIP MEETING STRUCTURE**

- Section 1. A General Membership meeting of Local 659 shall be held not less than once a year, which is not a legislative meeting, but is only for informational or a state of Union type of meeting; therefore, no quorum is required.
- Section 2. The Joint Council of Local 659 shall be empowered to call a Special General Membership meeting providing the membership has been notified twenty-four (24) hours in advance of said meeting. The method of notification shall be at the discretion of the Joint Council.
- Section 3. A complete copy of minutes of all General Membership meetings shall be kept and filed by the Recording Secretary of Local 659.
- Section 4. Members in good standing in other affiliated UAW unions may be admitted to meetings of Local 659 as spectators by presenting proper credentials, but shall have no vote.
- Section 5. All questions of a parliamentary nature not provided for in these By-Laws shall be decided by reference to "Robert's Rules of Order," a copy of which shall be obtained and kept available.

ARTICLE XIV **STRUCTURE OF UNIT ORGANIZATIONS**

- Section 1. The General Unit Membership shall be the highest authority in Unit organizations and shall have jurisdiction over all matters which are purely Unit problems. Each member in good standing in their respective units shall have the right to nominate and vote, express opinions on all subjects before their unit, to attend all membership meetings and express views, arguments, and opinions on all matters. Any member may speak on questions in debate before their unit membership. The time any on person may speak shall be limited to five (5) minutes.
- Section 2. The Unit shall elect its Unit Officers, Bargaining Committees, Delegates to the Joint Council, and International UAW Convention. The election of Unit Officers

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and Shop Committee-at-Large (Skilled trades Committee-at-Large), if any, shall be held at the time and place of the election of Local Union Officers.

- Section 3. The Executive Officers of a Unit Organization will be Unit Chairperson, Vice Chairperson, Recording Secretary, Sergeant-at-Arms, Guide, and any other Officers deemed necessary by the Unit. Between Unit Membership meetings, the Unit Executive Board shall be the highest authority of the Unit and shall be empowered to act on behalf of the membership to the extent urgent business requires prompt and decisive action, subject to subsequent membership approval. The Unit Chairperson shall exercise administrative authority between Unit Executive Board meetings and shall be empowered to act on behalf of the Unit Executive Board, subject to subsequent approval.
- Section 4. Any Unit shall have authority to take strike votes in conformity with the International Constitution and Local By-Laws.
- Section 5. General Unit Membership meetings shall be held at least once a month. On the second Sunday of each month preceding the Joint Council Meeting. These meetings may be postponed or the time and/or date changed by the Unit Board. If circumstances or special situations warrant a change. Notice of meetings shall be five (5) calendar days.
- Section 6. Special meetings of any Unit shall be called by the Unit Chairperson when so instructed by the Unit Executive Board; notification shall be given as far in advance as possible with verbal notification by committeepersons to as many members as they can contact.
- Section 7. A quorum of Unit, Department or District meetings shall be three (3) members of the group directly involved. Failing to establish a quorum within fifteen (15) minutes after the meeting if scheduled, the meeting will be automatically postponed and no meeting shall be called to order unless a quorum is present.
- Section 8. No member shall be eligible for an elective Unit Office unless he or she has been in continuous good standing in the Local Union for a period of one (1) year at the time of nomination.
- Section 9. Attendance requirements for elected Unit Officers will conform with the Local Union By-Laws and the International Constitution.
- Section 10. Vacancies occurring in any Shop Committee-at-Large or Skilled Trades Shop Committee-at-Large, shall be filled between General Elections of the Unit. Every qualified member of the Unit shall be declared nominated for any vacancy and must accept in writing to the Financial Secretary-Treasurer's Office or designated member, at least seven (7) days prior to the election. A notice containing both the time and place of elections and both the time and place of any possible runoff elections shall be given at least fifteen (15) days in advance of election. At least seven (7) days shall elapse between the close of nominations and the date of the elections. Elections shall be by secret ballot vote of the membership voting. Poll

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hours to be determined by the membership. Only members receiving Skilled Trades treatment will be permitted to vote for vacancies in the Skilled Trades Shop Committee-at-Large. Winner must receive a majority vote and shall serve until the next General Election. The Local 659 Joint Council Standing Election Committee shall conduct said election and shall not require the services of the certified public accountant.

- Section 11. Any permanent vacancy in the Unit Executive Board shall be filled at a designated Unit Membership Meeting. Sign up procedure shall be governed by Article XIV, Section 10.
- Section 12. Any member who attends a meeting and behaves in an unruly manner and/or creates a disturbance, shall lose voice and vote at said meeting. Where necessary to maintain order, the member may be evicted from the meeting by order of the Unit Chairperson, subject to the challenge of the membership. Flagrant or persistent violations of this section shall be deemed conduct unbecoming of a union member.
- Section 13. Any matter pertaining to Unit Membership meetings parliamentary procedure shall be governed by Robert's Rule of Order.
- Section 14. Any motion to close debate on a motion before the Unit Membership, may be passed by a simple majority vote of the members present.

ARTICLE XV **UNIT BARGAINING COMMITTEES**

- Section 1. The Bargaining Committee of any Unit shall consist of as many District Committeepersons and an equal number of Alternate District Committeepersons, plus, as many Shop Committee-at-Large as the Plan they are operating specifics, according to the National Agreement.
- a) Each Unit Skilled Trades District shall elect Skilled Trades District Committeepersons from and by only Skilled Trades.
 - b) Each Unit District that is made up of both Skilled Trades and Production shall elect a Committeeperson from Skilled Trades and Production members in that District.
 - c) One Skilled Trades District Committeeperson, from any Union under 5,000 members, who shall also be a member of the Shop Committee under Plan "A" or "B" of the National Agreement, shall be elected from and by only Skilled Trades members. Election shall be by a secret ballot vote. Poll hours to be determined by the membership. Winner must receive a majority vote.
 - d) Production District Committeepersons, from any Unit under 5,000 members, who shall also be members of the Shop Committee under Plan "A" or "B" of the National Agreement, shall be pro-rated between shifts – (first shift

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verses second & third shift) according to the number of employees working on any shift, and shall be elected from and by only Production members. Election shall be by secret ballot vote. Poll hours to be determined by the membership. Winner must receive majority vote.

(e) When two (2) or more Shop Committeepersons are elected "at large", one (1) shall be elected Chairperson of the Shop Committee from the ranks of the Shop Committee.

(f) When one (1) Shop Committeeperson is elected "at large", he or she shall automatically become Chairperson of the Shop Committee.

Section 2. The Bargaining Committee of each Unit shall be known as the Committee Body. Meetings of the Committee Body shall be held at the discretion of the Chairperson of the Shop Committee but not less than once each month.

Section 3. All Bargaining Committeepersons shall be governed by the Constitution of the International Union, Local Union By-Laws, National GM-UAW Agreement and all Local Agreements, including Supplements, when bargaining with supervision of Management.

Section 4. It shall be the duty of all Committeepersons to write a complete history of all grievances appealed to the Sub or Shop Committee meetings.

Section 5. If at any step of the Grievance Procedure it is discovered necessary to withdraw a grievance, it shall be the duty of any Committeeperson involved to contact the aggrieved party and explain the reason why the grievance should be withdrawn. Any Committeeperson ignoring this procedure will be exposed to the membership.

Section 6. All elected members of the Local and its Amalgamated Units may be recalled for failure to perform the duties of their office. Any recalls taking place shall comply with Article 45 Section 3 of the Constitution of the UAW and with the Local 659 By-Laws.

Section 7. A Committeeperson may be recalled by the members they represent for failure to perform the duties of the office.

Section 8. A vote on the question of recalling a Committeeperson may be initiated by a petition setting forth the specific reason why the recall is sought and signed by forty (40) percent of the current members in good standing working under the jurisdiction of the Committeeperson.

Section 9. If the conditions have been met for a proper recall meeting, it will be held within fifteen (15) days of certification. The local will provide written notice of the recall meeting to the elected member and the member petitioning for the recall within five business days.

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- Section 10. Twenty-five (25) percent of the current members working under the jurisdiction of the Committee person must be present at the recall meeting to establish a quorum.
- Section 11. A two-thirds (2/3) vote of the members present at such special meeting shall be required to recall.

ARTICLE XVI
STANDING COMMITTEES

Section 1. (a) Local 659 shall have the following Standing Committees elected by and from the Joint Council:

| | |
|---------------------------|-------------------|
| Constitution & By-Laws | One (1) Each Unit |
| Union Label | One (1) Each Unit |
| Education | One (1) Each Unit |
| Recreation | One (1) Each Unit |
| Publicity | One (1) Each Unit |
| Citizenship & Legislative | One (1) Each Unit |
| Civil Rights | One (1) Each Unit |
| Veterans | One (1) Each Unit |
| Community Affairs | One (1) Each Unit |
| Women's Committee | Two (2) Each Unit |
| Election Committee | Two (2) Each Unit |
| Organizing Committee | Two (2) Each Unit |

and any other committees deemed necessary by the Joint Council to maintain a militant and progressive Local Union.

(b) The Building Committee shall consist of the President, Financial Secretary-Treasurer, and three (3) Trustees.

Section 2. The Standing Election Committee shall supervise all primary and final Local Elections of Local Union Officers, Unit Officers, Unit Shop Committee-at-Large, and all Delegate Elections to the International UAW Conventions, in accordance with Article XIX, Section 7 of these By-Laws.

Section 3. The Joint Council Delegates shall be notified as to the time and place of the election of Standing Committees at least seven (7) days in advance of meeting. Every Joint Council Delegate shall stand nominated for any Standing Committee for which he or she shall choose to run, provided they accept in writing, in person or by Registered Mail, within three (3) working days by 3:45 p.m. following notification of election at Joint Council meeting. Acceptance shall be made to the Financial Secretary- Treasurer's Office, 4549 Van Slyke Road, or to a designated member of his or her staff. Registered Mail acceptances shall be addressed to the Financial Secretary-Treasurer's Office, Local 659 UAW. The five (5) member Election Committee shall be elected by a show-of-hands vote in the September

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Joint Council meeting after the newly elected Delegates are seated to conduct said election. The election shall be by secret ballot. Ballots will be made available as per acceptance for Standing Committees by the President's Office for the September Joint Council Meeting, bearing the candidates name as he or she desires it to appear on the ballot. Ballots will be issued to the Joint Council Delegates by the Election Committee by roll call.

- Section 4. All vacancies on Standing Committees shall be filled by nomination and election at the next Joint Council Meeting. Delegates shall be notified on their Attendance Card of said vacancy. Election shall be by show-of-hands.
- Section 5. All committees of the Joint Council shall make a written report to the Joint Council when requested to do so.
- Section 6. Chairpersons of all committees shall be held responsible for the Lost Time for their respective committees pending approval with a full time Officer. Any Chairpersons found abusing these privileges vested in them shall be called upon to give an account of same to the President. If not corrected, the case shall be reported to the Joint Council by the President for further action.

ARTICLE XVII **RULES GOVERNING ATTENDANCE OF MEETING**

- Section 1. Any member holding an elective or appointed position in Local 659 shall, as a condition of holding office, attend a minimum of four (4) regular or special Joint Council Meetings annually.
- Section 2. In addition to Section 1 above, of this article, Executive Board members of Local 659 shall, as a condition of holding office, attend a minimum of two (2) regular or special Executive Board meetings in each calendar quarter.
- Section 3. In addition to Section 1 above of this article, All Elected and Appointed members shall as a condition of holding office, attend a minimum of two (2) regular or special Unit Membership meetings in each calendar quarter.
- Section 4. Any member who fails to meet the attendance requirements of Sections 1, 2 and 3 above, shall automatically be removed from office unless a satisfactory reason is given for non-attendance to the Chairperson of the meeting involved.
- Section 5. All excuses not accepted by the Chairperson of the meeting involved shall then be referred to the next Executive Board meeting. Any affected member may appeal the decision of the Executive Board to the next Joint Council Meeting.
- Section 6. When a member is removed from office for failure to comply with the established attendance rules, members removed shall not be eligible to run for that elective position for the remainder of the term of the office from which they were removed, except Delegate to the International Constitutional Convention.

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- Section 7. Attendance records shall be kept by the secretaries of the meetings referred to in Section 1, 2 and 3 above. Appropriate attendance records shall be given to the Executive Board who shall carry out the purpose and intent of this article
- Section 8. Any member who attends a meeting and behaves in an unruly manner and/or creates a disturbance, or becomes unruly, shall lose voice and his or her right to vote at said meeting. Where necessary to maintain order, the member may be evicted from the meeting by order of the Chairperson, subject to the challenge of the membership. Flagrant or persistent violation of this section by any member shall be conduct unbecoming a union member.

ARTICLE XVIII **COMPENSATION OF LOCAL UNION MEMBERS**

- Section 1. The compensation of any member of Local 659 performing service under the direction of the Joint Council or Executive Board, subject to approval of the Joint Council, shall be an amount for time lost, not to exceed eight (8) hours per day, to exclude all overtime hours, except those members covered by Article XVIII,
- Section 2. In plants operating on a 4-day, ten (10) hour schedule, members shall be compensated for ten (10) hours at straight time rate, to exclude all overtime hours.
- Section 3. In addition to Section 1 or Section 2 above, when any member is required to perform service away from his or her Local Union, he or she shall be compensated mileage at the maximum rate as established by the current rate of the International U.A.W. policy.
- Section 4. In addition to section 1 or Section 2 above, when any member is required to perform services away from his or her Local Union, requiring overnight accommodations, he or she shall receive hotel/motel single rate occupancy (or ½ of a double rate if shared with another member) plus meal allowance at the maximum rate as established by the UAW International Union policy of travel
- On day of return, members shall receive the maximum day-of- return as established by the UAW International Union Policy on travel.
- Section 5. The Standing Election Committee Members shall be paid all Lost Time, not to exceed eight (8) hours per day, to exclude overtime, except those members covered by Article XVIII, Section 2, plus five dollars (\$5.00) expenses per day, while performing Election Committee duties as outlined in these By-Laws.
Required travel that exceeds a fifty (50) mile radius of the Van Slyke Hall shall be compensated under Article XVIII.
- Section 6. A delegate or Alternate delegate to any Convention, Sub-Council or Conference shall be paid Lost Time, not to exceed eight (8) hours per day, to exclude all overtime hours except those Delegates or Alternate Delegates who are covered under Article XVIII, Section 2. Delegates or Alternates shall be paid Lost Time

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for Saturday and/or Sunday, not to exceed eight (8) hours at straight time rate per day provided they met the following requirements:

(a) Must be scheduled to work on that day.

(b) Must attend a mandatory meeting on that day.

Expenses shall be paid as per Article XVII, Section 4. In addition, transportation for all members to all destinations shall consist of air coach fare when air travel facilities are available. Travel by auto is permitted at the maximum rate as established by the current rate of the IRS, but shall not exceed the cost of air fare. Mileage expense can only be paid to the driver of the automobile.

Section 7. There shall be no lost time paid to any member of Local 659 unless called out of the plant by the President of Local 659.

Section 8. The salary and severance of all the elected full time Officers shall be the same as an International Representative (except pensions and car allowances) as outlined in the International Constitution Article 11, Section 10. The elected full time Officers shall also receive the same Supplemental Benefits (signing bonus, performance bonus, attendance bonus, relocation allowances, profit sharing, medical, dental, life or any other insurance benefits) as negotiated in the Local and National Agreements of their respective Units. The salary of full time Officers shall be offset by any holiday, vacation, or hourly compensation received from their respective units. Part-time officers shall be compensated at the rate of pay as full-time Officer on the days they function as an Officer.

Section 9. Replacements for the offices of all the full-time Officers shall be paid as outlined in Section 8 above.

Section 10. The full-time Officers of Local 659 shall receive vacation pay in accordance with their Plant Seniority, as outlined in their Collective Bargaining Agreement.

Section 11. The Local Union shall pay a representative or member Lost Time only when that representative or member is performing necessary duties for and on behalf of the Local Union during a time for which he or she would otherwise be compensated by the employer. The amount of Lost Time shall never exceed eight (8) hours per day, to exclude all overtime hours, except those members covered under Article XVIII, Section 2, and will exclude all overtime, for which the Local Union representative or member would otherwise have received from his or her employer for the same period of time for which he or she is being compensated

by the Local Union or member would otherwise have received from his or her employer for the same period of time for which he or she is being compensated by the Local Union.

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- Section 12. The number of members and Lost Time involved in conduction district elections shall be subject to prior approval of a full-time Officer of the Local.

ARTICLE XIX
LOCAL UNION ELECTION PROCEDURE

- Section 1. An up-to-date Voting File, listing all members in good standing by Units, Splinter Groups, Skilled Trades and Temps., etc., by different colored Voting Cards, shall be maintained by the Financial Secretary's Office.
- Section 2. Every qualified member of Local 659 shall be declared nominated for any office for which he or she shall choose to run, provided they accept in writing, in person, or by Registered Mail by **Friday, 3:45 p.m.** following the Joint Council meeting in **April** of each third year. No member shall run for more than one office; this to apply to Local Officers, Shop Committee-at-Large, District Committeeperson, And Alternate Committeeperson, with the following exception:
- District Committeepersons and Alternate Committeepersons may run for multiple positions within the district structure or Unit Executive Board.
- Duplicate acceptance shall be provided to candidate bearing the Local Union Seal. Acceptance shall be made to the Financial Secretary-Treasurer's Office or designated member of his or her staff. Registered Mail acceptance shall be addressed to the Financial Secretary Treasurer's Office, Local 659 UAW, 4549 Van Slyke Road, Flint, MI.
- Section 3. There will be no withdrawals after the end of the sign-up period in any election, except in the case of the candidate's death or no longer being in good standing.
- Section 4. Any member who is a candidate for office in the Local Union will be furnished a form by the Local Union stating the number and types of meetings he or she is required to attend; also, the penalty for failure to comply with the attendance requirements.
- Section 5. The election of Local Union Officers, Unit Officers, Shop Committee-at-Large, Skilled Trades Shop Committee-at-Large shall take place at the same time during May and June of each third year. Primary Election shall be held not more than thirty (30) days prior to, and not less than ten (10) days before Final Election date. The dates of Primary and Final Elections shall be set in a regular or special April Joint Council meeting. A notice containing both time and place of the Election and both the time and place of any possible runoff elections, shall be given the membership fifteen (15) days prior to the Primary Election.
- Section 6. Installation of Officers shall take place at the next Joint Council meeting after Final Election. Candidates receiving majority vote shall be declared elected.

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- Section 7. Election Committee shall conduct the General Local Union Election of Officers, Unit Officers, Shop Committee-at-Large, Skilled Trades Shop Committee-at-Large. The Election Committee shall be responsible for extra help for elections i.e., retirees. If retirees are used, they will be compensated by the Local at the rate of \$12.00 per hour.
- Section 8. The Local 659 Joint Council Standing Election Committee shall conduct the election of delegates to the International UAW Convention and General Election.
- Section 9. No candidate shall be eligible to serve on any Election Committee conducting an election carrying his or her name as a candidate.
- Section 10. Any ballot, which clearly indicates the intention of the voter and does not bear any mark of identification shall be considered valid. Ballots bearing identification marks or writing shall not be considered valid. Where a member has voted for more candidates than are permitted for the office, or if for any reason the member's vote for a particular office is declared invalid, the member's vote for that office shall not be counted. However, this shall not affect the validity of the remainder of the ballot. Any member of the Local Union requiring assistance in voting shall receive same from the staff of the Election Committee. The Election Committee shall establish reasonable rules governing Local Union Elections, copies of which will be posted in prominent places prior to each election. The Election Committee shall make themselves acquainted with these rules, the Local Union By-Laws, the International Constitution governing Local Union Elections. Any member of the Election Committee or any member of the Local Union violating any of the rules as provided for above, shall be reported to the next Joint Council Meeting for further action.
- Section 11. Every qualified member of Local 659 shall be declared nominated for Delegate or Alternate Delegate to the International UAW Convention providing they accept in writing, in person, or by Registered Mail, by **Friday, 3:45 p.m.**, following the regular or special Joint Council meeting in which the Convention Call is read. Duplicate of acceptances shall be provided to candidates, bearing the Local Union Seal. Acceptances shall be made to the Financial Secretary-Treasurer's office or designated member of his or her staff. Registered Mail acceptances shall be addressed to the Financial Secretary-Treasurer's office. Local 659 UAW, 4549 Van Slyke Road, Flint, Michigan 48507.
- Section 12. The number of Delegates to the Convention shall be ascertained as outlined in the International Constitution.
- Section 13. Delegates and Alternate Delegates to the International UAW Conventions shall be elected by secret ballot. Candidates receiving the highest number of votes shall be declared elected. This section applies to all Units within the jurisdiction of Local 659.
- Section 14. The Local Union may elect Alternate Delegates if they so desire. The number of Alternates may be less but not more than the number of regular Delegates. The

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Local Union shall determine the manner and order in which an Alternate will replace a regular Delegate and shall so advise the Credentials Committee. Regular Delegates may be replaced only if recalled by the Local Union in the manner they were elected or if unable to serve.

- Section 15. The date of Delegate Election shall be decided at a regular Joint Council meeting of the Local Union in which the Convention Call is read. Each unit will be given not less than fifteen (15) days notice of said election.
- Section 16. When voting in any and all election(s) every member must sign his or her name on a Ballot Request. Michigan certified photo I.D. an/or plant I.D. shall be shown and Ballot Request shall be exchanged for a ballot. Only Members in good standing with Local 659 shall be permitted to vote. Members with Military Leaves shall be governed by the International Constitution in all Local 659 elections.
- Section 17. In Units of 1,500 members or more there, shall be three (3) ballots listing the candidates as follows:
1. Local Union Officers and Unit Officers
 2. Local Union Officers and Unit Officers and Production Shop Committee-at-Large
 3. Local Union Officers and Unit Officers and Skilled Trades Shop Committee-at-Large
- Section 18. In Units of less than 1,500 members there shall be two (2) ballots listing the candidates as follows:
1. Local Union Officers and Unit Officers
 2. Local Union Officers and Unit Officers and Shop Committee-at-Large.
- Section 19. Retirees and all splinter groups shall receive only the ballot bearing the Local Union Officers and the Local Executive Board.
- Section 20. No member shall be eligible to run for all elections, elective office, Delegate, or Alternate Delegate until he or she has been in continuous good standing in U.A.W. Local 659 for a period of at least one (1) year or 365 days. Members holding Military Leaves and are considered as being in good standing.
- Section 21. No Local Union Executive Board Member or Shop Committeeperson shall hold more than one (1) office – either Local Union Executive Board, Unit Executive Board, or Shop Committee – at any one time.
- Section 22. Candidates' names on all ballots for General Election or Convention Delegates shall be by lottery. The Local Union Election Committee shall set a date, place and time for the lottery. Each candidate shall be notified and shall be entitled to

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attend the lottery or to designate a representative to do so. The Local Union will not be obligated to pay any of the candidates or their representatives for attendance at the lottery and the Election Committee insofar as possible should schedule the lottery outside of working hours.

- Section 23. Any candidate shall have the right to submit his or her commonly known Shop name as he or she desires it to appear on the ballot. All candidates' names shall appear on the Primary Ballot. Any candidates receiving a majority vote shall be declared elected.
- Section 24. Vacancies occurring in the Local Union Executive Board, except that of President, shall be promptly filled between General Local Union Elections after the membership has been properly notified that such vacancy exists. Every qualified member shall be declared nominated for said vacancy and must accept in writing to the Financial Secretary-Treasurer's Office or designated member of his or her staff, at least seven (7) days prior to the Election. A notice containing both the time and place of election and both the time and place of any possible runoff election, shall be given at least at least fifteen (15) days in advance of elections. At least seven (7) days shall elapse between the close of nominations and the date of elections. Elections shall be by secret ballot vote of the membership voting. Poll hours to be determined by the membership. Winner must receive a majority vote and shall serve until the next General Election. (Ballots will be issued in accordance with Section 16 of this Article.) In case of a vacancy in the office President, the Vice-President shall fill the vacancy for the unexpired terms.
- Section 25. In Local 659 elections challengers shall not be paid out of funds of the Local Union.
- Section 26. Following each election, the Election Committee shall report in writing the canvass of the results of the election to the membership's next membership meeting. No protest to an election shall be considered unless raised within seven (7) days of the closing of the polls or at the next membership meeting, whichever is later. A protest must either be in writing or made at the membership meeting.
- If written, the protest must be actually received by the Local Union Recording Secretary before the deadline. In the event that membership meeting(s) has been suspended by affirmative membership actions pursuant to Article 37, Section 4(c) of the UAW Constitution, the protest must be submitted to the Local Union Recording Secretary within seven (7) days of the closing of the polls or the next Local Union Executive Board meeting (not to exceed thirty (30) days from the date of the election), whichever is later. The protest will be directed to the Local Executive Board, which shall rule on the protest within thirty (30) days after receipt.
- Section 27. In the event the membership, either in acting upon a protest or in ratification of an election Committee recommendation, should order a new election, no such election shall be held until the matter has been submitted to and order thereon

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received from the International President in accordance with Article 38, Section 12 of the UAW Constitution.

- Section 28. (A) All General and District Elections will be decided by majority (50% plus 1) of total votes cast.
- (B) Delegate Elections will be decided by a plurality vote. Candidate with the most votes, wins. In case of a tie, a run-off will be scheduled.
- Section 29. All challengers must be signed up no later than 3:45 pm, the day prior to election. Challengers must have their paperwork and I.D. to be allowed into polling place.
- The challenger is not afforded Union Business for serving as such and must perform function on their own time.
- Section 30. Any permanent vacancy for District Committeeperson or Alternate Committeeperson shall be filled by election after proper notification is given said district in a regular or special District meeting called for that purpose within thirty (30) days from the date the vacancy occurs. Candidates receiving majority vote shall be declared elected.
- Section 31. Any permanent vacancy in a District, except as mentioned in Section 8, shall be filled at a designated District Meeting called for that purpose. All members stand nominated who are in good standing and must accept nomination at time of meeting. Joint Council Delegates will be elected by plurality vote.
- Section 32. All District elections shall be held within thirty (30) days following the General Election. Sign up period shall be the same as designated for the General Election.
- Section 33. Any member signing up for a District Election must be a member of that District at the time of sign-up for that election and if elected must remain a member of that District to serve.
- Section 34. All District elections will consist of no more than three (3) people on the Election Committee and no more than six (6) hours long in duration unless one (1) district covers all three (3) shifts, accommodation may be made. (i.e. ACC and NAETC)
- Section 35. Members in good standing, who are on indefinite layoff from the employer may not be a candidate for, or vote in, an election for a nonexecutive local union office that has grievance handling or contract or contractual duties, unless specifically authorized to do so by Local Union By- Laws or an applicable collective bargaining agreement.
- Section 36. In District elections, the Chairman of the District (or the Unit Chairperson if there is no District Chairperson) will call a meeting to set the date, time, and place of election and to elect an election committee to conduct the same. The notice of the meeting shall be posted five (5) calendar days in advance of the meeting.

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Section 37. The number of persons elected to an election committee shall be three (3) and they must be from the district. In no event shall an elected member of the committee be replaced by someone who was not elected. In the event of an elected member being unable to serve on the day of the election or any vacant Election Committee position, the Unit Chairperson shall appoint Unit Board members and/or the Unit Chairperson the Election Committee.

ARTICLE XX
STRIKES

Section 1. Strikes shall be dealt with as prescribed in Article 50 of the Constitution of the International Union.

ARTICLE XXI
OPENING & CLOSING CEREMONIES

Section 1. As provided for in Article 42 of the Constitution of the International Union as follows:

1. Call to Order and Pledge of Allegiance
2. Moment of Silence to Honor our Deceased Members
3. Swearing in of newly elected & Joint Council Delegates
4. Roll Call of Officers & Executive Board Members
5. Financial Report
6. Reading of Previous Meeting Minutes.
7. Executive Board Recommendations
8. Any Other Business to Come Properly before the Body
9. Adjournment

ARTICLE XXII
INSTALLATION CEREMONIES

Section 1. As provided for in Article 39 of the Constitution of the International Union.

ARTICLE XXIII
FRAUD IN LOCAL UNION

Section 1. Fraud in Local Union 659 shall be dealt with as outlined in the International Constitution.

ARTICLE XXIV
ELECTION RECOUNT PROCEDURE

Section 1. Any candidate may request a recount from the Election Committee in any election in Local 659 conducted by the Election Committee. Candidates desiring a recount must make known their desires in writing to the Financial Secretary-Treasurer's Office, by 3:45 p.m. on or before the seventh (7th) normal working day after completion of the election. There will be no deposit or charge by the Local Union for a candidate requesting a recount.

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Section 2. The Election Committee, in the exercise of sound judgment, based primarily upon the closeness of the vote and the number of ballots cast, may grant or deny a recount. If in any election where the difference between the candidate requesting a recount and the candidate receiving the highest number of votes is less than one percent (1%) of total votes cast for that office, the Election Committee automatically grants such a recount upon request.

Section 3. If the candidate who is requesting a recount is dissatisfied with the decision of the Election Committee, he or she may appeal per the Constitution of the International Union.

ARTICLE XXV **TRIALS OF LOCAL UNION MEMBERS**

Section 1. Any charges made against a member or members, resulting in a trial, shall be dealt with as outlined in Article 31 of the Constitution of the International Union.

ARTICLE XXVI **APPEALS**

Section 1. Any appeals against a member or members shall be dealt with as outlined in Article 33 of the Constitution of the International Union.

ARTICLE XXVII **LOCAL UNION AFFILIATION**

Section 1. Local 659 shall make affiliation with subordinate and parent bodies as prescribed in the Constitution of the International Union.

ARTICLE XXVIII **LOANS, DONATIONS OR CONTRACTS**

Section 1. There shall be no loans, personal or private, granted from the funds of Local 659.

Section 2. Donations of any nature shall not exceed twenty-five (\$25.00) dollars unless approved by the Local Union Executive Board and Joint Council.

Section 3. No Agent or official of the Local Union is authorized to execute a real estate lease, deed, service or maintenance contract or other long-term agreement without the approval of the Local Union Executive Board and Joint Council.

ARTICLE XXIX **BY-LAWS**

Section 1. Any proposed change in the Local 659 By-Laws must first be submitted in writing to the Local Union By-Laws Committee for its consideration for approval.

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- Section 2. Upon approval by the By-Laws Committee of the proposed changes, it must be included in the Agenda for a Joint Council Meeting.
- Section 3. These By-Laws shall be amended only after the first reading with no discussion of proposed changes at a Joint Council meeting, then at the following Joint Council meeting, second reading with discussion of proposed changes, and a vote.
- Section 4. These By-Laws, as may be amended hereafter by the Joint Council of Local 659, shall be the supreme law of this Local Union insofar as they do not conflict with the Constitution of the International Union.

ARTICLE XXX
GENERAL

- Section 1. Wherever in these By-Laws a pronoun is used, it refers equally where the reference is applicable, to both men and women, in the singular and in the plural.

BY-LAWS COMMITTEE - LOCAL 659 UAW

| | |
|-----------------------------|---------------------------|
| Thomas Kuczera, Chairperson | (Flint Metal Center) |
| Anissa Hawthorne | (Flint Engine Operations) |
| Matthew Higginson | (GMCCA) |
| Tim Hauck | (ACC Transportation) |
| Debra Conner | (Avancez) |
| Kevin Burns | (NAETC) |
| Derrald Boggan | (Logistics Insight Corp) |
| Christopher Smith | (Lear) |

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All changes incorporated:
Approved by International: