

UAW AMALGAMATED LOCAL 1853 BY-LAWS



ADOPTED BY MEMBERSHIP ACTION JANUARY 27, 1992
AMENDED BY MEMBERSHIP ACTION OCTOBER 29, 1992
AMENDED BY MEMBERSHIP ACTION MARCH 25, 1996
AMENDED BY MEMBERSHIP ACTION OCTOBER 26, 2003
AMENDED BY MEMBERSHIP ACTION MARCH 28, 2004
AMENDED BY MEMBERSHIP ACTION MAY 23, 2010

By Laws UAW Local 1853

ARTICLE I

NAME AND JURISDICTION

This organization shall be known as UAW Amalgamated Local 1853, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, located at 125 Stephen P. Yokich Parkway, Spring Hill, Tennessee, 37174, as established under the charter granted by the International Union, UAW, on February 1, 1988.

ARTICLE II

CONSTITUTION AND BY-LAWS

These by-laws shall not be in conflict with the Constitution of the International UAW. The By-Laws of UAW Amalgamated Local 1853 shall at all times be subordinate and subject to the provisions of the Constitution of the International Union, as such Constitution now exists or may from time to time hereafter be altered or amended, and in the event of any conflict the Constitution of the International Union shall govern.

ARTICLE III

FISCAL YEAR

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

ARTICLE IV

MEMBERSHIP

Section 1. We believe that all workers care about their jobs and each other, take pride in themselves and their contributions, and want to share in the success of their own efforts. We further believe that creative, motivated, responsible workers who understand that positive change is critical to success are this Local Union's most important asset and are the principle instruments of change in moving this organization forward.

Section 2. The Local Union shall be composed of various units as provided for in Article 35 of the Constitution of the International UAW. Currently, these units are composed of workers over whom this Local Union has jurisdiction and who are eligible for membership in the Union.

Section 3. To meet our members needs, we will create a sense of belonging in an environment of mutual trust, respect, and dignity. The Local Union shall assist in the development of tools, training and education for each member, recognizing individual skills and knowledge. In order to meet the needs of our neighbors in the communities in which we live; we will be good citizens, protect the environment, and conserve natural resources while seeking to cooperate with government at all levels, in order to promote the general welfare of our communities, this nation, ~~Saturn~~ *General Motors* and our Union.

Section 4. The membership of UAW Amalgamated Local 1853, shall strive to obtain the objectives set forth in the Constitution of the International UAW, and additional objectives as established that are the policy of the International Union to maintain free relations with other organizations; to promote and strengthen the labor movement, to act as a leader by setting an example for the purpose of helping the labor movement re-conceptualize its role, and expand the services it provides to the membership, to cooperate with regional board members, the International Representatives and help promote organizational activities.

Section 5. Each member shall have the right to attend all membership meetings and express views and opinions on all matters of business properly before the membership; to meet and assemble freely with other members, and generally, to participate in the activities of the Local Union in a responsible manner consistent with good conscience in order to present and discuss factually and honestly the issues, skills, and personalities upon which the membership must determine when making decisions before it. These rights shall, at all times, be subject to reasonable rules of conduct governing meetings, as well as other uniform rules of procedure governing meetings contained in the Constitution of the International UAW, By-laws, and other official rules of the Union. A member, in exercising the foregoing rights and privileges, shall not take any irresponsible action which would jeopardize, destroy, or be detrimental to either the Local Union or International Union, UAW, of its legal or contractual obligations, or of the Local Union as an affiliate of the International Union, UAW.

ARTICLE V
GENERAL MEMBERSHIP MEETINGS

Section 1. UAW Amalgamated Local Union 1853 shall hold membership meetings as specified in the Constitution of the International UAW.

(A) Robert's Rules of Order shall govern all motions and debates.

(B) Reports of all committees shall be subject to concurrence or non-concurrence from the floor. In the event that the recommendation of a committee shall be rejected, the matter shall be referred back to the committee making the recommendation.

Section 1.1 All meetings shall be posted at least six (6) days in advance at appropriate locations with the time and place of the meeting. In cases of postponement of the membership meetings, the revised date, time and place shall be posted at least six (6) days in advance at appropriate locations.

Section 1.2 Special meetings may be called by the President as considered necessary.

Section 2. Meetings shall be conducted in accordance with the Constitution of the International UAW.

Section 3. The Recording Secretary shall ~~keep a careful record of the attendance of all members holding elective position and shall report failure of attendance to the President.~~ *Have an attendance book and at the beginning of each General Membership Meeting all elected officers and Internationally appointed representatives will sign in with the Recording Secretary.*

Section 4. A quorum at a general membership meeting *UAW Local 1853 shall consist of twenty-five members. A Quorum for the General Motors Unit shall consist of twenty-five 25 members.* ~~for the Saturn Unit of UAW Amalgamated Local 1853 shall consist of twenty-five (25) members.~~ All other units of UAW Amalgamated Local 1853 shall require ten (10) members and no Local Union business may be conducted unless this number is present.

Section 5. Any member who attends any meeting in an intoxicated condition and/or creates a disturbance or becomes unruly shall lose voice and his/her right to vote at said meeting. Wherever necessary to maintain order, the members may be evicted from the meeting by order of the Chair subject to the challenge of the membership.

Section 6. Visitors attending meetings of UAW Amalgamated Local 1853 shall have neither voice nor vote and may be excluded by majority vote of the membership attending the meeting.

Section 7. Adjournment shall be in order when the last order of business is before the body or the meeting has lasted one (1) hour.

Section 8. The President may call shift or unit meetings as necessary for the purpose of conducting the Union's business.

Section 8a. *Per the UAW International Constitution Article 37 section a; there shall be a Local 1853 General Membership Meeting monthly chaired by the Local Union President.*

Section 8b. *Each Unit of the Amalgamated Union UAW Local 1853 shall, per the UAW International Constitution, Article 37 section 4-a; will have a monthly unit membership meeting, chaired by the Bargaining Chairperson for that unit. These unit meetings shall be conducted on a monthly basis. These meetings shall be held at the Local 1853 Union Hall on the last Sunday of the month immediately after the General Membership Meeting.*

ARTICLE VI
POWERS OF ADMINISTRATION LOCAL 1853

Section 1. The membership is the highest authority of this Local union and shall be empowered to take or direct any action not inconsistent with the UAW Constitution or these By-laws. Between meetings the Executive Board shall be the highest authority of this Local Union and shall be empowered to act on behalf of the membership. In addition, the President can authorize the necessary funds for regular normal business expenses to operate the Local Union as may be required. All expenses beyond normal regular business; not to exceed fifteen hundred dollars (\$1500.00) per voucher, may be authorized by the President, with the approval of the Executive Board. All such expenses will be reported on the monthly financial report.

ARTICLE VI
POWERS OF ADMINISTRATION LOCAL 1853 (continued)

Section 2. The Executive Board shall meet at least once each month. A simple majority of Executive Board Members shall constitute a quorum.

Section 3. Between meetings of the Executive Board, the President shall exercise general administrative authority for the Local Union, and shall be empowered to act on behalf of the Executive Board to the extent these by-laws fail to provide for, and shall be subject to the Executive Board's approval. The President shall have the right to call emergency Executive Board meetings as necessary. Each member of the Executive Board shall be properly and reasonably notified of such meetings prior to such meetings being held.

Section 4. The President shall have the authority to determine when and if administrative help is needed in the Local Union, and to acquire such help as needed, subject to approval of the Executive Board.

ARTICLE VII
LOCAL UNION OFFICERS AND EXECUTIVE BOARD

Section 1. Duties of Local Union officers shall be governed by the Constitution of the International UAW. The office of Financial Secretary and Treasurer shall be combined. He/she shall make written financial reports available at the regular membership meetings and Executive Board meetings or as requested by members in good standing. *Like wise, the Recording Secretary will make available previous Membership Meeting minutes, and E Board meeting minutes shall be available at the Union Hall for reading but not to be taken from the Union Hall.*

Section 2. The duties of the President shall be as outlined in the Constitution of the International UAW, plus other such duties as are necessary to protect and advance the interest of this Local Union. The President shall be a member ex-officio of all committees with the exception of the Election Committee. He/she shall execute the instructions of the membership and shall exercise general supervision over all departments of the Local Union.

Section 3. ~~The duties of the Vice Presidents shall be as outlined in the Constitution of the International UAW, Article 40, Section 2.~~ The duties of the ~~First~~ Vice-President shall be as outlined in Article 40, Section 2 of the UAW International Constitution.

Section 4. The duties of the Recording Secretary, Trustees, Sergeant-at-Arms, and Guide, shall be as outlined in the Constitution of the International UAW, and other duties as designated by the President.

ARTICLE VIII
EXECUTIVE BOARD

Section 1. The Executive Board of UAW Amalgamated Local Union 1853 shall consist of the following members and officers: President; Vice-President; Financial Secretary/Treasurer; Recording Secretary; three (3) Trustees; Sergeant-at-Arms; Guide; two Executive Members-at-Large as well as the Unit Chairperson of each established unit of this Amalgamated Local Union as specified in the Constitution of the International UAW, Article 38, Section 5 and the elected retired member pursuant to Article 55, Section 1 (b) of the International Constitution

Section 2. Eligibility for office of UAW Amalgamated Local 1853 shall be governed by the Constitution of the International UAW.

Section 3. The President and Financial Secretary/Treasurer shall be empowered to direct payment of all ordinary bills, authorized lost time, and fixed expenses of the Local Union, as may be deemed necessary within the limits of normal union business as provided for by the Constitution of the International UAW and these by-laws.

Section 4. Minutes shall be taken at all Executive Board meetings by the Recording Secretary, and shall be available for review to the membership at all times. However, at no time shall these records be removed from the Union Hall.

(A) All decisions and recommendations shall be by majority vote.

(B) No member of the Local Union shall be allowed to be seated on the Executive Board unless he/she has been duly elected as an Executive Board Member.

ARTICLE IX COMMITTEES

Section 1. The Local Union shall have the following appointed Standing Committees: By-Laws; Communications; Education; Organizing; Recreation; Civil Rights; Community Services; Union Label; Women's Committee; Retired Members; Veterans; Community Action Program (C.A.P.); Legislative; Resolutions; Consumer Affairs; and other committees as deemed necessary. The

President shall appoint all members as may be necessary to these Standing Committees, as well as other functional positions as may be necessary to advance and protect the best interest of the Local Union.

- (A) All committees shall make a report at Membership Meetings as necessary.
- (B) A simple majority of any committee shall constitute a quorum.
- (C) *Each committee shall appoint a Recording Secretary for that committee who shall take minutes and attendance of each of that committees meetings and submit them to the President of the Local Union.*

Section 2. The articles and contents of the Local Union paper will be the responsibility of the Communications Committee, subject to the approval of the President.

ARTICLE X BARGAINING COMMITTEE

Section 1. The **Bargaining** Committee for the ~~Saturn~~ *General Motors* Unit of UAW Amalgamated Local 1853 shall, at a minimum, consist of the President; ~~MAC Advisor/ Saturn General Motors Unit Chairperson, Vice Presidents~~ and UAW Skilled and the Shop Committeepersons-at-Large ~~Trades Unit Advisor~~ as so designated by these by-laws provided they are elected from within the ~~Saturn~~ *General Motors* Unit. At least one (1) of the Shop Committeepersons-at-Large shall be elected from and within the Skilled Trades population of the Saturn unit. The Shop Committeepersons-at-Large shall be elected in accordance with the Constitution of the International UAW by secret ballot and by majority from within the ~~Saturn~~ *General Motors* Unit The Chairperson of the ~~Saturn~~ *General Motors* Unit shall determine assignment.

Section 2. *All committeepersons will stand nominated and the election will be held in accordance with these By-Laws by plurality. If a Skilled Trades Committeeperson is not elected by the membership for the GM Unit Bargaining Committee then the Skilled Trades committeeperson with the highest number of total votes will be a seated member of the General Motors Unit Bargaining Committee.*

Section 2a. *The President is a member of the General Motors Unit **Shop** Committee with voice no vote.*

Section 2-3. The Bargaining Committee of other Amalgamated Units of UAW Local 1853 shall consist of the President the Unit Chairperson and the appropriate Stewards.

ARTICLE XI COMMITTEE BODY

Section 1. The ~~Saturn~~ *General Motors* Unit Committee Body shall consist of the District Committeepersons and Alternate District Committeepersons.

Section 2. This Committee Body shall be elected in accordance with the Constitution of the International UAW by secret ballot and by plurality.

Section 3. Alternate UAW District Committeepersons shall be elected in accordance with the Constitution of the International UAW by secret ballot and by plurality to function in place of UAW District Committeepersons in the event of their absence.

Section 4. All Committee Body Members are subject to the duties of these by-laws and the Constitution of the International UAW.

Section 5. UAW District Committeepersons and Alternate District Committeepersons shall be elected by ~~shift/crew and district, from the Business Unit and S.S.P.O.~~ and must be on the assigned shift and in that said district at close of nomination. For the purpose of identifying eligibility to run and vote for the office of District Committeepersons and Alternate District Committeepersons, the District will be clearly identified on the election posting for these offices.

ARTICLE XI
COMMITTEE BODY (continued)

Section 6 The UAW District Committeepersons and Alternate District Committeepersons that represent Skilled Trades shall be elected by secret ballot from a defined district by and from the Skilled Trades population of said district by plurality.

ARTICLE XII
ELECTIONS

Section 1. It shall be illegal for the Local Union to contribute any funds to promote the candidacy of any candidate for office within the Local Union.

Section 2. ~~The elective officers~~ Elective Offices of the Local Union shall consist of these groups:

- (A) Executive Board
- (B) ~~Saturn~~ General Motors Unit Committee Body
- (C) Bargaining Committees of other Units of this UAW Amalgamated Local 1853.

Section 3. The President and Executive Board shall be responsible for scheduling the date, time and place, to be approved by the Membership, for the election of the Executive Board once every three (3) years in accordance with Article 38, Section 2 of the Constitution of the International UAW.

- (A) Elections of all Local Union Executive Board members, including those who holding at-large offices shall require a majority of the votes cast for the office.
- (B) Each member of the Local Union shall personally cast his/her vote at the polls.
- (C) The membership shall be duly notified at least fifteen (15) calendar days in advance by posting on the Local Union bulletin boards and sending clear written notice to each member's last known address of the time and place of accepting nominations.

Section 4. The election of International UAW Convention Delegates shall take place by secret ballot as prescribed under the Constitution of the International UAW. Eligibility of candidates and number of delegates will be in accordance with the Constitution of the International UAW.

Section 5. The President shall be responsible for scheduling the date, time, and place as approved by the Membership for the election of the Election Committee. This election shall be by secret ballot at a Membership meeting. In the event an incumbent is running for re-election, the President shall be empowered to appoint a replacement. No member of the Election Committee shall be eligible to run for office or to serve as a challenger for a candidate for office in any election that the Election Committee member supervises. Any member of the Election Committee who wishes to run for any elective office shall resign prior to the nominations. The fifteen (15) candidates receiving the highest number of votes shall be considered as elected in this election. Each newly elected Election Committee shall be provided the necessary training to make them fully knowledgeable in the election process.

- (A) The Election Committee shall consist of fifteen (15) members and five (5) Alternates. Alternates will be used to fill vacancies on the committee, or in elections where one thousand (1,000) or more ballots are cast, alternates would move up in the order of votes received.*
- (B) The Election Committee shall be allowed ten dollars (\$10.00) per person for food during a continuous eight (8) hour period of voting and/or counting ballots.*

Section 6. The President shall have the authority, subject to approval of the Executive Board, to hire a Certified Public Accountant (C.P.A.) to tabulate votes and handle details for the general election of the Local Union Executive Board and Bargaining Committee as per these by-laws under the general supervision of the Election Committee.

Section 7. The Election Committee will cooperate with the President and Financial Secretary/Treasurer on the details of the election process.

Section 8. When counting ballots after any election, it will only be necessary that a ballot show clear intent in order to be valid. What constitutes clear intent will be determined by the Election Committee.

ARTICLE XII
ELECTIONS (continued)

Section 9. A notice containing the date, time, and place of elections, and any possible run-off elections, shall be posted on the Local Union bulletin boards at least fifteen (15) calendar days in advance of the election. At least seven (7) calendar days shall elapse between the time of the close of nominations and the date of the election. This notice shall include clear identification of the districts and identify eligibility to vote and run for election in said districts.

Section 10. Eligibility for any elective position in UAW Amalgamated Local 1853 shall be governed by the Constitution of the International UAW and these By-laws.

Section 11. All members of the Local Union in good standing shall be declared nominated for each and every office of the Local Union Executive Board and delegate to the International UAW Constitutional Convention and Election Committee subject to eligibility requirements listed in these by-laws and the Constitution of the International UAW. Any member wishing to accept nomination must do so in writing in person prior to the closing of nominations or by *certified/registered* mail received ~~by the Local Union within seventy two (72) hours after the closing of nominations~~ *received no later than the day nominations close*. The Local Union shall issue official receipts for each and every acceptance received. After the deadline of acceptance of nominations has been completed, no election of so-called sticker or write-in candidates shall be considered legal.

Section 11a. *The eligibility to run for the offices of President and Vice-President of Amalgamated UAW Local 1853, will follow the guidelines set forth by the UAW Constitution Article 6 Section 19*

Section 12. Any eligible candidate shall have the right to submit his/her commonly known name to the Election Committee in writing as he/she desires it to appear on the ballot and it shall so appear. Acceptances for position in Local Union elections shall be kept separate, and shall be numbered.

Section 13. All secret ballot elections shall be conducted in accordance with Federal Laws, the Constitution of the International UAW, the UAW Election Guidelines and any written contract entered into with a Certified Public Accountant (C.P.A) firm. Immediately prior to the polls opening on the day of the election, the Local Union voting records, ballot boxes, ballots, etc., shall be turned over to the Election Committee or certified firm in whose custody they shall remain until such time as all voting and tabulations are officially completed. The votes shall be tabulated immediately after the polls are closed. Each candidate shall have the right to have one challenger present at each voting place when the votes are cast and when they are tabulated. All challengers must be members of the Local Union in good standing.

Section 14. The Election Committee shall handle all details not otherwise provided for in these by-laws in so far as they relate to the process of the election and adopt such safeguards as are necessary to ensure a fair election. Only members in good standing in UAW Amalgamated Local 1853 shall be permitted to vote. Ballot boxes shall be secured, at all times and voting slots shall be sealed between polling times by utilizing numbered metal ties which shall be recorded by the Election Committee and challengers.

Section 15. The Election Committee shall ensure that the following appears on the official receipt for each and every acceptance received; there shall be listed specific obligations and responsibilities of each member to his/her elected position, including attending two (2) out of every three (3) Membership Meetings.

Section 16. If and when a vacancy occurs in a Local Union office, with the exception of the office of President, it shall be promptly filled by election as outlined in Article 38, Section 14 of the Constitution of the International UAW. *The election will occur within forty-five (45) days of the office being vacated.*

Section 17. Elections held by the Local Union shall be conducted by the Election Committee members as provided for in these By-laws.

Section 18. In all cases the Local Union shall authorize the necessary funds, as deemed reasonable by the Executive Board, in order to use voting machines to conduct site wide elections and runoffs, subject to approval of the membership

Section 19. The Election Committee shall determine the polling places for each election, including boundaries around each polling place beyond which campaigning and campaign material are not allowed, and this will be clearly communicated to the membership prior to the election.

ARTICLE XIII FINANCES

Section 1. The funds of the Local Union consisting of initiation fees, dues, etc., shall be considered a Trust Fund of UAW Amalgamated Local Union 1853 to be held by the Local Union for members belonging to this local; and shall be administered by the Local Union in accordance with the provisions of the Constitution of the International UAW and these by-laws.

Section 2. The qualifications for membership, the amount of initiation fees, dues, etc., shall be governed by the Constitution of the International UAW.

Section 3. New employees of the ~~Saturn Corporation~~ *General Motors Corporation* joining UAW Amalgamated Local 1853, will be charged fifty dollars (\$50.00) plus dues for the current month, and shall not be reduced unless so requested by the International UAW Executive Board. New members of Amalgamated Units joining UAW Amalgamated Local 1853 will be charged twenty dollars (\$20.00) plus dues for the current month.

Section 4. Any member from the Local Union who has withdrawn and desires reinstatement shall be charged fifty dollars (\$50.00) as a reinstatement fee.

Section 5. The compensation for the full-time office(s) of President ~~and Financial Secretary/Treasurer~~ will be in accordance with Article 11, Section 8 of the Constitution of the International UAW, *when the membership of UAW Local 1853 exceeds 2000 members. When the Total Membership of UAW Local 1853 is between 1501 members and 2000 the compensation for the office of President will be equal to ninety percent (90%) of Article 11 Section 8 of the UAW International Constitution. When the total membership of UAW Local 1853 is between 1001 members and 1500 members the Presidents compensation will be at eighty percent (80%) of Article 11 Section 8 of the UAW International Constitution. When the total membership of UAW Local 1853 is between 501 members and 1000 members, the compensation for the office of Local 1853 President will be seventy percent (70%) of Article 11 Section 8 of the UAW International Constitution. When the total membership of UAW Local 1853 falls below 500, the wage for the office of UAW Local 1853 President will be equal to the compensation for a rank and file member in their unit to which they would be assigned.*

The total number of membership used for the calculations for the wages of the office of UAW Local 1853 President will be based on monthly per capita as sent to the International UAW (UAW Form A-3) by the Financial Secretary/Treasurer. Any adjustment of wages will be based on the previous months per capita.

Section 5a. *The compensation for the full time office of the Financial Secretary/Treasurer will be in accordance with Article 11, Section 8 of the Constitution of the International UAW when the membership of UAW Local 1853 exceeds 2000 members. When the Total Membership of UAW Local 1853 is between 1501 members and 2000 the compensation for the office of Financial Secretary/Treasurer will be equal to ninety percent (90%) of Article 11 Section 8 of the UAW International Constitution. When the total membership of UAW Local 1853 is between 1001 members and 1500 members the Financial Secretary/Treasurer compensation will be at eighty percent (80%) of Article 11 Section 8 of the UAW International Constitution. When the total membership of UAW Local 1853 is between 501 members and 1000 members, the compensation for the office of Local 1853 Financial Secretary/Treasurer will be seventy percent (70%) of Article 11 Section 8 of the UAW International Constitution. When the total membership of UAW Local 1853 falls below 500, the wage for the office of UAW Local 1853 Financial Secretary/Treasurer will be equal to the compensation for a rank and file member in their unit to which they would be assigned.*

The total number of membership used for the calculations for the wages of the office of UAW Local 1853 President and Financial Secretary/Treasurer will be based on monthly per capita as sent to the International UAW (UAW Form A-3) by the Financial Secretary/Treasurer. Any adjustment of wages will be based on the previous months per capita.

Section 5b. *In the event that a member of one of our units other than GM is elected to the position of President or Financial Secretary/Treasurer who do not have a contractual agreement which covers their benefit package while serving in the fulltime office of President, UAW Local 1853 becomes obligated to cover the contractual wage and benefit provisions contained within their units agreement-*

Section 5c. *If a member of the UAW Local 1853 Retiree chapter is elected to the full time office of Financial Secretary/Treasurer their compensation would be in accordance with the above language minus their retirement pension (as the Local 1853 Presidents pay is minus his GM wage). ~~Compensation earned from the Saturn Corporation, including any overtime worked, will be deducted from these earnings. Any bonuses or Cost of Living (COLA) payments, including Signing Bonuses, Quarterly payments, or Reward payments are not to be included in the calculation of this compensation. At no time shall the Local Union pay more compensation than indicated in Article 11, Section 8 of the UAW International Constitution.~~*

ARTICLE XIII
FINANCES (continued)

(A.) Weekly expenses incurred by the President or Financial Secretary/Treasurer for union business shall be on a reimbursement basis, subject to Article 46, section 1, of the UAW International Constitution, plus the approved allowable mileage as permitted in the International UAW Guidelines for use of a personal car for union business.

~~(B.) In addition the President and Financial Secretary/Treasurer shall be allowed the use of a cell phone to be used in the course of union business, not to exceed \$250 per month per phone. The Local Union will reimburse monthly, Leaders who have been approved by the Local 1853 Executive Board, for monthly cell phone services. These expenses will not exceed \$600 in total for all cell phones, and will not include the cost of equipment.~~

~~(C.) Pagers shall be provided to all Executive Board members and Chairmen of Standing Committees on an as needed basis, to be paid by the Local Union~~

Section 6. 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 she/he would otherwise be compensated by the employer. The amount of lost time should never exceed the amount which the local union representative or member would otherwise have received from his/her employer for the same period of time for which she/he is being compensated by the local union. The compensation for lost time (time lost from normal job) for members of the Local Union shall be at their regular rate of pay for authorized time worked for the Local Union not to exceed forty (40) hours per week. Authorization and approval shall be given by the President and Financial Secretary. If because of this work for the Local Union, a member sacrifices overtime premium in the plant, such premium shall be paid by the Local Union. At no time will the Local Union pay for overtime not worked. Members requesting premium time must submit documentation verifying that they were scheduled to work overtime. *At no time will the Local Union pay overtime not worked. Members requesting premium time must submit documentation verifying that they were scheduled to work overtime. Members requesting premium time will not be compensated more than two (2) hours per day Monday through Friday and eight (8) hours for Saturday and Sunday.*

Section 7. Any member who has not received proper authorization and prior approval for lost time and attempts to receive reimbursement from the membership shall be ruled as out of order.

Section 8. The salary of any employee, if hired, shall be fixed by the President and approved by the Local Union Executive Board and the membership. All compensation, including salary, bonus, and benefits must be negotiated between UAW Amalgamated Local 1853 and the bargaining agent for employees of UAW Amalgamated Local 1853.

Section 9. The compensation of any member of UAW Amalgamated Local 1853 performing services out of town under the direction of the Executive Board shall be in the amount of straight time salary lost equal to his/her earning capacity including appropriate shift premium. When a member is required by the Local Union or the International Union, UAW to take part or perform services out of town, he/she shall be allowed traveling expenses to and from their destination under the International UAW Guidelines for mileage, plane fare, and daily expenses when required to remain overnight. In addition, the Local Union will pay only single rate occupancy of his/her hotel/motel bill as per call by the International Union, UAW. Mileage rate shall be as directed by International Union Guidelines.

(A) Any member of UAW Amalgamated Local 1853 performing services out of town under the direction of the Executive Board, when room and board are provided for in the registration fee, shall be allowed personal traveling expenses to and from his/her destination subject to the approval of the Local Union Executive Board.

(B) Any member or officer required to travel out of town on duly authorized Union business shall be allowed air coach traveling expenses or mileage at a rate approved by the International Union, UAW, per mile to and from his/her destination for personal vehicle use overnight. *At no time will the Local Union reimburse traveling expenses (air fare) for a higher rate in place at that time. A union member attending conferences/meetings on behalf of Local Union 1853 will be held responsible by the Local Union Executive Board for money lost by the Local Union due to his/her cancellation; e.g. airline ticket, registration fee, hotel room, etc. or issues determined to be detrimental to UAW Local 1853. Unless the person travelling experiences a personal catastrophic event. (Documentation may be required)*

(C) The method of travel, route, and traveling time allowances, based on reasonable time to reach the destination, shall be determined on each assignment by the Financial Secretary/Treasurer and/or President taking into consideration the most economical means of transportation utilizing good business practices. Such expenditures shall be reimbursed provided a receipt is furnished to the Local Union Financial Secretary/Treasurer.

(D) Exceptions shall be when orientation or educational classes are at Black Lake where a maximum of twenty dollars (\$20.00) per week will be allowed for miscellaneous expenses.

ARTICLE XIII
FINANCES (continued)

(E) Members who are traveling on Union business shall fall under the International UAW Guidelines as printed on the Local Union Travel Expense notification, including Call Letters from the International Union.

(F) ~~Members traveling on union business may be allowed the use of a mid-sized UAW made rental car if recommended by the Local Union Executive Board to the membership meeting. The Executive Board of UAW Local 1853 shall take into account the number of members traveling on union business and recommend no more than one (1) rental car for every four (4) members.~~ *Members traveling on Union business may be allowed the use of a mid-sized UAW made rental car if recommended by the Local Union Executive Board to the membership meeting. The Executive Board of UAW Local 1853 shall take into account the number of members travelling on Union business and recommend no more than one (1) rental car for every ~~four (4) members~~ three (3) members. Four (4) members shall rent a large car or a minivan.*

(G) No member of the local union shall be eligible to travel on union business or act as representatives on behalf of the union unless they are registered voters within the county in which they reside.

(H) *All members receiving compensation from the Local Union for travel and work on behalf of the UAW are required to provide proper receipts to the Financial Secretary/Treasurer of the Local Union or they shall be held responsible to pay for those expenses out of their own monies, and reimburse any funds paid to them by the Local Union in advance of the travel.*

Section 10. In accordance with the Constitution of the International UAW, UAW Amalgamated Local 1853 shall have the following funds and shall set aside the following amounts of each member's dues payment received for these funds:

- Recreation -----\$.05
- Education -----\$.05
- Women's Committee ----- \$.03
- Retired Members ----- \$.01
- Civil Rights ----- \$.01
- CAP Committee -----\$.05

(A) The Local Union shall pay a minimum of three percent (3%) of each member's monthly dues to the UAW Tennessee State Community Action Program Council (C.A.P.) as established by the Regional Director.

(B) Funds set aside for Local Union committees shall be spent upon approval of the Executive Board.

(C) All Local Union expenses shall be considered by the Executive Board prior to Local membership action.

(D) The Local Union shall provide a bible for: ~~Beveavement for death of : Member, current spouse of member, son or daughter of member, mother or father of member, step-mother or step-father of member, current step-children of member, member's current spouse's mother or father.~~ *Any person covered in the UAW/General Motors National Agreement as immediate family. In the case of more than one family member being employed by companies with a collective bargaining agreement with UAW Local 1853, Bibles will be dispensed one per household. UAW Chaplains will be made available to the bereaved family upon request of the family.*

Section 11. The balance of each month's dues payment and other fees received shall be placed into the General Fund to be used to defray all expenses of the Local Union.

(A) All recommendations from the International Union, UAW, concerning procedures for Local Union financial officers, as contained in the appendix to audit reports from the International Union, UAW, shall be adhered to.

(B) In compliance with Article 16, Section 1, of the Constitution of the International UAW, five dollars (\$5.00) from each initiation fee shall be earmarked by the Local Union as a "New Member Orientation" Fund.

Section 12. All monies received for rentals and leases shall be deposited into the Building Fund.

Section 13. Any requests for donations must be submitted to the Local Union Executive Board prior to being discussed at a General Membership meeting. Any request presented at a General Membership meeting, which has not been reviewed by the Executive Board, shall be ruled as out of order.

Section 14. The Local Union shall establish a fund not to exceed \$10,000 per calendar year, to be utilized with Membership approval, in order to fund youth development within our local communities. This Youth Development Fund shall be distributed by request at a maximum of \$100 per organization per year.

ARTICLE XIII
FINANCES (continued)

Section 15. The President and Financial Secretary shall be empowered to authorize the necessary funds for the integration and education of any new amalgamates into UAW Amalgamated Local 1853, subject to Executive Board and membership approval.

Section 16. All members in good standing of UAW Local 1853 upon retiring shall be given a UAW watch presented by the Local Union upon their retirement.

ARTICLE XIV
ATTENDANCE RULES

Section 1. All members of the Local Union holding an elective or appointive position are required to attend:

- (A) Two (2) out of every three (3) Membership Meetings, unless officially excused.
- (B) Failure of any elected or appointed official to comply with the above attendance rules may result in removal from their respective office or position, and they shall not be permitted to run for any elective office for the balance of the term, except as a delegate to the International UAW Constitutional Convention.
- (C) Members holding elective or appointive positions may be excused by the President from attendance of meetings and educational classes for reasons of sickness, death in family, authorized leaves, etc.
- (D) The Executive Board will pass judgment of excuses in dispute. Any affected member may appeal the decision of the Executive Board to the next General Membership Meeting.

ARTICLE XV
TRIALS

Trials of members shall be conducted in a manner prescribed by the Constitution of the International UAW.

ARTICLE XVI
APPEALS

Section 1. Any member dissatisfied with the action or decision of the Local Union, or any representative thereof, other than the action or decision of the membership of the Local Union, shall take his/her appeal to the Recording Secretary as prescribed in Article 33 of the Constitution of the International UAW.

- (A) The Executive Board officers shall attempt to resolve the dissatisfaction, if possible, and shall permit the member full opportunity to be heard.

ARTICLE XVII
GENERAL

Section 1. Any officer or employee of the Local Union under the influence of any illegal drug or alcohol while conducting business shall immediately be suspended from office by the President subject to the approval of the Executive Board.

Section 2. No member or group shall call meetings for the Local Union without authorization from the President or Executive Board.

Section 3. The word "member" as it appears in these by-laws shall include all members from whom dues are collected whether they have taken the obligation or not. A member in good standing is defined as a member who owes no back dues for the previous twelve (12) months or any other charges or debts due to the Local Union.

Section 4. It is the duty of all eligible Local Union members to become registered voters and vote.

Section 5. Members shall immediately notify the Local Union of any change of address.

Section 6. No person shall hold two (2) Executive Board offices in the Local Union at the same time.

Section 7. Where these by-laws do not conform with the Constitution of the International UAW, the Constitution shall take precedence.

ARTICLE XVII
GENERAL (continued)

Section 8. All ratification's of collective bargaining agreements, if any, will be in accordance with the Constitution of the International UAW.

Section 9. No member of this Local Union shall be eligible for any elective or appointed position unless they are in good standing.

ARTICLE XVIII
ADMINISTRATION

Section 1. All properties of UAW Amalgamated Local Union 1853 shall be considered in the Trust Fund of UAW Amalgamated Local 1853, to be held by the Local Union for the members of the UAW and shall be administered by the Local Union in accordance with the Constitution of the International UAW, and these by-laws.

Section 2. All property shall at all times remain on the premises and under no circumstances shall any of the properties be rented, loaned or donated to any individual or group unless authorized by the President, with approval of the Executive Board.

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 unless the proposed agreement has been reviewed by an outside expert or attorney and approved by the Executive Board.

Section 4. All properties of the Local Union shall at all times be adequately covered by insurance.

Section 5. The Trustees shall keep an inventory list of all properties of the Local Union including, when possible, date of purchase, and amount paid for each article. The inventory list will be checked against all property during the semi-annual audit.

Section 6. The President shall have general supervision over all property of the Local Union.

Section 7. Copies of these by-laws shall be printed and made available to members of UAW Amalgamated Local 1853.

ARTICLE XIX
AMENDMENTS

Section 1. These by-laws may be amended by presenting in writing a motion setting forth the amendments sought to a membership meeting. The motions shall be read at that meeting and referred to the Constitutional and By-Laws Committee, which will report to the succeeding Membership Meeting, which must contain a notice of the particular by-law's amendment that will be considered. If approved by two-thirds (2/3) of the members present at the succeeding meeting, the amendment shall be considered adopted by the membership and then subject to approval of the International Union, UAW.

ARTICLE XX
PROPERTY HOLDINGS

Section 1. The Executive Board shall be empowered to form a nonprofit corporation for the purpose of holding and administering property in accordance with the Constitution of the International UAW.

ARTICLE XXI
LOCAL UNION RETIRED WORKERS CHAPTER

Section 1. Local 1853 Retired Workers Chapter was established September 5, 1996. The members of such Chapter will elect a Chairperson to the Retiree Chapter who will also serve as a member of the Executive Board, pursuant to Article 55 section 1 (b) of the UAW International Constitution. The election will coincide with the General Election and be subject to the policies of the International Constitution and these Local Union By-laws.

Section 2. The Local Union President or his/her Designee shall serve as a member of the governing board of the Local Union retired Workers Chapter with voice and vote.

Section 3. Any UAW Retiree transferring to or from the Local Union Retired Workers Chapter shall fall under the guidelines of the International Constitution, Article 55.