

**AMALGAMATED LOCAL 724, UAW  
BYLAWS  
LANSING, MICHIGAN**

**ARTICLE I – NAME**

This organization shall be known as Amalgamated Local No. 724, International Union, United Automobile, Aerospace and Agricultural Implement Worker’s of America, UAW.

**ARTICLE II – CONSTITUTION AND BYLAWS**

This Constitution of this organization shall be the Constitution of the International Union, UAW, and these Bylaws shall be in all respects subordinate to said Constitution and all applications and interpretations thereof.

**ARTICLE III – FISCAL YEAR**

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

**ARTICLE IV – STRUCTURE OF LOCAL**

Section 1: Local 724 is an Amalgamated Local Union. It combines individual work locations (hereinafter called Units) into a single administrative organization over which it is assigned jurisdiction by Regional Director of Region 1-C of the International Union

Section 2: The highest authority in the affiliated Unit organization on purely Unit problems shall be the general membership of the Unit.

**ARTICLE V – MEMBERSHIP**

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

A. A member must be initiated in accordance with the Constitution of the International Union before he or she becomes a member in good standing of Amalgamated Local 724, UAW.

Section 2: Each member in good standing of this Local Union has the right to nominate and vote, express opinions on all subjects before the Local Union, to attend all membership meetings and express views, arguments and opinions on all matters and business, including candidates for office, properly before the meeting; 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 decisions. These rights shall at all times be subject

to the rules of procedure governing meetings and other uniform rules and regulations contained in the Constitution, Bylaws and other official rules of the Local Union.

- A. A member, in exercising the foregoing right and privileges, shall not take any irresponsible action which would tend to jeopardize or destroy, or be detrimental to, either the Local or International Union as organizations, or their free democratic heritage or which would interfere with the performance by this Local Union or the International Union of its legal or contractual obligations of this Local Union as an affiliate of the International Union.
  
- B. Violation , or abuse, of these rights and privileges of membership or engaging in conduct prohibited by this Section, shall be considered conduct unbecoming a Union member.

Section 3: The membership shall strive to obtain the objectives set forth in the International Constitution and additional objectives as established as the policy of the International Union; to maintain free relations with other organizations; to do all in its power to strengthen and promote the Labor Movement; to cooperate with regional board Members, the International Representatives and help promote organizational activities.

## **ARTICLE VI – MEMBERSHIP MEETINGS**

Section 1: Regular membership meetings shall be held at least once each month except in summer, with membership approval.

Section 2: Special membership meetings may be called when deemed necessary by the Local Union Executive Board, or the President of the Local Union.

Section 3: Each Unit of Local 724 shall have a monthly meeting. Day and time of said meeting shall be left to the Unit.

Section 4: Any member who attends a meeting in an intoxicated condition and/or creates a disturbance, or becomes unruly shall lose voice and his right to vote at said meeting. When necessary to maintain order, the member may be evicted from the meeting by order of the chairman, subject to the challenge of the membership. Flagrant or persistent violation of this Section by any member shall be conduct unbecoming a Union member.

Section 5: All questions of parliamentary nature shall be decided by Robert’s Rules of Order.

## **ARTICLE VII – POWERS OF ADMINISTRATION**

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 Constitution or Bylaws.

Section 2: Between membership meetings, the Executive Board shall be the highest authority of the Local Union and shall be empowered to act on behalf of the membership to the extent urgent business requires prompt and decisive action, subject to the subsequent membership approval, but the Executive Board may not take action affecting the vital interests of the Local Union without prior membership approval.

Section 3: Between meetings of the Executive Board, the President shall exercise general administrative authority, and shall be empowered to act on behalf of, and take action permitted the Executive Board, subject to subsequent approval of the Executive Board.

## **ARTICLE VIII – INITIATION FEES, DUES & REINSTATEMENT FEES**

Section 1: All applications for membership in this Local Union shall be made on the official application form. The candidate for membership shall pay \$20 initiation fee and dues shall be two (2) hours pay per month.

A. One dollar of the initiation fee shall be forwarded to the International Union;

\$5.00 shall be used for the initiation and education program for new members; the remaining \$14.00 shall be put in the Local Union Building Fund.

Section 2: Any member becoming in arrears in dues for more than one (1) calendar month shall be suspended from membership in the Union.

Section 3: All members becoming in arrears or suspended shall pay all back dues, up to the date of reinstatement, plus a reinstatement fee of \$20.00.

## **ARTICLE IX – LOCAL UNION OFFICERS AND EXECUTIVE BOARD MEMBERS**

Section 1: This Local Union shall have the following Executive Officers: President, First Vice President, Second Vice President, Recording Secretary, Financial Secretary-Treasurer, three Trustees, Sergeant-At-Arms, and Guide.

Section 2: These elected officers shall serve for a period of three (3) years.

Section 3: Each duly elected Unit Chairperson, and the elected Retired Member representative, shall automatically be a member of the Executive Board.

Section 4: The Executive Board shall meet regularly prior to the Local Membership Meeting of the Local Union. Special Executive Board meetings may be called when deemed necessary by a majority of the Local Union Executive Board or the President of the Local Union.

Section 5: The Local Executive Board shall sift through all correspondence and business and prepare recommendations to the Local monthly meeting.

Section 6: The Executive Board shall review each issue of the Local Union paper, and where necessary shall take steps to bring the contents and policy of the paper into conformity with the policy of the International Union.

Section 7: In the event of a vacancy in the President's office the first Vice President will succeed to the Presidency. All other vacancies for executive offices shall be filled by special election.

Section 8. In the event that a member is elected to an Executive Board position and the Executive Board and General Membership meetings conflict with their regularly scheduled work and/or shift time, said Executive board member will be paid lost time in accordance to the International UAW Executive Board policy on lost time.

## **ARTICLE X – RETIRED WORKER CHAPTER**

Section 1: This Local union shall establish a Local union Retired Worker Chapter which shall hold a regular membership meeting at least once a month.

A. The retired members of the Local Union Chapter shall elect a retired member of the Local Union Executive Board with voice and vote. The Election of such retiree board member shall be pursuant to the International Constitution. The Local Union and the Local Union Retired Worker Chapter shall determine the procedure for filling vacancies of the elected Retired Worker Chapter delegate.

B. The retired members of the Local Union Chapter shall elect a retired member of the Local Union Executive Board with voice and vote. The Election of such retiree board member shall be pursuant to the International Constitution.

C. The President of Local 724 or his designee shall serve as a member of the Governing board of the Local Union Retired Worker Chapter with voice and vote.

D. The Local 724 Retired Worker Chapter shall conform to the policies of the

International Union, UAW.

E. Membership in the Local 724 Retired Worker Chapter is open to any member entitled to retired membership status as provided in the International Constitution. Members are eligible for full participation in such chapter.

F. Retirees will not be required to pay membership dues during the period of Retirement in accordance with the International Constitution. To assist in financing these activities, a two-dollar (2) voluntary retired membership dues per month is hereby established. All UAW retirees are eligible to participate in the two-dollar (2) voluntary retired members dues.

G. Dues shall be allocated as follows:

- |    |                                    |     |
|----|------------------------------------|-----|
| 1. | International Retired Workers Fund | 40% |
| 2. | Regional Retired Worker Fund       | 25% |
| 3. | Local Union Retired Worker Chapter | 35% |

The Local Union Retired Worker Chapter Fund shall be held by the Local Union for disbursement upon the request of the Retired Worker Chapter.

## **ARTICLE XI – ATTENDANCE RULES**

Section 1: All Executive Officers and other members of the Executive Board who miss two out of three consecutive Membership Meetings, or two out of three consecutive Executive Board Meetings, unless properly excused, will automatically be removed from their respective office or position.

A. All other elected officers of Local 724 must attend two out or three consecutive membership meetings unless properly excused, in order to continue to hold their respective office or position.

Section 2: Failure to comply with the above attendance rules shall result in automatic 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 of office from which they were removed, except as a delegate to the International Constitutional Convention.

A. If he/she has a valid reason for being absent and notifies the President of the Local Union and/or the Local Union Office in advance that he/she wishes to be excused from a meeting his/her reason shall be presented to the Executive Board and they shall either deny or grant his/her request. It shall then be posted accordingly in the Roll Call Register Ledger.

## **ARTICLE XII – LOCAL UNION ELECTION**

Section 1: Nominations for Local Executive Officers shall take place as designated by the membership no later than the March General Membership meeting.

Section 2: It shall be mandatory that all units elect their Unit Chairperson, Vice Chairperson, Bargaining Committee, etc., on the same day and date that the Local Union holds the triennial election of Local Union Officers.

A. Units desiring to elect the Vice Unit Chairperson, other than provided above, may do so in the month following the regular election, units will be responsible for cost resulting from such election.

Section 3: Each Unit shall have their own ballot. It shall list the candidates for Local Union Office at the top of the ballot, to be followed by the candidates for Unit Chairperson, Vice Chairperson, Bargaining Committee, etc.

Section 4: Nine (9) members shall be elected to serve on the Election Committee. The Election Committee shall be nominated and elected at a meeting to be held one month prior to the nomination day for the Local Union Officers. Term of office shall run concurrent with Local Executive Officers.

Section 5: The Election Committee shall be nominated and elected in such a manner that not more than one member of the committee shall be elected from the same Unit. Except; that when enough candidates are not nominated to fill the committee, then nominations shall be reopened and any Unit shall be permitted to nominate an additional member as a candidate, but in no case shall a Unit have more than two (2) members on the Election Committee.

Section 6: The elected Election Committee shall conduct the triennial Local union, and Unit elections.

Section 7: The Election Committee shall report to the membership at the regular nomination meeting for approval of all rules and regulations pertaining to and governing the election of Local Union Officers, Unit Chairpersons, Bargaining Committees, etc.

Section 8: Each Unit shall conduct their own nomination meeting for Unit Chairperson, Bargaining Committee, etc., on any day they so desire and report their nominations to the elected Election Committee.

Section 9: Each Unit shall set the date that their new officers shall take office.

Section 10: Active members of the Election Committee shall be paid for their actual lost time. Inactive members and retirees shall receive one hundred dollars (\$100.00) expense per day.

Section 11: In the event that there is ever a recount asked for in local elections, the cost of said recount shall be conducted at the expense of the Local Union.

Section 12: The Election Committee shall determine the details of voting which must be by secret ballot at the Local Union headquarters, with the exception of any units that may be located outside the Lansing area where the necessary arrangements will be made to hold the election in their respective areas. They will supervise the voting, count the ballots, provide adequate checks to prevent fraud, make a poll book record for the files of the Local Union of all members voting, and report the results of the election at the June general membership meeting of the Local Union. Installation of the newly elected officers shall take place at the June general membership meeting of the Local Union.

Section 13: No member shall be eligible for election as an executive officer of the Local Union until she or he has been a member in continuous good standing in the Local Union for one (1) year immediately prior to the nomination.

Section 14: Special elections held to fill vacancies in the Executive offices shall be held promptly, and in accordance with procedures applicable to the original election.

Section 15: The President and Financial Secretary may conduct duties pertaining to their respective offices during the days and times of the triennial elections, any potential run-off elections, and/or any subsequent election to fill an Executive Board vacancy provided they ran unopposed and action was taken to elect them by acclamation.

Section 16: Members in good standing, who are on indefinite layoff from their worksite, may not be a candidate for office or vote in an election for the following: a non-executive board local union and/or Unit office that handles grievances, conducts contract bargaining or has contractual administrative duties.

### **ARTICLE XIII – LOCAL UNION COMMITTEE**

Section 1: The Local Union shall have standing committees as required by the International Constitution. Other standing committees may be established at the direction of the membership. As per the UAW Constitution, Article 44, adopted at the 34<sup>th</sup> Constitutional Convention, June 2006, the following will be the required standing committees: Constitution and Bylaws, Union Label, Education, Conservation and recreation, Community Services, Civil and Human Rights, Citizenship and Legislative, Consumer affairs, Veterans, and Women's.

Section 2: The Chairperson of all standing committees shall be appointed by the president, subject to membership approval; except, that the membership may by a majority vote authorize the election of such standing committee Chairpersons at the March membership meeting first preceding the nomination of Local Union Officers.

Section 3: These committees shall perform all duties assigned to them by the Constitution and Bylaws and such additional duties as they may be directed to perform from time to time by the Executive Board or the membership.

#### **ARTICLE XIV – DELEGATES FROM LOCAL UNION**

Section 1: Delegates to the International UAW Convention shall be elected pursuant to the provisions of the International Constitution.

Section 2: All delegates and alternates for the Capitol Area CAP Council shall be appointed by the Local Union Executive Board, on the basis of equitable and proportionate representation of the Units.

Section 3: The Local Union and /or any of its Units may elect with membership approval, and then forward to the Regional Director, for approval, a delegate who will be designated as either fraternal, special or invited guest to an appropriate convention, where such designation is proper. This delegate will be above and beyond any delegation from the Local Union and/or Unit that is to be elected on a per capita basis.

#### **ARTICLE XV – FINANCES**

Section 1:

A. The President of the Local Union shall be authorized to devote up to 20 hours per week. Such lost time shall be paid at the President's regular rate of pay to perform normal and usual administrative duties pertaining to his/her office. Legitimate expenses for cell phone charges and mileage shall be allowed upon submission of proper documentation, provided such action is not in violation of the UAW Constitution, Local 724 by-laws, federal, state or municipal regulations.

The Financial Secretary of the Local Union shall devote full time, forty (40) per week to performing the normal and administrative duties pertaining to his/her office. The Local Union will pay the Financial Secretary, whether from an active unit, a closed unit or a retiree, the greater of lost time or \$19.00 per hour effective July 1, 2005. A 3% raise will go into effect every January 1, starting in 2006. The Local Union will pay the cost of life, medical, dental and vision plans in instances where the Financial Secretary does not have these benefits available through another source. Any other benefits will reflect the Financial Secretary's Unit bargaining agreement in order to be made whole

for fulfilling the obligations of the office and be paid by the Local Union. Legitimate expenses for cell phone charges and mileage shall be allowed upon submission of

proper documentation, provided such action is not in violation of the UAW Constitution, Local Union by-laws, federal, state or municipal regulations.

The Local Union will provide a retirement alternative for a Financial Secretary where the Financial Secretary does not have these benefits available through another source. Such benefit will reflect the current Simplified Pension Plan (SEP) currently in effect between UAW Local 724 and the OPEIU Local 459 bargaining agreement. Effective July 1, 2012 the Local shall deposit an amount equal to three percent (3%) of the employee's salary. Deposits will be made on a quarterly basis.

A Financial Secretary that is a retired member or a member from a closed unit will be given two (2) weeks of paid vacation per year, June 1 through May 31. A Financial Secretary, who is either a retired member or a member from a closed unit that chooses to run for the Financial Secretary office after their initial three (3) term, will earn another week of vacation upon re-election for consecutive terms of office. The maximum amount of vacation earned under this provision is four (4) weeks. Accrued vacation time may be carried over into the subsequent vacation year period at a rate of no more than one week or five (5) days. A Financial Secretary that is a retired member or a member from a closed unit will receive eight (8) personal/sick time days per year, June 1 through May 31 on a use or lose basis. Additionally there are eleven (11) paid holidays as follows:

- |                             |                            |
|-----------------------------|----------------------------|
| 1 – New Year's Day          | 7 – Thanksgiving Day       |
| 2 – MLK Jr. Day             | 8 – Day after Thanksgiving |
| 3 – Good Friday             | 9 – Christmas Eve Day      |
| 4 – Memorial Day            | 10 - Christmas Day         |
| 5 – 4 <sup>th</sup> of July | 11 – New Years Eve         |
| 6 – Labor Day               |                            |

Holidays that fall on Saturday will be given on Friday, holidays that fall on Sunday will be given on Monday, and all holidays are paid at eight (8) hour's straight time.

Bereavement for a Financial Secretary from a closed plant or a retiree:

If death occurs in the immediate family, i.e., children, brothers, sisters, half brother, half sister, current brother-in-law, current sister-in-law, spouse, mother, step mother, father, step father, current parent-in-law, grandmother, grandfather, grandchildren, and current step-children, the Local will, upon notification, grant necessary leave-of-absence for such purpose of attending the funeral, memorial service or cremation. Up to three (3) days of such leave shall be paid for by the Local at regular straight time rate of pay up to eight (8) hours for regular scheduled days.

B. The Local Union President shall be responsible to coordinate the Schedule of the President and Financial Secretary in accordance with Section 1-A and Section 1-B of this Article XV:

In the event the President or Financial Secretary is absent due to sick leave, vacation, jury duty, etc., the President shall have the authority to authorize and schedule either the 1<sup>st</sup> Vice-President or appropriate Executive Board Officer to be at the Local Union Hall up to but not to exceed five (5) days per week, until such leave ends.

Exceptions to the above will be allowed with the approval of a majority of the Executive Board.

C. Newly elected Financial Secretaries shall be allowed to devote forty (40) hours per week, when necessary, for a maximum of three (3) calendar months to learn and become proficient at their responsibilities as described by the International Constitution and as requested by the Local Union. During this period the President shall be allowed lost time as authorized under section 1-A.

D. The Local Union Trustees shall be responsible for reviewing the previous six (6) months activities of the President and the Financial Secretary following each audit and report to the next meeting of the Local Union membership for action.-

E. The Local Union Trustees shall coordinate with the President and the Financial Secretary as to when they will conduct the semi-annual Local Union audit. Active Trustees shall be paid for their actual lost time.

F. The Recording Secretary shall be allowed \$40 per month expenses upon Submission of proof of the minutes being properly entered in the Official Minutes Record.

## Section 2:

A. Lost-Time: The Local Union shall pay a representative or member lost-time only when the representative or member is performing necessary duties for and on behalf of the Local Union during a time for which he/she would otherwise be compensated by the employer. The amount of lost-time shall never exceed the amount of which the Local Union representative or member would otherwise have received from his employer for the same period of time for which he/she is being compensated by the Local Union.

B. Lost-time compensation for incentive rate members, shall be equal to one half (1/2) of previous months dues, plus any contractual increases.

## Section 3:

A. When a member is required by the Local Union to perform services out of town, he/she shall be allowed in addition to actual lost time the following: actual hotel bill,

single room occupancy rate or one half of a double if shared with another member, meals and legitimate expenses incurred during performance of out of town duties as per UAW International Board policy.

B. Lost time compensation for travel to and from required locations shall be limited to one (1) day each way.

C. Expense for transportation is to be paid for the actual mode of transportation used. Members shall be reimbursed the actual cost of airfare not to exceed coach fare. If using a personal vehicle the reimbursement rate will be per UAW International Executive Board policy that calls to automatically track the IRS approved rate. Mileage compensation shall be figured from the Local Union to the point of destination and back. The Local Union Financial Secretary will calculate the mileage. Mileage expense can only be paid to the driver of the automobile.

Section 4: When any member or officer is authorized by the Local Union to attend an all day activity but not out of town, such member or officer shall be reimbursed a reasonable lunch allowance, where lunch is not provided. Fees, such as tuition, class charges, travel, parking, meals, etc., will be reimbursed by the Local Union upon submission of receipts.

Section 5: All lost time and expenses shall be presented to the Executive Board and general membership for approval.

Section 6: Lost time and expense vouchers must be submitted to the Local Union within ten (10) calendar days of occurrence, excluding Saturdays, Sundays, and Holidays.

## **ARTICLE XVI – UNIT FINANCES**

Section 1: The funds of each unit shall be used to defray all necessary expenses which must be approved by the members at a regular unit meeting.

Section 2: All approved expenditures must be substantiated by a voucher signed by the Unit Chairperson and the Recording Secretary. If either of the above are the Claimant, it will be necessary that the voucher be signed by one other officer.

Section 3: A copy of the unit membership meeting minutes pertaining to unit expenditures must also be submitted to the Financial-Secretary Treasurer for his/her records.

## **ARTICLE XVII – RECALL PROCEDURE**

Section 1: A Unit Chair or committeeperson may be recalled by the members he/she represents for failure to perform the duties of his/her office.

Section 2: A vote on the question of recalling a Unit Chair or committeeperson may be initiated by a petition setting forth the reasons why the recall is sought, and signed by at least fifty percent (50%) of the current members working under the jurisdiction of the steward or committeeperson.

Section 3: Fifty percent (50%) of the current members working under the jurisdiction of the Unit Chair or committeeperson must be present at the recall meeting to establish a quorum.

Section 4: A two-thirds vote of those present and voting is necessary to recall.

#### **ARTICLE XVIII – APPEALS**

Section 1: An appeal must be made first in person at a meeting of the membership body of the appellants unit, or in writing addressed to the Recording Secretary, or Chairperson of the appellants unit. Upon receipt of the appeal, the unit shall have sixty (60) days, or the next regularly scheduled membership meeting to address the appeal. After the appeal has been addressed at the unit membership level, the appellant may submit within thirty (30) days in writing to the Local Union’s Recording Secretary the appeal, after which the Local Union shall have forty-five (45) days or the next scheduled membership meeting to respond to the appeal.

#### **ARTICLE XIX – GENERAL**

Section 1: If a unit of Amalgamated Local 724 is dissolved or if the Local Union no longer has jurisdiction of a Unit, all monies, property and assets in the dissolved unit of Amalgamated Local 724, UAW, shall immediately revert to and become the property of the General Fund of Amalgamated Local 724, UAW.

Section 2: Wherever in these Bylaws a pronoun is used; it refers equally where the reference is applicable to both men and women, in the singular and in the plural.

#### **ARTICLE XX – LEASES & LONG-TERM AGREEMENT**

No agent or official of the Local Union is authorized to execute a real estate lease, deed, service or maintenance contract, or other long-term agreement unless the proposed agreement has been reviewed by an outside expert or attorney and approved by the Local Union Executive Board.

## ARTICLE XXI – BYLAWS CHANGES AND AMENDMENTS

Section 1: These Bylaws shall supersede previously adopted Bylaws.

Section 2: These Bylaws shall be amended, altered or revised only in conformity with the following procedure:

A. A resolution or motion, in writing, calling for amendments, alteration or revision shall be presented and read to a regular membership meeting.

B. The resolution or motion shall then be referred to the Bylaws Committee and shall be reported out by said committee at the next regular membership meeting, together with the recommendations of the committee, for acceptance or rejection by a majority vote of the members present. A printed copy shall be furnished to any member upon request.

C. Seven (7) days advance notice shall be posted on all Local Union and Unit bulletin boards notifying members of the date and place of the final vote on Bylaws change.

D. A vote shall be taken at the next regular membership meeting and it shall require a favorable vote of two-thirds of the members present to adopt the Bylaws change.

Section 3:

The Local 724 By-Laws Committee shall meet on yearly basis. Issues that need special consideration will be handled on a case by case basis.

Local 724 UAW Bylaws Committee:

Terri Niblock

Rob Whitney

Dean L. Poggiali

Approved by the membership 6/12/2012

Approved by the International July 2012

