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PREAMBLE

We, the workers who are under the jurisdiction of UAW Local 1216, do maintain and believe that all men are created equal; that on this premise of equality we have the God given right to life, liberty, and the pursuit of happiness. We workers have realized that we must organize to obtain the greatest measure of protection and expression.

We cannot, indeed we shall not, rest on our laurels. Ours is the task to educate our brothers and to perpetuate our union. Ours is the duty to take each other's welfare to heart and to provide the means to ease the burden of seasonal employment, discharge, or misfortune. Ours is the mission to reduce the hours of labor in step with technology and scientific advancements.

We, as organized workers, shall speak to management through our democratically elected representatives, with confidence in the abilities of both parties to establish a harmonious and mutually satisfactory employer-employee relationship. We do not ask of management what is properly in the sphere of management. Each worker's contribution is the skill of his hands, the wealth of his mind, and the health of his body. All we seek is to have a voice in the decisions that affect our welfare so that we can remain useful members of our society and this glorious country, the United States of America.

ARTICLE 1: **NAME**

The name of the local union shall be Local Union No. 1216 of the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America; and shall herein after be referred to as Local 1216 or the local union.

ARTICLE 2: **HEADQUARTERS**

The headquarters of Local 1216 shall be located at 3211 Bardshar Rd., Sandusky, Ohio 44870; or such other location as may be designated by the membership of the local union, from such time to time.

ARTICLE 3: **JURISDICTION**

The jurisdiction of Local 1216 shall extend to, and include, all eligible members who are included or hourly employees of the Ventra Sandusky, LLC in the plants in Sandusky and Bellevue, Ohio.

ARTICLE 4: **MEMBERSHIP**

Section 1. Local 1216 shall be composed of workers who are eligible for membership in the local union as provided in the International Constitution and placed within its jurisdiction.

Section 2. New employees who become eligible for membership shall present themselves for obligation and initiation at a membership meeting no later than the third membership meeting following the date of hire into the plant; provided that they are at the time actively employed in the plant bargaining unit.

Section 3. No employee, otherwise eligible for membership, shall be denied membership in Local 1216 because of race, creed, color, country of national origin, sex, religion, and/or political affiliation as defined in the International Constitution.

ARTICLE 5: DUTIES OF LOCAL UNION MEMBERS

Section 1. It shall be the duty of each member to conscientiously seek to understand and love by the intent and purpose of his obligation as a member of the International Union and his local union.

Section 2. It shall be the duty of each member to render aid and assistance to their members in cases of illness, death, or distress; and in every way acquit themselves as loyal and devoted members of the union.

Section 3. It shall be the duty of each member to participate in all local, state, and federal elections through registration and voting.

ARTICLE 6: OFFICERS OF LOCAL 1216

Section 1. There shall be the following executive officers of Local 1216: President/Chairman, Vice-President/Chairman, Recording Secretary, Financial Secretary-Treasurer, three (3) Trustees, Sergeant-at-Arms, and Guide.

Section 2. The local union officers shall function as prescribed in the International Constitution and these By-laws. They shall exercise all powers and perform all duties herein delegated to them by these By-laws.

ARTICLE 7: PRESIDENT/CHAIRMAN

Section 1. The President/Chairman shall preside at all local union membership meetings and at all meetings of the local union executive board.

Section 2. He shall appoint, with the approval of the membership, the standing committees that are outlined in the pertinent articles of the International Constitution. He shall appoint special and/or ad-hoc committees that may become necessary from time to time.

- Section 3. He shall appoint, subject to the approval of the local union executive board, special committees or delegates to attend classes, schools, or conferences when deemed necessary to facilitate the activities of the local union.
- Section 4. He shall report any major decision, such as possible strike action or matters of great controversy, to the local union executive board. The board shall accept or reject such decision and/or action, subject to the approval of the membership. The President/Chairman may appeal to the membership any decision rendered by the executive board.
- Section 5. The President/Chairman shall be responsible to the local union membership for the administration of the affairs of the local union in accordance with the International Constitution and these by-laws.
- Section 6. He shall counter-sign all drafts, checks, notes, orders, or other instruments or undertaking for the payment of money from the local union treasury. Said counter signature shall be in the proper form attachments or vouchers stating the purpose and the amount of the draft or note, and include all other pertinent financial data.
- Section 7. He shall be bonded in the amount to be determined in accordance with Article 12 of the International Constitution.
- Section 8. As a result of the local union general elections, the President/Chairman shall be a fraternal or special delegate to all-regular and special conventions or conferences for the length of his term in office.
- Section 9. The President/Chairman shall be responsible for the daily activity of all committee persons and stewards.
- Section 10. He shall be responsible for the administration of the collective bargaining agreements through all steps of those agreements.
- Section 11. The President/Chairman shall be elected from either group of workers and he must receive a majority of the vote cast to be declared a winner of this office.
- Section 12. He shall also perform such other duties as may be assigned to him by the International Constitution and these by-laws.

ARTICLE 8: VICE-PRESIDENT/CHAIRMAN

- Section 1. The Vice-President/Chairman shall assist the president in the discharge of his duties and shall perform the duties of the president in case of the president's absence, death, incapacity, removal, or resignation from office. He shall attend all local union meetings unless otherwise excused for good cause.
- Section 2. The Vice-President/Chairman shall perform such duties as may properly be assigned to him.

ARTICLE 9: RECORDING SECRETARY

- Section 1. The recording secretary shall keep an accurate record (minutes) of the proceedings of both the executive board and regular membership meetings, as well as any special meetings called for the purpose of conducting local union business. He shall maintain copies of said records on file in the principal office of the local union.
- Section 2. The recording secretary shall be responsible for giving notice to the membership of elections, meetings, or other activities involving the local union in compliance with the International Constitution and the by-laws.
- Section 3. He shall see that all information, motions, and/or communications that are properly adopted, passed, or referred by action of the above meetings are communicated or referred to the proper persons or committees for action.
- Section 4. In the event that a previously scheduled meeting of any nature, for which proper notification was given, is called off, cancelled, or rescheduled, it shall be the duty of the recording secretary to give at least forty eight (48) hours of notice to the membership stating the reason(s) for, and an explanation of, such postponement or cancellation.
- Section 5. He shall be authorized two (2) days lost time per month to conduct duties as outlined in the International Constitution.
- Section 6. He shall perform such other duties as are prescribed by the International Constitution or these by-laws.

ARTICLE 10: FINANCIAL SECRETARY-TREASURER

- Section 1. The duties of the financial secretary-treasurer shall be those prescribed in the International Constitution and these by-laws. He shall perform other duties as may be properly assigned to him by other pertinent authorities or laws.

- Section 2. He shall furnish to the membership, at least once each month, an accurate report of the financial condition of the local union indicating receipts, expenditures, and amounts of money remaining in each and every fund.
- Section 3. He shall sign all checks, drafts, notes, orders, or other instruments for the payment of money.
- Section 4. He shall disperse local union funds only upon receipt of a proper form signed by the President/Chairman, recording secretary, and one trustee. Said form shall state the amount of, and reason for, the expenditure.
- Section 5. He shall be an advisory member of any local union committee having local union funds at their disposal.
- Section 6. The financial secretary-treasurer shall be bonded in an amount to be determined in accordance with Article 12 of the International Constitution.
- Section 7. He shall post in the office of the local union, in a conspicuous place, the monthly financial report.

ARTICLE 11: **TRUSTEES**

- Section 1. The trustees shall make, or cause to be made, a semi-annual audit of the local union finances. They shall report the results of their audit, or cause the results of the audit to be reported to the membership.
- Section 2. They shall perform those duties prescribed in the International Constitution and these by-laws. In addition, the trustees shall safeguard the property of the local union and at all times strive to protect the integrity of this local union and the international union.
- Section 3. They shall make an annual inspection of the real estate and buildings owned by the local union. They shall report to the membership on the condition of the property and make such recommendations as are necessary to maintain the property and protect the investment of the local union. This annual inspection shall be made in the month of September and the report shall be given at the next regularly scheduled monthly meeting.
- Section 4. One (1) trustee shall be authorized to sign all drafts, checks, and other instruments for the local union during incapacitation of the financial secretary-treasurer.
- Section 5. They shall set up and prepare for meetings that are called by proper authority. They shall also clean up and tear down as necessary when said meetings are completed.

Section 6. The trustee chair will maintain a set of keys to the Local Union property.

ARTICLE 12: SERGEANT-AT-ARMS

It shall be the duty of the sergeant-at-arms to maintain order, satisfy himself that all present are entitled to remain in the meetings of the local union, punch each member's card, and to perform such other duties as may be properly assigned to him by the International Constitution and these by-laws.

ARTICLE 13: GUIDE

It shall be the duty of the guide to introduce all new members and visitors to the local union meetings. He shall assist the president in preserving order when requested to do so. He shall perform such other duties as may be properly assigned to him by the International Constitution and these by-laws.

ARTICLE 14: BUILDING CHAIRPERSON – Position combined with President refer to article 7.

ARTICLE 15: RESPONSIBILITIES OF OFFICERS

Section 1. General: The following sections enumerate the additional attendance and voting requirements of all officers, committee persons, stewards, members of standing and special committees, and all other local union representatives.

Section 2. It shall be compulsory for all representatives of Local 1216 to attend two (2) out of every three (3) consecutive meetings that are called by proper authority. Proper authority shall accept legitimate excuses. Meetings are to be interpreted as all official meetings called or scheduled for the purposes of conducting union business. Upon late arrival to a meeting (general or special), all representatives must report to the recording secretary immediately to be checked off on the roll call of officers.

Section 3. Should a controversy arise as to the legitimacy of any absence, such controversy shall be decided by a vote by the membership at a regular membership meeting.

Section 4. Failure to comply with Section 2 of this Article will mean automatic suspension from office.

Section 5. The suspended local union officer or representative shall have the right to appeal his suspension to a higher body in accordance with the appeals procedures set forth in the International Constitution. Such local

representative shall appeal, in the first instance, his case to the local union membership.

- Section 6. If the membership of the local union upholds the suspension, the suspended local union representative shall automatically be removed as a local union representative. He shall not be eligible to run for the union position from which he was removed for the remainder of the term of the union position.
- Section 7. The removed local union officer or representative shall have recourse to appellant procedures outlined in the International Constitution and these local union by-laws to appeal his removal from office.
- Section 8. All local union officers and representatives shall, from the date of their election be required to register and vote for the election of civil officers in the area in which their homes are located. They shall vote in all elections provided they are eligible under the laws of their voting jurisdiction and that it is physically possible to do so. Violation of this section shall subject the person charged to discipline in accordance with the procedure provided in the International Constitution.
- Section 9. The term local union representative as used in this section shall mean and include any member of Local 1216 serving the local union in any elected or appointed capacity.
- Section 10. It shall be the duty of the recording secretary to advise the membership of any infraction of the pertinent laws, rules, and regulations governing attendance.

ARTICLE 16: INSTALLATION CEREMONY

- Section 1. The installation ceremony of the newly elected officers, committee persons, and stewards may be performed by the retiring president, any regular commissioned international representative or by an international officer or board member.
- Section 2. The guide shall present the officers-elect for installation as the recording secretary calls their names.

ARTICLE 17: DUES AND INITIATION FEES

- Section 1. Both the initiation fee and the reinstatement fee shall be twenty dollars (\$20.00) and shall be apportioned as prescribed in the International Constitution.

- Section 2. Both the initiation fee and the reinstatement fee shall be uniformly applied to everyone eligible for membership in Local 1216.
- Section 3. The dues for continued membership shall be set forth in the International Constitution or as hereafter established by convention action as a requirement for continued membership. In addition, such amounts as the local union may levy may be added, provided that such levy is in conformity with the pertinent articles of the International Constitution.

ARTICLE 18: DIVISION OF POWERS

- Section 1. The local union shall be governed by its membership. Therefore, the highest tribunal shall be the local union membership.
- Section 2. Between local membership meetings the highest authority shall be the local union executive board.
- Section 3. Between meetings of the executive board the administrative authority of the local union shall be vested in the president.
- Section 4. The president shall be responsible to the executive board for the administration of the local union between executive board meetings. On all matters of major importance, the president shall act in conjunction with all of the executive officers of the local union. He shall report his actions to the executive board for its approval.

ARTICLE 19: THE LOCAL UNION EXECUTIVE BOARD

- Section 1. The local union executive officers and the elected retiree member will constitute the local union executive board.
- Section 2. The duties of the executive board shall be those as provided for in Article 40 of the International Constitution and in these local union by-laws.
- Section 3. The executive board will meet whenever necessary, but in any case at least once per month.
- Section 4. The board shall make plans and recommendations for carrying out the work of Local 1216 for membership approval.
- Section 5. Requests for donations shall be limited to the amount recommended by the executive board. All requests for donations shall be made in writing to the board.
- Section 6. Any matter dealing with salaries, wages, or expense may be originated by: 1) the local union President/Chairman, 2) the local union executive board;

3) by motion or resolution to the executive board by a member; and/or 4) by a motion or resolution submitted to the board by any member of the local union. In any case, all of said motions are to be submitted to the by-laws committee for review and approved by membership.

Section 7. The executive board shall have the power to direct payment of all bills and expenses of the local union. In cases of emergency, the board shall make necessary expenditures to operate the local union. All expenditures made by the board shall be itemized and reported to the membership at the next regular membership meeting following such expenditure.

Section 8. A special meeting of the executive board will be called when a majority of the board members petition for a meeting.

Section 9. Any member who desires to make an appeal to the executive board, or appear before the board for other reasons, shall submit a written request for an appointment. All appeals to the board will be in writing.

Section 10. A record of all actions, decisions, and recommendations of the board shall be maintained at the principal office of the local union. Any member of the local union in good standing may examine said records.

Section 11. A majority of the Local Union executive board shall constitute a quorum.

ARTICLE 20: CONVENTIONS, CONFERENCES, AND SUB-COUNCILS

Section 1. Local 1216 shall participate in the convention of the international union.

Section 2. Delegates to the international convention shall be nominated and elected in conformance with Article 8 of the International Constitution.

- A. Delegates to the convention shall be elected by secret ballot.
- B. The number of delegates to be elected will be in accordance with Article 8 of the International Constitution and the official call to said conventions.
- C. After the local union has received the call to the international convention, and the membership has been notified of said call; the nomination of delegates to the convention shall take place at a regular membership meeting or at a special meeting called for that purpose.
- D. At least seven (7) days shall elapse between the time of nomination and the date of the election. The membership shall be duly notified at least seven (7) days in advance of the date, time, and place of said election and the hours the polls will be open.
- E. The elections will be by secret ballot and the polls will be open a sufficient number of hours to allow eligible voters to cast their ballots in the same manner as triennial elections.

- Section 3. The election of delegates to a special convention or conference called by the international union, should an election be necessary, shall follow the above procedures unless otherwise set forth by the International Constitution, the call to said convention or conference, or these by-laws.
- Section 4. Delegates to all other conferences, conventions, councils and sub-councils not yet mentioned in this article, but not limited to, shall be selected by the president/chairman in accordance to a call letter.
- Section 5. The president, vice-president, recording secretary, and financial secretary-treasurer will serve as delegates to the Ohio State UAW Community Action Program Council (CAP) as a result of election to their offices in the last triennial election, in accordance with the International Constitution.
- Section 6. As a result of the local union triennial elections, the President/Chairman shall be a special delegate to all regular and special UAW conventions and conferences for the length of his term in office.
- Section 7. In the event the President/Chairman is unable to attend meetings to which they are delegates or invited guests, they shall designate a replacement, as necessary, to represent them and the local union.

ARTICLE 21: **ELECTION PROCEDURES**

- Section 1. General:
- A. Election of officers, committee persons, stewards, and delegates to the international convention shall be by secret ballot. The secret ballot may be used at any other election should a majority of the members present vote to do so.
 - B. Prior to any election of local union executive officers, prior notice shall be given as provided in Article 38 of the International Constitution and these by-laws.
 - C. It shall be the duty of the election committee to place on the ballot the titles of the different offices to be held by the candidates elected to the offices of President/Chairman and building committee persons. Said titles shall clearly indicate that the person elected to these offices will also serve as members of the bargaining committee, as provided in Article 30, Section 3, of these by-laws.
 - D. No member shall be permitted to run for nor hold more than (1) of the following offices: 1) President/Chairman, 2) Vice-President/Chairman, 3) recording secretary, 4) financial secretary-treasurer, 5) trustee, 6) sergeant-at-arms, 7) guide, 8) building committee person, 9) building steward.
 - E. The local union officers that are to be elected every three (3) years are: 1) President/Chairman, 2) Vice-President/Chairman, 3) recording secretary, 4) financial secretary-treasurer, 5) three (3) trustees, 6) sergeant-at-arms, 7) guide, 8) building committee persons, 9) building stewards. Said

officers shall remain in office until their successors are duly elected and properly installed in office. The term of office shall begin immediately upon installation. Said installation shall be held at the first regular local union meeting after the election has been completed, approved, and certified.

- F. No sticker or write in candidate shall be allowed.
- G. All candidates for local union executive office and the retiree chapter president must receive a majority of the votes cast before being declared elected. Candidates for all other elected positions shall be elected by the highest number of votes cast for that office (a plurality).
- H. If candidates running for executive office – except trustees – do not receive a majority of the votes cast on the first ballot, the two candidates receiving the highest number of votes cast shall be placed on the final ballot in the run-off election. Said run-off election will be held not later than thirty-five (35) days from the date of the primary election.
- I. In the case of trustees, the candidate(s) that receive a majority of votes on the first ballot will be declared elected. Any remaining positions will be filled by a run-off election between the candidates receiving the highest number of votes for the offices remaining.
- J. All elections shall be held no later than thirty-five (35) days, inclusive, from the date set for the deadline of acceptance of nominations by the election committee.

Section 2. Vacancy in Office:

- A. In the event a vacancy occurs in the office of President/Chairman for any reason, the Vice-President shall automatically move into that office.
- B. When the office of President/Chairman has been permanently vacated by reasons set forth above, and the office of the Vice-President/Chairman vacated thereby, the office of Vice-President/Chairman shall be filled by an election by secret ballot. Said election will take place within thirty (35) days from the date that the permanent vacancy occurred. If a permanent vacancy occurs in the office of Vice-President/Chairman, or of any executive office except president, such vacancy will be filled by a secret ballot election. Said election shall be held not later than thirty-five (35) days from the date that the permanent vacancy was declared, subject to the provisions of Section 1 of this Article.
- C. In any case, the officer elected to fill such vacancy shall hold office only for the unexpired term of that office.
- D. When an election to fill the vacancy in an office is held, the membership shall be given fifteen (15) days advanced notice.

- Section 3. Local Union officers, committee persons, and stewards:
- A. All local union officers, building committee persons, and stewards shall be elected from the eligible membership of Local 1216. Nominations for all officers, committee persons, and stewards shall be made at the same meeting, or all eligible members may be declared nominated by the membership. Nominations will be made at the regular April meeting or at a special meeting in the last week in April or the first week in May.
 - B. The election for local union officers, building committee persons, and stewards shall take place at the same time.
 - C. All candidates accepting nomination may do so at the nomination meeting at the time of the nomination; or they must submit their acceptance in writing, by registered mail, or by other receipted letter to the recording secretary and/or chairman of the election committee within seven (7) days from the date of nomination.
 - D. No member can be nominated for a local union executive office, building committee person, or steward unless he has been in continuous good standing in the local union for a period of one (1) year immediately preceding such nomination.

ARTICLE 22: BUILDING COMMITTEE AND STEWARDS

Section 1. The number of committee persons actually working full time in the plant will be determined by the appropriate articles and sections of the working agreement with the company.

Section 2: Number of committee persons serving full time:

- A. The number of committee persons selected to serve full-time are listed here by group and in the order of the number of votes garnered in the last triennial election. Said committee persons will be taken from the group of skilled trades and the group of production workers in numerical order beginning with the committee person receiving the highest number of votes in each group as follows:

*President/Chairman	Bargaining Committee, Chair
1. Building	Bargaining Committee
2. Building	Bargaining Committee
3. Building	Bargaining Committee

- 1. As the number of serving committee persons increases as provided in the working agreements, they shall automatically come from the proper group of elected committee persons in order of election votes. The representation districts in the plant will be realigned as needed by the building President/Chairman.
- 2. As the numbers of committee persons are decreased, they will be removed in reverse order beginning with the committee person who received the lowest number of votes. The representation

districts in the plant will be realigned as needed by the building President/Chairman.

B. Committee or Steward Vacancy:

1. In the event of a vacancy in the committee or steward structure, the next highest vote recipient will automatically move up to fill said vacancy in accordance with paragraph D, above.
2. In the event that a regular committee person or steward is absent from his job due to vacation, union business, or short term personal leave or illness, his vacancy will be filled in accordance with this paragraph in 1, above. However, if the President/Chairman deems such a short term filling of a vacancy to be impractical, he shall appoint another committee person or steward out of the line with the order stated in paragraph D, above, or fill the vacancy by other means. In any event, the committee person or steward who was absent will automatically return to his committee job or steward position when he returns to work and his replacement will be reduced in accordance with paragraph E, above.

C. The committee persons shall have shift preference in line with their seniority in the bargaining unit.

D. Stewards:

1. There shall be one (1) production steward for the afternoon shift, one (1) production steward for the midnight shift, one (1) skilled trades steward, and one (1) Bellevue facility steward. Stewards will be working members who will be utilized on an as-needed basis.
2. No member on any shift other than afternoon shift is permitted to run for, be nominated for, or be elected to the afternoon shift production steward. No member on any shift other than midnight shift is permitted to run for, be nominated for, or be elected to the midnight shift production steward. Production stewards shall be elected only by production members.
3. The skilled trades steward shall only be held by a skilled trades journeyman. An apprentice or production member is not permitted to run for, be nominated for, or be elected as the skilled trades steward. Skilled trades stewards shall be elected only by skilled trades members.
4. The Bellevue facility steward shall only be held by a member that works at the Bellevue facility. No Sandusky facility member is permitted to run for, be nominated for, or be elected as the Bellevue facility steward. The Bellevue facility steward shall be elected by only members who work at the Bellevue facility.

ARTICLE 23: THE ELECTION COMMITTEE

Section 1. General:

- A. An election committee of seven (7) members shall be elected from and by the membership no later than the month of April in the years of the local union triennial elections. They shall serve for a period of three (3) years. The chairperson of the election committee shall be elected by a majority vote of the newly elected committee. Additionally, five (5) local union members shall be elected as alternate members of the election committee at the same meeting as the regular members. These members shall be elected as alternates only and shall serve in the place of the regular members as vacancies open in the order in which they received the highest number of votes. The chairperson shall conduct and supervise all elections, or series of elections, held in the election of local union officers, committee persons, stewards, delegates, or a referendum election. The committee shall establish rules governing the conduct of the elections. Said rules shall not be inconsistent with the International Constitution or these by-laws. Such rules shall be posted on all official bulletin boards at least five (5) days prior to an election and at the polling place during the balloting.
- B. No candidate shall serve on the election committee supervising an election in which he is a candidate, nor shall he act as an observer or a challenger in an election in which he appears on the ballot.
- C. The election committee shall certify the results of the election to the recording secretary and shall report the results of said elections to the membership. They shall adopt such safeguards as are necessary to ensure a fair election.
- D. The polls in all elections shall be open from one (1) hour prior to the earliest start time of the number two (2) shift to 6:00 PM.

Section 2. Election committee time and expenses:

- A. Each member of the election committee shall receive actual lost time from work plus a meal allowance of eighteen (\$18.00) dollars for each full time or partial [greater than (5) hours] day spent. This shall constitute the full and complete financial responsibility of the local union to the election committee for work performed in conjunction with the election.
- B. Notwithstanding paragraph A, above, the chairperson of the election committee shall be allowed eight (8) hours lost time, plus the meal allowance, prior to the election to make such preparations as are necessary to conduct the election.
- C. Should a runoff election be necessary, the chairperson plus three (3) members of the election committee, who shall be chosen by drawing lots, shall conduct and certify the results of the election. They shall be paid lost time and a meal allowance of eighteen (\$18.00) dollars as stated in paragraph D, above. At the close of the polls if the voting is of such a

number as to warrant additional help, the chairperson will be allowed to call in no more than three (3) additional members of the election committee. Each of the additional members will be paid eight (8) hours of lost time, plus the meal allowance.

- D. In the event of the incapacitation of the chairperson, the remaining committee members shall select another chairperson from among themselves.

ARTICLE 24: LOCAL UNION OFFICER WAGES AND EXPENSES

Section 1. President/Chairman

- A. He shall be paid in addition to his wages the sum of fifty dollars (\$50.00) weekly for all local area expenses.
- B. He shall be paid weekly.
- C. In accordance with the National Agreement Letter of Understanding, dated July 1, 2012, the President/Chairman shall be paid forty (40) hours of straight time pay as his classification rate and all benefits by the company.

Section 2. Vice-President/Chairman

- A. When he is serving as the president, he shall be paid in addition to his wages the sum of ten dollars (\$10.00) daily for all local expenses.
- B. He shall be paid weekly.

Section 3. Recording Secretary:

- A. He shall be paid one hundred dollars (\$100.00) per month for all local area expenses.
- B. He shall be paid monthly.

Section 4. Financial Secretary-Treasurer:

- A. Salary, benefits, and other compensation paid by the local union:
 - 1. His salary shall be equivalent to the hourly rate he would receive on his last held regular job classification under the working agreement. In addition, he will receive all cost-of-living (COLA) adjustments, attendance bonuses, holiday pay, vacation entitlements, and profit sharing wages based on the same percentages as the working agreement percentages had he been working in the plant.
 - 2. He will receive all other wages and benefits to which he would otherwise be entitled under the current and future working agreements had he been working in the plant. This is to include health care plan opt out supplement (if eligible), 401(K) match,

and pension benefit plan using the same calculations and percentages used under the working agreement.

3. He shall be able to receive his vacation pay in lieu of taking vacation time off his job.
 4. He shall have the same rights for promotion, for pay purposes only, that our elected or appointed committee persons have under the working agreement.
 5. He shall be paid a total of forty (40) hours of straight time wages. Said work week is the same as all of our members under the working agreement, that is, Monday to Sunday.
 6. He shall receive, in addition to his salary, such fringe benefits as medical, surgical, and health insurance for him and his family; sickness, accident, and life insurance, for him and his family; and he shall automatically receive all future increases in said benefits for him and his family.
- B. He shall be paid in addition to his salary the sum of fifty dollars (\$50.00) weekly for all local personal expenses.
- C. He shall be paid all wages and expenses weekly. The local union shall remit to the company all necessary moneys for his benefits, including retirement, as stated above in accordance with all pertinent agreements.
- D. The above constitutes full compensation paid by the local union to the financial secretary-treasurer for his full time elected position.

ARTICLE 25: DELEGATE AND MEMBER WAGES AND EXPENSES:

Section 1. Lost time wages:

- A. Lost time: Any member of the local union, or officer not serving full-time, performing services for the local union on the authority of the general membership, the executive board, or the president, shall be compensated for the time he loses from the shop [not to exceed eight (8) hours per day]. Said pay shall be for all earnings lost.
- B. Expenses:
1. Members shall be allowed eighteen dollars (\$18.00) per day for meals while serving locally provided they serve for five (5) hours per day and no overnight stay is involved. Said daily meal allowance shall not be paid in addition to daily expense paid for non-local travel meals and expenses. Further, if required travel is less than one hundred (100) miles, expense moneys can only be paid for actual expense incurred in compliance Section 2, paragraph B, 2, below. In accordance with international executive board policy, any local travel that exceeds one hundred (100) miles, where overnight stay is not required, a per diem allowance

in accordance with said policy will be paid [current daily per diem is eighteen dollars (18.00)].

2. Said members shall be compensated for all actual lost time from work at the same hourly rate they would have been paid under the working agreement, to include shift premium, had they been working in the plant. In addition, no one can claim lost time for the same hours they were paid in the plant; and in no case can anyone claim lost time for overtime not worked.
3. Members of the retiree chapter serving on union business shall receive the same meal allowance and expense moneys as provided to active employees as stated in paragraph B, 1, above. Said retirees shall not receive wages.

Section 2. Transportation and expenses: Any member of the local union, on the authority of the president, the executive board and/or the membership, shall be allowed transportation (by the shortest route), hotel, and incidental expenses as follows:

- A. Within the Sandusky area: Actual transportation expenses shall not exceed the applicable rate per mile allowed by the international executive board policy. Any additional expense money paid will be in accordance with paragraph B, 2, below. Said expenses shall not include officers covered in sections 1, 2, 3, and 4 of Article 24 who receive an expense allowance.
- B. Outside the Sandusky area:
 1. Actual transportation cost if by rail, or air coach, or the mileage rate allowed by international executive board policy if by auto, whichever is less, shall constitute the basic transportation expense. If two (2) or more members share the same personal vehicle, only the driver of the vehicle shall be paid the mileage expense.
 2. Additional expense money shall be paid for actual expenses incurred in the proper performance of union business. Said expenses paid shall be paid for parking only, registration fees, taxis to and from the airport and union business sights, tolls, and union business related telephone calls. A proper itemized receipt must accompany claims for additional expense money.
 3. Overnight hotel expenses shall be single room occupancy rate, or one-half of a double room rate if shared with another member, at or near the union business site. Said hotel expenses shall also be paid as above during required personal vehicle travel in accordance with paragraph B, 2, above.
 4. In addition, when staying overnight, members shall be paid a per diem allowance equal to that of international representatives as provided by international executive board policy [current daily per

diem is forty-six dollars (\$46.00) with twenty dollars (\$20.00) on the day of return].

5. When no overnight stay is involved and the required travel is greater than one hundred (100) miles, the rate shall be the rate established by international executive board policy [current daily per diem is eighteen dollars (\$18.00)].
6. Members of the retiree chapter traveling overnight on union business shall receive the same per diem as stated above.
7. Further, when members attend a union business activity where meals are provided (such as Black Lake) the daily expense allowance shall be eight dollars (\$8.00).

C. Expenses for delegates to the International Constitution Convention, or any convention or conference, skilled trade conferences, or any other official conference convened by the local or international union will be the same as in paragraphs A and B, above. Said expenses shall also include delegates of the retiree chapter.

D. Delegates that must travel outside of the Sandusky area and desire to use their own personal vehicles, or those riding as passengers in such vehicles, shall do so at their own risk with no liability to the local union nor the international union.

1. Said delegates will be allowed the equivalent of the least costly rate of the lowest available rail or coach airfare, or the mileage allowance as stated in international executive policy, whichever is less.
2. If two or more members share the same vehicle, only the driver of the vehicle will receive the mileage expense.
3. Out of area travel by personal vehicle to the extent of local union cost on lost time wages and expenses shall be allowed on distances traveled of only one (1) day traveling to and one (1) day returning from a designated union business sight.
4. Said lost time and expense rules will not apply when vehicle travel is required to transport needed personnel or materials to the union business sight. In such cases lost time wages and all expenses will be paid in accordance with the provisions of this Article.

ARTICLE 26: FINANCES:

Section 1. Membership dues may be increased by the membership in case of an emergency, or when monies from current dues and initiation fees are inadequate to finance the necessary expenses.

Section 2. All increases in dues shall be subject to the approval of the regional director, in accordance with the International Constitution. Said approval must be obtained before any increase in dues is levied.

Section 3. If, in the judgment of the executive board, it is deemed necessary to increase dues, such increases shall be subject to approval of the membership at least seven (7) days before a vote is taken on the matter.

Section 4. The fiscal year of Local 1216 shall be in accordance with the dates specified in the International Constitution.

ARTICLE 27: TRIALS, COMPLAINTS, AND APPEALS:

Section 1. Charges against members, and trials of such members, shall be in conformance with Article 31 of the International Constitution.

Section 2. The trial board shall record the minutes of its meetings and proceedings. These minutes shall constitute the official record of the trial board.

Section 3. Any member shall have the right of appeal. Said appeal shall be made and processed in accordance with Article 33 of the International Constitution.

Section 4. Any member having a complaint that he has not been properly represented shall first submit such complaint to the building chairperson. If the member does not receive satisfactory disposition from the chairperson within five (5) business days, he shall then reduce the complaint to writing and present a copy to the recording secretary within ten (10) days from the date the disposition of the chairperson was due. It shall then be the duty of the recording secretary to report the complaint to the membership at the next regularly scheduled membership meeting.

Section 5. If the executive board is acting for the membership, the executive board shall disposition the complaint. In any event, the complaint shall be acted upon not later than thirty-five (35) days from the date the recording secretary received the written notice of said complaint.

Section 6. The member making the complaint shall be afforded an opportunity to present his case to the membership and/or the executive board. The member shall be advised, in writing, as to the final disposition of the membership or the executive board.

Section 7. Any member failing to receive a satisfactory disposition of his complaint from the membership or the executive board may then resort to the provision of Article 33 of the International Constitution.

Section 8. Recall of a committee person or steward:

A. The recall of a committee person or steward shall be in accordance with Article 45 of the International Constitution.

B. The petition for recall shall require the signatures of fifty percent (50%) of the members the committee person or steward represent.

- C. The quorum necessary for any recall meeting shall be fifty (50%) of the members that the committee person or steward represent. A recall requires two-thirds vote of the body present at the meeting to properly recall.

ARTICLE 28: SUBVERSIVE ACTION

- Section 1. No person shall be eligible to hold any elected or appointed position in the local union if he is a member of any organization that is declared illegal by the government of the United States of America through constitutional procedures.
- Section 2. No member shall be eligible to hold any elected or appointed position in the local union if he is a member of, or is subservient to, any political organization, such as communist, fascist, or Nazi organization, which owes its allegiance to any government other than the United States.
- Section 3. No member shall be eligible to hold any elected or appointed position in the local union if he is affirmatively engaged in the promotion, implementation, furtherance, or support of organized in-plant rackets, such as numbers, book making, etc.
- Section 4. The acceptance of an elected or appointed position or office, or the nomination to an elected position or in office, by any member who is ineligible under the above sections of the Article is an offense against the local union punishable by a penalty up to, and including expulsion.
- Section 5. No member shall be eligible to hold or seek any elected or appointed position in the local union if he is affirmatively engaged in the promotion, implementation, furtherance, or support of any other union or collective bargaining group with the purpose or intent of supplanting the international union, or any subordinate body thereof, as the recognized collective bargaining agent.
- Section 6. Violation of Section 5 of this Article is an offense against the union and shall be punishable in accordance with Article 10 of the International Constitution.

ARTICLE 29: TRANSFER AND WITHDRAWALS:

The issuance and acceptance, and all matters related to the issuance and acceptance, of honorable withdrawal transfer card shall be governed by the provision of Article 17 of the International Constitution.

ARTICLE 30: CONTRACTS AND NEGOTIATIONS

- Section 1. Negotiations and approval contracts shall at all times conform to the provisions of Article 13 and 19 of the International Constitution.
- Section 2. All strikes shall be called or terminated only in strict conformance with Articles 12 and 50 of the International Constitution.
- Section 3. The bargaining committee of Local 1216 shall consist of the building President/Chairman, the three (3) building committee persons receiving the highest number of votes in the last triennial election, and the skilled trades steward.

ARTICLE 31: GENERAL MEMBERSHIP MEETINGS:

- Section 1. Regular membership meetings shall be held on the second Sunday of each month. When conditions warrant, the membership may change the time and place of the regular membership meeting without the necessity of complying with the amendment procedure of these by-laws.
- Section 2. Twenty (20) members present shall be necessary to constitute a quorum for all regular and special meetings.
- Section 3. Special membership meetings may be called when deemed necessary by petition from the membership or the executive board. The membership shall be notified in a manner determined by the membership or the executive board. No other business shall be transacted but the business stated in the notice of said special meeting.
- Section 4. An education meeting shall be held once per month and be conducted by the education committee. Said meeting is strictly an education meeting and shall not have the power to legislate or set policy for the local union. However, it shall have the power to recommend changes in local union policy.
- Section 5. The rules governing the conduct of membership meetings, and the order of business therein shall be in accordance with these by-laws and Article 42 of the International Constitution.
- Section 6. No membership meeting shall last more than two (2) hours except with the consent of a two-thirds (2/3) vote of the attending membership.
- Section 7. All members prior to entering a meeting shall sign an attendance roster which shall be kept as a Local Union record and becomes a part of the approved minutes of that meeting.

ARTICLE 32: **GENERAL:**

- Section 1. In all places within these by-laws in which reference is made to the masculine, it shall also be deemed to include the feminine.
- Section 2. The International Constitution shall be the controlling legal document under which Local 1216 will conduct its business. These by-laws shall be in all respects subordinate to said constitution in all applications and interpretations thereof.
- Section 3. Local 1216 shall have the standing committees outlined in Article 44 of the International Constitution, as well as any other standing committees deemed necessary by the membership.
- Section 4. 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 approve by the local union executive board.
- Section 5. “Full-time” officers and bargaining committee shall be allowed seven (7) official UAW Local 1216 **garments each rolling twelve (12) months during their elected term.** This includes the President/Chairman, financial secretary/treasurer, and full time building committee members. Officers and building committee members who are not considered “full-time” shall be allowed three (3) official UAW Local 1216 **garments** for each three (3) year term. This includes the Vice-President/Chairman, recording secretary, three (3) trustees, sergeant-at-arms, guide, retiree chapter President, and the first three (3) alternate building committee members.
- Section 6. No alcoholic beverages will be served or allowed in the hall before or during any meetings (general or special).
- Section 7. No regular or special membership meeting, Executive Board meeting, committee meeting, or any other meeting called by special authority, shall be live-streamed, audio and/or video recorded or otherwise broadcast in any manner, without written permission from the local union Executive Board.**

ARTICLE 33: **CHANGES AND AMENDMENTS:**

- Section 1. These by-laws shall be amended, altered, or revised only in conformance with the procedures set forth in this Article.
- Section 2. A written resolution or motion shall be presented and read at a regular membership meeting. It must be seconded.
- Section 3. The resolution or motion shall then be referred to the by-laws committee.

- Section 4. At the next regularly scheduled membership meeting, the by-laws committee, after having reviewed all pertinent documents, shall make a recommendation to the membership. Said recommendation shall advise the membership whether to accept, reject, or leave at the membership's discretion the passage of said by-laws change or changes. After the by-laws committee report and recommendations, a vote shall be taken on the adoption or rejection of the proposed changes.
- Section 5. Adoption shall require a two thirds (2/3) majority vote of those present and voting.

ARTICLE 34: RETIREES

- Section 1. Local 1216 will maintain a Retired Worker Chapter.
- Section 2. The retired members of the local union chapter shall elect a member to represent them on the local union executive board. Said retiree member shall have a voice and vote in the executive board. The election of such retiree board member shall be pursuant to Article 38 of the International Constitution.
- Section 3. The local union President/Chairman, or his designee, shall be a member of the governing board of the retired worker chapter with a voice and a vote.
- Section 4. The retired worker chapter shall hold a regular, general membership meeting once per month and shall establish by-laws and rules of conduct that shall not conflict with the policies of the International union, the International Constitution, or these by-laws.

Respectfully submitted by the Local 1216 by-laws committee:

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Sonia McCarty
Thirkee Simmons
Brett Whyde
Josh Brown