

UAW LOCAL 3044 BYLAWS

ARTICLE I NAME

The name of the Local Union shall be 3044, International Union United Automobile, Aerospace and Agricultural Implement Workers of America (UAW). The constitution of this Local Union shall be the International Union, UAW Constitution and these bylaws shall be in all respects subordinate to said constitution and all applications and interpretations thereof.

SECTION 1: As per the actions of the International Union, UAW executive Board meeting of UAW Local 3044 is classified as a local consisting of Skilled Trades and Operations Technicians at Cleveland-Cliffs Rockport Works.

MEMBERSHIP

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

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 issues and personalities upon which the membership must base its 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 International Union, UAW Constitution, bylaws, and other official rules of the Local Union.

A member, in exercising the foregoing rights and privileges, shall not take any irresponsible action which would tend to jeopardize or destroy, or be detrimental to, either the Local or International Unions as organizations, or their free democratic heritage, or which would interfere with the performance by this Local Union as an affiliate of the International Union, UAW.

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 Union, UAW Constitution and additional objectives as established as the policy of the International Union, UAW to maintain free relations with other organizations; to do all in its power to strengthen and promote the labor movement; to cooperate with UAW Regional Board Members, the UAW International Representatives and help promote organizational activities.

ARTICLE II POWERS OF ADMINISTRATION

SECTION 1: The highest authority of the Local Union shall be vested in the General Membership Meeting.

SECTION 2: Between General Membership Meetings, the highest authority shall be the Executive Board of the Local Union, subject to the approval of the General Membership. The Executive Board shall meet at least once a month.

SECTION 3: Between the meetings of the Executive Board, the Administration of the Local Union shall be vested in the President of the Local Union, subject to the approval of the Executive Board and the General Membership.

SECTION 4: The President may, at any time, call a Special Meeting if deemed necessary, or at the request of a majority of the members of the Executive Board.

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SECTION 5: Upon written request of the majority of the Executive Board Members, in matters of urgency, the President shall call a Special Membership Meeting, as said meeting to be called within seven (7) days of request.

ARTICLE III LOCAL UNION OFFICERS

SECTION 1: The Local Union shall have the following Executive Officers: President, Vice President, Recording Secretary, Financial Secretary-Treasurer, three (3) Trustees, Sergeant-At-Arms, and Guide.

The Local Union Executive Board consists of all the Executive Officers,

SECTION 2: The installation of Local Officers and Executive Board Members shall take place at the next Regular Membership Meeting following completion of the election, under the procedure, as provided for by the International Union and the UAW Constitution.

SECTION 3: The President, Vice President, Recording Secretary, Financial Secretary-Treasurer, Trustees, Sergeant-at-Arms, Guide, Skilled Trades Representative, and Stewards will be elected to three (3) year terms.

SECTION 4: The Offices of President and Financial Secretary-Treasurer of the Local Union shall be bonded, as provided by the International Union, UAW Constitution, Article 12, Section 15.

SECTION 5: In the event of a vacancy in the office of President of the Local Union by reason of death, incapacity, resignation, removal or any other reason, the Vice-President will succeed to the presidency. If the Vice President should succeed to the presidency, the Vice Presidency will be filled by a special election, as outlined in Article 3, Section 6 and Article 6, all applicable sections. In the absence or incapacity of the President, the Vice-President shall perform the duties in accordance with Article 40, Section 2 of the International Union, UAW Constitution. The President shall not be considered absent for the purpose of this Section 5 unless he/she declares himself/herself absent.

SECTION 6: A permanent vacancy arising in any Local Union Office other than the Office of President will have the duties of the Office performed by temporarily a Local Union member who is in good standing. The President of the Local Union will select the member and he/she will serve temporarily until the office is filled by an election. All vacancies, except the president will be promptly filled by election in accordance with Article 38 of the International Union, UAW Constitution.

SECTION 7: The membership may recall a steward or committeeperson that represents them for failure to perform the duties of his/her office, as set forth:

1. A valid petition setting forth specific complaints against the elected official for failure to perform the duties of his/her office, shall be signed by not less than twenty-five percent (25%) of the people that he/she represents.
2. The petition shall be presented to the Executive Board, and if determined to be a valid petition, the recall meeting will be held within fourteen (14) days after receiving, to resolve the recall petition.
3. The Elected Officer so complained against shall be notified seven (7) days prior to his/her recall meeting.
4. A quorum of twenty-five percent (25%) of the people, under the jurisdiction of the accused committeeperson or steward, must be present at recall meeting, or there will not be meeting, and the accused committeeperson or steward will be considered not guilty.
5. When the meeting is held, the complaint(s) in the valid petition shall be read to the members present, with the Office being recalled given and the members present ample time and opportunity to discuss such complaints, prior to a vote being taken by the members present on the issue of recall.
6. A two-thirds (2/3) vote of the members present at such special meeting is required to recall a Committeeperson or Steward.

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SECTION 8: Duties of Officers and Executive Board:

President: It shall be the duty of the President to preside at all meetings of the Local Union, sign all orders on the treasury authorized by the Local Union, countersign all checks issued by the Financial Secretary against account of the Local Union, enforce the provisions of the Constitution, and appoint committees. He must comply with Article 40 Section 1 of the Constitution. Standing Committees shall be in accordance with Article 44 of the International Constitution.

Vice President: It shall be the duty of the Vice President to perform all duties of the President, in case of absence of that officer, and to assist in preserving order in the Local Union and attend all sessions of the Local Union.

Recording Secretary: It shall be the duty of the Recording Secretary to record the proceedings of the Local Union in a book kept for that purpose, to read all papers, and perform such other duties as the Local may require. He shall also have custody of the Local Union seal and shall be responsible for any misuse of the same.

Financial Secretary - Treasurer: It shall be the duty of the Financial Secretary and Treasurer to receive and deposit all money belonging to the Local Union in a bank designated by it. He shall sign all checks and have them countersigned by the President and approved by the Trustees. He shall keep regular and correct accounts of all money received and paid by him and report at a designated monthly meeting the balance of cash shown by the last report, amount received, the total of checks issued and authorized, and the balance remaining.

Should it be proven that a Local Union Financial Secretary and Treasurer has failed to report monthly the full membership of the Local Union, as provided for in his report to the International Secretary-Treasurer of the U.A.W. and transmit to him the full amount of the fees and dues, he shall be suspended from all privileges and benefits until the deficiency is made good and shall be liable to the International Union for the full amount unpaid. His books shall be subject, at all times, to audit.

He shall not make said record of active membership list available to anyone except pursuant to the provisions of Article 37, Section 9 of the International Constitution.

Guide: It shall be the duty of the Guide to see that all present, are entitled to remain, check cards, introduce candidates, and attend to visiting members.

Sergeant-at-Arms: Sergeant-at-Arms shall be elected by the Local Union, whose duty it will be to take charge of the door to see that no one enters who is not entitled to be present. Whenever a meeting is declared a closed meeting, he shall not permit any person who is not in good standing to remain. He shall assist the President in preserving order.

Trustees: It shall be the duty of the Trustees to have charge of the hall and all property of the Local Union, audits of the books of the Local semi-annually, and subject to the direction of the Local Union, perform such other duties as may be required.

Skilled Trades Representative: It shall be the duty of the Skilled Trades Representative to address any concerns or grievances with the employer for Skilled Trades members but is not limited to Skilled Trades. Address any lines of demarcation within the unit. Address any Safety or Health concerns with the employer. Attend monthly meetings and answer questions that may arise during such meetings. Communicate training needs to the employer for employees. Informing members of important issues as they arise and communication of resolutions to all Skilled trades employees.

Executive Board: The Executive Board by a majority vote shall advise the course of action of any or all of the Officers, except as otherwise provided.

All decisions of the Executive Board shall be decided by a majority vote of those present.

Two-thirds of the membership of the Executive Board shall constitute a quorum.

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Where a vacancy is created in any office other than that of President of this Local Union, it shall be filled at a special meeting called by for that purpose or at the next meeting, provided that two weeks' notice in advance of the meeting has been given of the vacancy to be filled.

The Local Executive Board shall meet at least once per month and at such times as the Executive Board of the President may determine.

The Executive Board shall use every possible means to organize the unorganized within the jurisdiction of the Local.

Membership: The membership is the highest authority of this Local Union and shall be empowered to take or direct any action consistent with the Constitution or Bylaws. 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 subsequent approval, but the Executive Board may not take action affecting the vital interest of the Local Union without prior membership approval. 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, for the Executive Board subject to subsequent approval of the Executive Board.

Stewards: Stewards shall write and present all grievances on behalf of the affected members.

ARTICLE IV SALARIES, EXPENSES, EXPENDITURES

SECTION 1: Transportation

The actual cost of airfare not to exceed coach fare or mileage expenses same as the International Union, UAW, whichever is more economical. Mileage will be paid at the current rates set forth by the Internal Revenue Service (IRS). Expense for transportation to be paid for the actual mode of transportation used. Mileage expenses can only be paid to the driver of the automobile.

SECTION 2: Delegates sent by the Local Union to conferences, conventions, meetings, etc., which require them being gone a day, but not staying overnight, will be paid a per-diem rate set forth in the International Executive Board Policy if travel is 100 miles or more one way from the local union for expenses.

SECTION 3: If plane passage is used, each delegate, officer, or representative will be reimbursed for actual transportation cost from airport to destination and return trip to airport from destination by cab or likewise, upon submission of a receipt for such expenditure.

SECTION 4: There shall be a travel allowance per day where overnight stay is required and a per-diem on the day of return if travel on day of return is 100 miles or more one way, from the local union paid per day, plus motel/hotel room, single-rate occupancy or one-half ($\frac{1}{2}$) of double rate, if shared with another member for necessary out-of-town days, at the rates set forth by the International Executive Board Policy.

SECTION 5: Delegates attending schools where tuition is paid, including room and board, shall have a per-diem at the rates set forth by the International Executive Board Policy for expenses.

SECTION 6: The Local Union will not pay travel time for more than one (1) day each way for travel in the continental United States and only if it is a necessary expense.

SECTION 7: 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 the time for which he/she would otherwise be compensated by the employer, lost time pay shall include all wages including incentive and pension loss as well detailed in the bargaining agreement. The lost amount 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 he/she is being compensated by the Local Union.

SECTION 8: The Vice President, Recording Secretary, and Financial Secretary will be paid \$200.00 per month as an expense allowance.

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SECTION 9: Executive board members, Grievance Committee Chair, Safety Representatives, and Skilled Trades Representative will be given a \$65.00 per month cell phone allowance.

SECTION 10: Trustees will audit the Locals books twice a year and compensated for lost time.

SECTION 11: The Local will send a memorial gift to a member in good standing who is on qualified bereavement leave per the current contractual agreement.

ARTICLE V STANDING COMMITTEES

SECTION 1: The Local Union shall have the following committees: Educational, Constitutional and Bylaws, Community Services, Veterans, Housing, Finance, Union Label, Conservation and Recreation, Civil Rights, Community Action Program (CAP), Citizenship and Legislative, Consumer Affairs and Women's.

The President shall appoint the Chairperson and the members of the above committees. The committees shall elect their Vice-Chairperson and Secretary.

These committees shall perform all duties assigned to them by the International Union, UAW 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.

SECTION 2: Bargaining Committee shall consist of six members as follows: Union President (who will also serve as chairman of the committee), Union Recording Secretary, two Operations technicians and two Skilled Trade technicians with the highest number of votes will serve on the committee. Each member of the committee will be elected by the entire membership with the exception of the President and Recording Secretary. None of the above shall supersede any contractual provisions regarding representation of the Bargaining Committee.

ARTICLE VI ELECTIONS

SECTION 1: No candidate, in any election, shall be a member of the Election Committee, having supervision over such election.

SECTION 2: The records, supplies, employees, or any facilities of the Local Union office shall not be used on behalf of any candidate for office.

SECTION 3: The election of Delegates shall be held during the month of May or June, the same day as the General Election. The number of delegates from each unit eligible to hold office will be pursuant to the UAW Constitution and will be elected from the active membership.

SECTION 4: The Membership shall be duly notified at least fifteen (15) days in advance of the date(s), time, and location of the elections and the hours the polls will be open. At least seven (7) days shall elapse between the time of nominations and the date the election takes place. A fifteen (15) day notice shall include the date(s), time, and location of a run-off election if such be necessary.

SECTION 5: Any eligible candidate, in any election, shall have the right to submit his or her commonly known name to the Election Committee, in writing, as he/she so desires it to appear on the ballot and, it shall so appear.

SECTION 6: The Election Committee will be in charge of the elections, in accordance with Article 38 of the International Union, UAW Constitution.

SECTION 7: The Election Committee will be Democratically elected every three years, and one year prior to the general election. The Election Committee will consist of two Operations and two Skilled Trades members. The Election Committee chair will be the member with the most seniority.

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SECTION 8: Only the Election Committee members, authorized watchers, challengers, those voting, or who are waiting to vote, shall be allowed in the place designated as a voting place for the election.

SECTION 9: Voters who have cast their ballot shall not be allowed to loiter in the voting place.

SECTION 10: In the event of a voter needing assistance filling out a ballot, such voter may call on the Chairperson or Vice-Chairperson, or a member of the Election Committee in charge of that voting place, for such assistance. He/she shall not influence the voter on how to vote.

SECTION 11: The Election Committee shall have the responsibility for decisions on all ballots. Any ballot which clearly indicates the intention of the voter, shall be considered valid. Where a member has voted for more candidates than are permitted for office, or for any reason the member's vote for a particular office is declared invalid, the member's vote for that office shall not be counted. However, this shall not affect the validity of the remainder of the ballot.

SECTION 12: Any candidate running in any election may have one challenger present when the votes are cast and tabulated, provided that such challenger is a member of the Local Union. Such challenger must have written authority from the candidate and present it to the Chairperson or Vice-Chairperson of the Election Committee. There shall be no lost time or expense allowed for either a challenger or a watcher.

SECTION 13: Any candidate wishing a recount of ballots for his/her office, shall submit his/her request, in writing, to the Chairperson of the Election Committee, in accordance with the UAW Guide for Local Union Election Committees.

SECTION 14: The Financial Secretary-Treasurer shall furnish the Chairperson of the Election Committee an accurate and complete list of all members of the Local Union in good standing before every election held by the Local Union. Any voter whose name is not found on the list shall be allowed to vote, and his/her vote shall be handled as a challenged vote. Before or during the tabulating of the votes, the Election Committee shall check these challenged votes with the master membership files in the Local Union office for their validity.

ARTICLE VII MEMBERSHIP MEETING

SECTION 1: The standing dates of General Membership Meetings will be scheduled by the President on a monthly basis. In case such scheduled meeting should fall on a holiday, national conference, special occasion day or convention, the President may reschedule the meeting date. The Membership shall be properly notified of the regular scheduled or rescheduled meeting at least seven (7) days prior to the meeting by posting notice on the in-plant bulletin boards.

SECTION 2: Membership meetings shall be called to order at the scheduled time and the President shall ask for a motion to adjourn after two (2) hours of meeting time, unless the Membership votes by a two-thirds (2/3) majority in a standing vote, to extend the meeting for a period not to exceed thirty (30) minutes.

Local Union Membership Meetings will have the following order of business, subject to change by the President and/or Membership, for a single meeting, by a majority vote of the members present at that meeting:

1. Roll call of officers.
2. Reading of the minutes of the previous meeting.
3. Initiation of candidates.
4. Report of Financial Secretary and/or Treasurer.
5. Recommendations of the Executive Board.
6. Reports of officers, committees, and delegates.
7. Communications and bills.
8. Unfinished business.
9. Good and welfare.
10. New business.
11. Adjournment.

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SECTION 3: In the absence of officers at Membership Meetings, in order to carry on the scheduled meeting, the Chair will be filled in the following order: President, Vice President, Recording Secretary, Financial Secretary-Treasurer, and Chairperson of the Trustees (by last name in alphabetical order), Sergeant-At-Arms and Guide.

SECTION 4: All Local Union committees shall meet at least once a month, when necessary. The Chairperson or a designated member of the committee shall make a report on their activities at the next Membership Meeting after each of their committee meetings.

SECTION 5: All delegates shall make a report to the Membership at the next Membership Meeting held after they return from their assignment. If more than one delegate were sent, they would select a spokesperson from their group to make the report.

SECTION 6: Each member in good standing in 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 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 issues upon which the Membership must base its rules of procedure governing meetings and other uniform rules and regulations contained in the International Union, UAW Constitution and Bylaws of the Local Union. Robert's Rules of Order shall decide any questions of a parliamentary nature.

A member, in exercising the foregoing rights and privileges, shall not take any irresponsible action which would tend to jeopardize, 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, UAW of its legal or contractual obligations as a collective bargaining agent, or interfere with the legal or contractual obligations of this Local Union as an affiliate of the International Union, UAW.

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.

The members in attendance at any special called or scheduled general Membership Meeting shall constitute a quorum.

When it is deemed necessary to call an emergency Membership Meeting: The notification shall be posted as many hours as possible and verbal notification by Committeepersons and Officers shall be made to as many members as they can contact, prior to the special emergency Membership Meeting.

ARTICLE VIII GENERAL PROVISIONS

SECTION 1: The duties of the Local Union Executive Board shall be as provided by the International Union, UAW Constitution, and such others as are prescribed by these bylaws, but shall not be inconsistent with said constitution. They shall also see that the provisions of these bylaws are carried out.

SECTION 2: All decisions and recommendations of the Executive Board shall be referred to the next regular Membership Meeting and any Executive Board member who dissents, on any decision or recommendation may, by membership approval, be given time to present a minority report.

SECTION 3: It shall be the duty of each member to participate in all local, state, and federal elections through registration and voting. All Local Union Officers shall comply with Article 9 of the International Union, UAW Constitution.

SECTION 4: No Executive Board Meeting shall transact business unless a majority of members are present, which shall constitute a quorum.

SECTION 5: The names of all Standing Committee members shall be posted where they can be observed by the Membership.

SECTION 6: The fiscal year of this Local Union shall begin on January 1 and end on December 31.

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SECTION 7: 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 or complaint to the

Local Union Recording Secretary, within sixty (60) days, as permitted by Article 33, Section 2 of the International Union, UAW Constitution.

SECTION 8: The Executive Board shall refer the matter to the Unit Bargaining Committee if it involves collective bargaining. Otherwise, the Executive Board shall consider the matter itself.

SECTION 9: Whichever of these bodies the matter is referred to, shall consult with the grievant, permit him/her full opportunity to be heard, and shall reach a decision, within a timely manner of twenty (20) days.

SECTION 10: Within thirty (30) days of receiving notice of such a decision, the grievant, if wishing to appeal further, shall submit his appeal to the Recording Secretary, in writing, for consideration by the earliest Membership Meeting.

SECTION 11: All strikes shall be called or terminated only in strict conformance with Article 50 of the International Union, UAW Constitution.

SECTION 12: Elected officials or any member of UAW Local 3044 shall not make its membership list available to anyone, except for the performance of official union business and approval of the International Union, UAW.

SECTION 13: Any organization or individual requesting donations from the Local Union shall have a representative present to make the request personally to the Executive Board or Membership Meeting, stating the purpose of the donation, affiliation of any beneficiaries with the Local Union, and exact amount requested. There will be no duplication of donations from the Executive Board and Membership.

SECTION 14: No agent or official of the Local Union is authorized to execute a real estate deal, 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.

SECTION 15: The Local Union will follow Article 19 of the International Constitution for voting procedures and recognize separate ratification rights.

ARTICLE IX INITIATION AND REINSTATEMENT FEES

There will be a \$25.00 initiation fee due within 2 weeks after acceptance into the Union or there will be a reinstatement fee of \$25.00 due within 2 weeks of reinstatement into the Union.

ARTICLE X ATTENDANCE RULES

SECTION 1: All Executive Board Members, District or Alternate Committeepersons, International Appointees, Local Appointees, Delegates and Committee Members, shall be required to attend two out of three Membership Meetings, unless properly excused by the Executive Board.

SECTION 2: All members of those designated in Article 10, Section 1, failing to comply with the attendance rules in Section 1, two out of three membership meetings and two out of three meetings involving their office or position, he/she shall be removed from office and shall not be eligible to hold any elective or appointive position for the remainder of their term, and shall be properly notified by registered or certified letter. Any affected member may appeal any of the above decisions at the next regular Membership Meeting after such action is taken.

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SECTION 3: The committee, for the purpose of considering all excuses in the above section, except as otherwise provided, shall be the Executive Board. Any affected member may appeal the decision of the committee at the next regular Membership Meeting, after a decision has been made.

ARTICLE XI CHANGES AND AMENDMENTS

SECTION 1: Presenting a motion in writing setting forth the amendments brought to a Membership Meeting may amend these bylaws. The motion shall be read at the meeting and referred to the Constitution and Bylaws Committee, which will report back to the succeeding Membership Meeting, the notice of which must contain a notice of the particular bylaw amendments that will be considered. If approved by two-thirds (2/3) of the membership votes thereon, at this succeeding meeting, the amendment shall be considered adopted by the Membership.

SECTION 2: These bylaws, when amended, altered, or reviewed will be submitted, when adapted by the Membership, to the International Union, UAW Bylaws Committee for presentation to the International Union, UAW Executive Board for their approval.

SECTION 3: The bylaws of the Local Union shall at all times, be subordinate and subject to the provisions of the International Union, UAW Constitution, as such constitution now exists, or may, from time to time, hereafter be altered or amended; and, in the event of any conflict, the International Union, UAW Constitution shall govern.