BYLAWS
OF
UNITED AUTOMOBILE
AEROSPACE, AND AGRICULTURAL
IMPLEMENT WORKERS
OF AMERICA
UAW
LOCAL 685
2026

APPROVED BY THE INTERNATIONAL UNION

PURPOSE AND INTENT

The purpose and intent of these Bylaws is to provide an orderly process of democratic procedure in the administration of our Local Union affairs, according to and in compliance with the International Constitution of the UAW.

To acquaint the membership with the above processes, to guarantee every member their rights as a member of the Union, and to conserve our financial assets so that our Local may remain strong.

To promote good citizenship and relations in our community and nation, and to provide the ways and means by which we may work together to have unity and justice for all people.

Denny Butler
President
UAW Local 685

Bill Guinan
Vice-President
UAW Local 685

By-Laws Committee
Tony Nelson, Chairperson

Terri Mutran
Steve Brooks
Zack Cummings
Kim Story
Kristin Delvecchio
Amanda Stewart

kjp-opeiu#1-afl-cio

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ARTICLE I (1)
NAME, CONSTITUTION, AND BUILDING CORPORATION

Section 1. The name of the Local Union shall be Amalgamated Local 685, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

Section 2. The Constitution of this Local Union 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.

Section 3. The UAW Local Number 685 Building Corporation shall be established to hold title to the real property of the Local Union. The membership of and voting privileges in said Building Corporation shall be the same and identical with the membership of and said voting privileges in the Local Union, and the Board of Directors of said Building Corporation shall be the duly elected Executive Board Members of the Local Union.

ARTICLE II (2)
MEMBERSHIP, INITIATION FEES AND DUES, RIGHTS, AND DUTIES

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. The Local Union initiation fee shall be twenty dollars ($20). Any Amalgamated Unit fee shall be ten dollars ($10). Dues shall be levied in conformance with Article 16 of the Constitution of the International Union.

Section 3. Any member becoming more than one (1) calendar month in arrears in dues shall automatically be suspended from membership and can be reinstated by paying a reinstatement fee equal to the initiation fee, plus the dues for each month of delinquency up to the date of her/his automatic suspension, plus the current month's dues. Any member who receives vacation pay or bonus in one (1) month and takes time off from work for vacation leave in a subsequent month shall not be exempted from the payment of dues under this Section since she/he has received compensation for such leave in a previous month. Vacation pay and/or bonus received in any previous month within the vacation year shall be applied to the month in which such leave is taken and considered as a benefit in place of work for dues liability under this Section.

Section 4. 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, attend all membership meetings and express views, have discussions and opinions on all matters and business including candidates for office appropriately 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 a 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 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 or the International Union 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. Violation and/or abuse of these rights and privileges of membership or engaging in conduct prohibited by this section shall be considered conduct unbecoming of a Union Member and is subject to the trial procedures.

Section 5. The membership shall strive to obtain the objectives outlined 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 the organizational activities.

Section 6. Eligibility for and acceptance into the Local Union shall be governed as outlined in Article 6 of the International Constitution.

Section 7.

a. Each member will be issued a permanent membership card. It will be the responsibility of the member to pick up his/her initial card from the Union Hall.
b. If the member loses or destroys his/her membership card, there will be a ten-dollar ($10) replacement fee. The replacement fee may be waived by the Union Hall no more than one (1) time.

c. Candidates for membership in this Local Union shall be requested but not required to take the obligation contained in the Initiation Ceremony of the International Constitution. Candidates must sign the application card and their signature on this card, since it is a repetition of the obligation, shall be considered by the Union as an acceptance by the candidate of the requirements of membership stated on such card.

Section 8. The membership card must be presented to the Guide and/or Sergeant-At-Arms to be admitted into the Membership Meetings.

Section 9. It shall be the duty of each member to conscientiously seek to understand and exemplify by practice the intent and purpose of her/his obligation as a member of this Local Union and the International Union.

Section 10. It shall be the duty of each member to participate in all Local, State, and Federal elections through registration and balloting.

Section 11. Any member who attends a meeting in an intoxicated condition and/or creates a disturbance, or becomes unruly, shall lose voice and her/his right to vote at said meeting. Where necessary to maintain order, the member may be evicted from the meeting by order of the chairperson, subject to the challenge of the membership. Flagrant or persistent violation of this Section by any member shall be conduct unbecoming of a Union Member, and charges shall be filed by the Officers of Local 685.

Section 12. Non-members covered by an agency shop clause in a UAW Contract shall receive all the material benefits to which members are entitled but shall not be allowed other membership participation in the affairs of the Union. Membership in the Union shall always be available to such non-members on the same terms and conditions applicable to other members.

Section 13. A member may resign or terminate their membership only by written communication, signed by the member, to the Financial Secretary, and such resignation or termination shall be effective upon receipt by the Financial Secretary of the Local Union.

a. Any member who has resigned or terminated their membership in accordance with Section 13 may be reinstated by submitting a signed Application for Membership and payment of all dues for the past 12 consecutive months as a reinstatement fee.

b. Upon resignation or termination, a member must surrender his/her Membership Card and any other Union credential, i.e., Recreation Card.

c. A member who resigns or terminates his/her membership shall have no rights or interest in any property of the Local Union or the International Union, including any dues or other financial obligations paid by the member in advance of the effective date of resignation or termination.

ARTICLE III (3)
LEASES & LONG-TERM AGREEMENTS

Section 1. 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 IV (4)
POWERS OF ADMINISTRATION

Section 1. The membership is the highest authority of the Local Union and shall be empowered to take and/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 subsequent membership approval, but the Executive Board shall not take action affecting the vital interests of the Local Union without prior membership approval. The Executive Board shall be required to meet at least once per month.

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

ARTICLE V (5)
LOCAL UNION BONDING

Section 1. Financial Officers, including the President of the Local Union, shall be bonded by such methods and agencies as the International Executive Board may determine. It shall cover one hundred percent (100%) of the funds available to them and, in no case, less than one thousand dollars ($1,000).

Section 2. All Chief Stewards collecting dues shall be bonded in an amount to be set by the Executive Board of the Local Union. However, the amount of the bond shall not be less than the amount to be collected

ARTICLE VI (6)
FISCAL YEAR

Section 1. The fiscal year of the Local Union shall be from January 1 through December 31.

ARTICLE VII (7)
STANDING COMMITTEES

Section 1. The Local Union shall have the following Standing Committees: Constitution and Bylaws. Union Label, Education, Conservation and Recreation, Community Services, Civil Rights, Citizenship and Legislative, Consumer Affairs, Women's Committee, Veterans, Publications/Communications, Health and Safety, Organizing and Chaplaincy Committee.

Section 2. All Standing Committees shall be appointed by the Local Union President with the advice of the Local Union Executive Board and the approval of the general membership. The President of this local union shall be an ex officio member of all standing committees.

Section 3. There shall be a Chairperson for each Standing Committee, to be appointed by the local union President with the advice of the local union Executive Board and the approval of the general membership. A secretary should be elected by each Standing Committee.

Section 4. The establishment of all Standing Committees shall take place within thirty (30) days after the installation of officers.

Section 5. All Committee Chairpersons shall submit reports of their activities to the Executive Board and/or Membership Meeting.

Section 6. Each Standing Committee shall meet once each month after working hours unless otherwise authorized by the Membership.

Section 7. Duties of the Committee Chairpersons:

a. She/he shall direct the functioning of the committee per these Bylaws and Constitution of the International Union.

b. She/he shall have the authority only to the extent of carrying out the decisions of the committee that have been approved by the membership.

c. She/he shall be responsible for the functioning of all sub-committees established by her/his committee.

Section 8. Duties of a Committee Secretary:

a. She/he shall keep an accurate record of all proceedings of all meetings of the committee and furnish the Recording Secretary of the Local with a copy of the same.

b. She/He will keep a record of all activities of the committee and once each month prepares a summarized statement for the general membership meeting.

c. She/He shall notify all members of the committee as to the time, place, and date of all regular and special meetings sufficiently in advance to enable them to attend.

Section 9. When it becomes necessary to send the Standing Committees to their conferences, the Committee Chair will submit (7) seven Committee Members to go on the trip. The (7) seven people considered will be the Committee Chair, Committee Co-Chair, and (5) five active Committee Members in good standing. Once the (7) seven people have been picked, the Chair and/or Co-Chair will submit the names in writing to the President for checkoff approval.

ARTICLE VIII (8)
FINANCE COMMITTEE

Section 1. The Finance Committee shall consist of the Financial Secretary, Treasurer, and three (3) Trustees.

Section 2. The duties of the Finance Committee shall be as follows:

a. To meet every quarter to discuss ways and means of curtailing Local Union expenses, increasing income, and general conservation of the Local Union assets.

b. To investigate and recommend action on a request for donations and/or any other expenses of the Local Union not considered as ordinary operating expenses.

c. The Finance Committee shall present a written report to the Executive Board and/or the Local Union Membership Meetings of its findings and recommendations.

ARTICLE IX (9)
STEWARDS COUNCIL

Section 1. A Stewards Council shall be established. It shall consist of at least one (1) officer of the Local Union, the members of the Plant Shop Committee, and the Chief Stewards.

Section 2. The Stewards Council shall exclusively perform advisory functions and shall be a non-legislative body within the Local Union structure.

Section 3. The Stewards Council shall elect a Chairperson and a Recording Secretary to serve for a term of three (3) years. It shall be the duty of the Chairperson to preside at all meetings of the Stewards Council, and it shall be the duty of the Recording Secretary to record the minutes of the Stewards Council meetings and assign such business as requires further action. She/He shall see that all members of the Stewards Council are notified of the time, place, and date of all meetings in sufficient time to permit their

attendance. She/He shall see that all motions, resolutions, and/or communications adopted, passed, or referred to by the meetings are executed or referred to the proper person and places.

Section 4. Each member of the Stewards Council shall be furnished with an identification card by the Recording Secretary of the Council.

Section 5. A meeting shall be held once a month. Ten (10) members shall constitute a quorum. There shall be a roll call at each meeting.

Section 6. Special meetings of the Stewards Council may be called at the discretion of the Chairperson, the Local Union President, the Local Union Executive Board, or the Plant Shop Committee.

Section 7. The Stewards Council shall exchange opinions relating to grievances and demands in the various districts and departments, and may make recommendations on grievances, procedures, and other organizational problems to the Plant Shop Committee.

Section 8. The Stewards Council shall set up rules and regulations governing the activities of the Chief Stewards which are not inconsistent with those contained in these Bylaws or the provisions of the International Constitution.

Section 9. All actions of the Stewards Council shall be subject to review by the Executive Board and the general membership of the Local Union.

ARTICLE X (10)
ELECTION COMMITTEE

Section 1. An Election Committee of not less than five (5) members and ten (10) alternates shall be nominated and elected at the regular membership meeting in January before the General Election of Local Officers, every three (3) years. In the absence of a regular membership meeting in the month of January, the President or acting President shall call a special meeting to nominate and elect the Election Committee and Alternates.

A Chairperson and Vice-Chairperson shall be elected as members of the Election Committee and shall be announced at the close of the Membership Meeting.

The five (5) members of the Election Committee shall be those five (5) nominees receiving the greater number of votes.

The ten (10) alternates shall be those nominees who receive the next ten (10) greater vote totals, and they shall rank as per their total votes.

If additional people are needed to run an election, the Chairperson of the Election Committee shall endeavor to utilize the people who ran for election to the committee before using any other Local Union Member.

The Election Committee, ten (10) alternates, and all members working at the General Election shall have schooling before the General Election.

Section 2. The Election Committee shall be in complete charge of the elections. They shall be governed by the International Constitution, the Local Union Bylaws, and the instructions by the General Membership Meeting held before the election.

Section 3. No candidate in any election shall be a member of the Election Committee having supervision over such election.

Section 4. The duties of the Election Committee shall be as follows:

a. To ascertain the eligibility of the candidates; to provide for the printing of the ballots; draw names for the position on the notices and ballots; to maintain the proper polling place or places; to have not less than two (2) members of the Election Committee or their Alternates at each polling place open for voting, and verify that the notices and ballots shall not contain any identification numbers and/or marks connected with the candidate's name.

b. To supervise the voting procedures; count the votes; provide an adequate check to prevent fraud; and report the results of the election at the next membership meeting of the Local Union.

c. To publish all names of the candidates following nominations (publicity to be governed by other provisions of the Bylaws) and in any manner which would give proper publicity to the candidates for office.

d. To verify all challenged ballots.

e. To obtain from the Financial Secretary of the Local Union, before the election, a poll book containing the list of eligible voters. It shall be the duty of the Financial Secretary of the Local Union to turn over the poll book to the Election Committee upon request.

f. To take necessary precautions and institute the required regulations; to see that no member votes more than once; and to make such other regulations as will ensure a fair and impartial election.

g. To use only containers sealed at both ends as receptacles for ballots.

h. The Election Committee shall be instructed by the membership at the nomination meeting by a proper motion on the number of days and hours the polls are to be open, and the rules read at the time of nominations.

i. General elections will be held at the regularly proscribed polling places with any mid-term elections to be held at the Union Hall, or effective locations.

j. Any member voting in any election shall present photo identification along with his/her union card before receiving a ballot.

k. A member who will be away from his/her Local Union during the entire period of an election of an Executive Officer or Convention Delegate on a work assignment for his/her employer or on local union business may apply for an absentee ballot by filing with his/her Local Union by

mail (registered or certified) or in person. A signed statement that he/she will be away from his/her local union for the entire period of the election on a work assignment by his/her employer or Local Union business. Such a statement or request must be filed with the Local Union in sufficient time for the member to secure a ballot and redeposit same with the Local Union before the start of the election.

Section 5. The Election Committee shall be responsible to the Local Membership and shall not be interfered with by any Officer, Executive Board, or by any other division of the Local Union.

Section 6. Members of the Election Committee shall not participate in campaigning or criticism of the candidates from the time of nominations through the election.

Section 7. The Election Committee shall oversee all ballots. Any ballots which indicate the intention of the voter shall be considered valid, provided, however, that where the ballot bears an identification mark, the ballot shall be void.

Section 8. All ballots cast at an election shall remain in custody of the Election Committee for one (1) year. If there is an appeal, the ballots must be preserved until the appeal is resolved.

Section 9. Upon receipt of a petition for a recount from any candidate, the Election Committee shall make known its decision on such request within twenty-four (24) hours after such request has been submitted. In the event the Election Committee decides a recount should not be taken, the candidate(s) may carry her/his petition to the next General Membership Meeting of the Local Union.

Section 10. If the Election Committee decides that a recount should be held, it shall conduct the recount within forty-eight (48) hours after the decision has been made. The results of such recount shall be made known within three (3) hours after the conclusion of the recount.

Section 11. Any candidate has the right to petition for a recount. Petitions must be filed with the Election Committee in writing within three (3) working days after the results of the election are posted.

The petition must set forth the reasons for asking for a recount. If the Election Committee decides that the count variable is close enough to warrant a recount, they may do so without the approval of the Local Union Executive Board.

Section 12. Members of the Election Committee shall require all members to vote to produce proper identification credentials and shall give the necessary publicity to this provision so that all members will be informed of the requirements.

Section 13. Each candidate shall have the right to have one (1) challenger present when the votes are cast and when they are tabulated, provided that such challenger shall be a member of the Local Union, and provided such challenger is not seeking an elective office and can present a letter to the Election Committee from the candidate stating these wishes.

Section 14. Any voter spoiling her/his ballot shall return it to the Election Committee and be issued a new ballot.

Section 15. No one, except the Election Committee or those acting under its direction and those voting or who are waiting to vote and the duly qualified challenger, shall be allowed in the place designated as a voting place for the election.

Section 16. Voters who have cast their ballots shall not be allowed to loiter in the voting place.

Section 17. Any voter in the line at the polls at the time of closing shall be permitted to vote.

Section 18. Campaigning, posters, and election literature shall not be allowed in and about the voting place or within one hundred (100) feet of the entrance to the voting place.

Section 19. Copies of election regulations shall be placed in a prominent position in each election place, and members of the Election Committee shall make themselves acquainted with the same.

Section 20. Any member of the Election Committee or any member of the Local Union violating any of the election rules shall be reported to the next General Membership Meeting.

Section 21. Any member convicted of misrepresenting returns, altering, mutilating, or destroying deposited ballots, voting fraudulently, intimidating others by threats, or otherwise interfering with a member in the exercise of her/his right to cast her/his ballot in the Local Union Elections and strike balloting shall be punished per the Trial Procedure outlined in the Constitution. The member so convicted shall be disqualified for either elective or appointive office within the jurisdiction of the International Union for not less than two (2) years or more than five (5) years.

Section 22. All ballots may be destroyed one (1) year after the close of the election and a notarized statement by the Election Committee shall be made concerning the election results and the disposition of the ballots. If there is an appeal, the ballots must be preserved until the appeal is resolved.

Section 23. If a member holding an executive office, the term of which is not expiring, desires to become a candidate for another executive office, such member is obligated to notify the Local Union of her/his resignation from the member's present office sufficiently in advance of the nominating meeting to permit the nomination and election of candidates for both offices during the same election. Such resignation would become effective at the time of installation.

Section 24. Elections will be conducted per the International Constitution, the Local Union Bylaws, and guided by the "Guide for Local Union Election Committees."

ARTICLE XI (11)
NOMINATIONS AND ELECTIONS OF OFFICERS, PLANT SHOP COMMITTEEPERSONS, AND CHIEF STEWARDS

Section 1. Nominations of Local Union Executive Officers, Plant Shop Committee persons, and Chief Stewards shall be held in May. The election shall be held in May or June, and the elected officials will take office at the membership meeting in June.

Section 2. Any member shall be eligible to seek any elective or appointive office, provided such member has been a member in continuous good standing in the Local Union for one (1) year immediately

before the nominations, and further provided such member is eligible according to the provisions of Article 10, Section 12, and Article 17, Section 3 of the International Constitution as amended.

a. Nominees for Plant Shop Committee person shall also be required to be employed in the district for which she/he is running, before the day of nominations, and will be elected only by the members of the respective District.

Section 3.

a. Any member in good standing present at the nominating meeting may nominate any member for any office. The membership shall be duly notified by the Recording Secretary at least seven (7) days in advance of the time and place of nominations. A notice containing both the time and place of elections and the time and place of any possible run-off election shall be given at least fifteen (15) days in advance of the election. At least seven (7) days shall elapse between the time of nominations and the date the election shall take place. Proper notice under this Section shall mean:

    1. Notice on the Union-Bulletin Boards
    2. Any notice as required under any State or Federal laws.

b. Nominees may accept nominations at the nominating meeting or deliver to the Election Committee a letter of acceptance no later than 5 p.m. on the 3rd calendar day following nominations. (Day of nominations not included).

c. After the deadline for accepting nominations has expired, no election of so-called "sticker" or "write-in" candidates shall be considered legal.

Section 4. No member shall be permitted to be nominated or serve for more than one (1) Executive Office or as an Executive Officer, Plant Shop Committeeperson, or Chief Steward at the same time. Per the above, a member who holds a position appointed by the International Union must resign that position before the day of nominations.

Section 5. All elections of Local Union Officers, Plant Shop Committee persons, Chief Stewards, Election Committee, and Delegates to the International Convention shall be by secret ballot. The method of all other elections shall be at the discretion of the Local Union.

Section 6. Election of all Local Union Offices, except Convention Delegates, shall require a majority, more than fifty percent (50%), of the votes cast for the office.

a. When neither of the candidates receives more than fifty percent (50%) of the votes cast, there shall be a run-off election between the two (2) candidates who received the highest number of votes for the respective offices. The date of the run-off election in no case shall be held less than seven (7) days from the date of the original election. Whenever there are unopposed candidates for any Local Union office, such candidates shall be considered elected without the necessity of an election.

Section 7. Every member in good standing shall be entitled to vote at all Local Union elections.

Section 8. Any eligible candidate in any election shall have the right to submit her/his commonly known name to the Election Committee in writing as she/he desires it to appear on the ballot and it shall so appear.

Section 9. All vacancies in Local Union offices, except the office of President, shall be promptly filled by election within sixty (60) days of the vacancies, provided that the Local Union Executive Board may make a temporary appointment for the period pending the holding of the election. In case of a vacancy in the office of President, the Vice President shall fill in the vacancy for the unexpired term.

Section 10. Proper notice shall be given to all members in good standing at least seven (7) days in advance of the nominations to fill the vacancy in an Executive Board Office. Said notice shall state that nominations will take place at such meeting to fill the vacancy or vacancies in the Local Union Office. At least seven (7) days shall elapse between the time of nominations and the date of the election. The election shall be held by secret ballot and per all other provisions of these Bylaws and the International Constitution governing elections as may be applicable. Proper notice under this Section shall mean notices on the Union-Bulletin Boards within the Plant at least fifteen (15) days in advance of the time and place of the election.

ARTICLE XII (12)
DELEGATES

Section 1.

a. Delegates to the International Convention(s) or Conference(s) shall be elected or appointed according to the International Constitution. The number of delegates to Convention(s) and/or Regional Conference(s) from this Local Union shall be the maximum number necessary to cast the full vote of the Local Union.

b. Voting Delegates to Region 2-B Auto Council shall be elected to the office of President and Financial Secretary. Fraternal Delegates shall be Chairperson of Plant Shop Committee and Chairperson of C.A.P. Committee.

ARTICLE XIII (13)
LOCAL UNION MEETINGS

Section 1. The regular membership meetings shall be held at least once a month. The meetings will be held in accordance with Roberts Rules of Order.

a. Regular membership meetings shall be held on either the 3rd Saturday or the 3rd Tuesday of each month.

b. The UAW Local 685 Executive Board shall be responsible for setting the times and days of the membership meetings quarterly, with regard to balancing the needs of the membership with the financial needs of the Local.

Section 2. Notice of membership meetings shall be posted on Union Bulletin Boards at least seven (7) calendar days before the meeting.

Section 3. Special membership meetings may be called when deemed necessary by the President or a majority of the Local Union Executive Board. It shall be the duty of the President to call a special

membership meeting upon the petition of two hundred (200) members in good standing. No other business shall be transacted at such meeting except that specified.

Section 4. Quorum. Fifteen (15) members present at a regular or special meeting of the membership of the Local Union shall constitute a quorum for the transaction of business.

Section 5. Monies may be disbursed by the general membership at any Regular Membership Meeting not to exceed fifty dollars ($50). All disbursements over fifty dollars ($50) shall be sent to the Executive Board for a recommendation for passage.

Section 6. Order of Business. The following shall be the order of business at the regular membership meeting:

1. Call to order
2. Pledge of Allegiance to the flag
3. Prayer
4. Roll Call of Officers
5. Reading of the minutes of the previous meeting
6. Applications for membership
7. Voting on applications
8. Initiation of candidates
9. Report of Financial Secretary and Treasurer
10. Reports of officers, committees, and delegates
11. Communications and bills
12. Unfinished business
13. Good and welfare
14. New business
15. Adjournment.

ARTICLE XIV (14)
LOCAL UNION EXECUTIVE BOARD

Section 1. The Local Union Executive Board shall consist of all duly elected Executive Officers. The Plant Shop Chairperson, the Chairperson of Amalgamated Unit #1 through #5, and one (1) duly elected retired member shall be members at large and shall have a voice and vote.

Section 2. A majority of the Local Union Executive Board shall constitute a quorum.

Section 3. Upon due notice of their election to the Local Union Executive Board, members shall be issued credentials signed by the President and Recording Secretary.

Section 4. Special meetings may be called at the discretion of the President or of a majority of the Executive Board.

Section 5. Minutes shall be taken of all Executive Board Meetings by the Recording Secretary and read at the next Regular Membership Meeting.

Section 6. All decisions and recommendations of the Executive Board shall be referred to the next regular membership meeting.

Section 7. The duties of the Local Executive Board shall be as provided by the Constitution of the International Union and such others as prescribed by these Bylaws but shall not be inconsistent with said Constitution.

Section 8. The Executive Board shall have the authority to make Polling disbursements of Local Union funds not to exceed five thousand dollars ($5000) in any single Polling request, and each approved Polling disbursement must be reported to the next membership meeting for approval. The Executive Board shall have the authority to direct payment of all ordinary bills and expenses of the Local Union.

Section 9. The Executive Board may appoint at least one (1) of its members to each of the Standing Committees in a liaison or advisory capacity.

ARTICLE XV (15)
CHIEF STEWARDS AND COMMITTEEPERSONS

Section 1. A Local Union Executive Board Member is not eligible for the election of Chief Steward.

Section 2. There shall be elected for each district or unit a Chief Steward.

Section 3. To be eligible as a candidate for the office of Chief Steward, the candidate must be a member in continuous good standing with the Local Union for twelve (12) months immediately preceding the date of nomination, and working within the district and on the shift for which the office of Chief Steward is sought before the date of nominations.

Section 4. Chief Stewards shall be elected for three (3) years by the members of their district. Only those members working on the shift and in the district shall be eligible to vote for the Chief Steward of that particular district.

Section 5. Election of Chief Stewards and Committeepersons shall require a majority, more than fifty percent (50%), of the votes cast in her/his district.

Section 6. When a vacancy occurs in the office of Chief Steward, her/his successor shall be elected within sixty (60) days. The President shall appoint a temporary Chief Steward until the election, subject to the approval of the Executive Board.

ARTICLE XVI (16)
REDUCTION OF CHIEF STEWARDS

Section 1. After a reduction in the workforce, the shift with the least number of constituents per Chief Steward ratio shall be the shift from which a Chief Steward is removed.

Section 2. If a Chief Steward has been added to a shift after a General Election, and that shift has to be reduced per Section 1, the last Chief Steward added will be the first Chief Steward removed.

Section 3. In the event no Chief Stewards have been added to the shift that is to be reduced per Section 1, the district(s) most affected will be redistricted and the youngest plant seniority Chief Steward from the district(s) involved shall be removed until an election can be held between the Chief Stewards in the district(s) involved.

Section 4. An election, if required, shall be held within sixty (60) days following redistricting.

Section 5. Any elected Chief Steward, who has been removed due to a reduction of the workforce, shall be automatically reinstated when the workforce sufficiently increases to warrant adding another Chief Steward to that shift.

ARTICLE XVII (17)
DUTIES OF LOCAL UNION OFFICERS

Section 1. The duties of the Local Union Officers shall be as provided for in Article 40 of the Constitution of the International Union.

Section 2. 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.

Section 3. The election of Local Officers shall take place in May or June as provided in Article 38, Section 2 of the International Constitution.

Section 4. These officers shall serve for three (3) years.

Section 5. All Local Union Officers, Committeepersons, Chief Stewards, and other members handling funds and/or other property of the Union shall, after their duties, turn over all papers, documents, funds, and/or other Union property to the properly constituted Local Union Officers.

Section 6. The duties of the Chief Stewards and Shop Committee persons shall be as follows:

a. To become completely familiar with all provisions of the Collective Bargaining Agreement and to thoroughly investigate all grievances;

b. To be completely familiar with the grievance procedure;

c. To receive complaints and grievances of her/his district, to make every effort to conform with the grievance's procedure, and to adjust and settle all grievances to the best of her/his ability.

d. To conduct negotiations per the grievance procedure;

e. To call a special meeting of her/his district and/or department upon the written request of twenty percent (20%) or more of the members in good standing in her/his district department.

f. To see that all members in her/his jurisdiction remain in good standing;

g. To investigate all accidents or injuries in her/his district and make a written report of the same to the Local Union Recording Secretary;

h. To submit her/his books, turn in all dues and other funds collected at the time and place designated by the Financial Secretary of the Local Union;

i. To keep a complete record of all dues collected from the members of her/his district;

j. To carry the proper identification card at all times and show the same when requested;

k. To carry out all duties as prescribed by the International Union, the Local Union Bylaws, and to abide by the decisions of the General Membership, the Local Union Executive Board, and the members of her/his district;

l. To return all papers, documents, funds, and/or other Union property to the Local Union or her/his successor in office, and obtain a receipt thereof after the term of office;

m. Attend all Stewards Council and General Membership Meetings as provided for in Article XXII (22), Section 1 of these Bylaws.

ARTICLE XVIII (18)
COMPENSATION FOR UNION BUSINESS

Section 1. This Section will provide for the specific method by which the Local Union will compensate members for lost time while conducting Union Business.

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

b. Any member on Union Business, excluding regular membership meetings, Executive Board Meetings, or while attending recreational activities, shall be paid her/his regular rate of pay including COLA and shift premium for any lost time not to exceed thirteen (13) hours in any twenty-four (24) hour period, Monday through Saturday. In addition to lost time, members shall also be reimbursed by the Local Union for all bonuses, profit sharing, payments instead of vacation, personal days, insurance premiums, and any benefits according to the UAW/Stellantis collective bargaining agreement.

c. The Financial Secretary shall have lost time checks available for the members within the next week following the date of the lost time.

d. The Financial Report each month shall include a breakdown of all lost time, consisting of the number of hours paid each person.

e. No member, excluding Executive Board Officers, shall be paid lost time to attend a Membership meeting, unit meeting, and/or department meeting, without the approval of the Executive Board, for each meeting. The members of the Executive Board shall receive the lost time, to attend General and Special-called membership meetings. The Chief Stewards working on the day of the meeting shall check-out of the plant on their own time by informing the President of the local union.

f. No officers of Local 685 shall sign any check, voucher, and/or any other authorization papers, documents, and/or credentials when in conflict with any motion made and passed by the regular membership meeting of UAW Local 685.

g. The Executive Board upon recommendation of the Finance Committee may, at such time as necessary for the welfare of the Local Union, temporarily reduce or eliminate the member's expense(s) and all other unnecessary expenses by a motion made and passed during an Executive Board Meeting.

h. An emergency operating budget procedure will be established by the Finance Committee whereby the Local Union shall operate when finances fall to a level deemed an emergency by the Finance Committee.

Section 2. This Section will provide for the specific method by which the Local Union will pay expense allowances, travel and lost time, transportation, and lodging expenses.

a. In addition to any lost time incurred, the members so named in this section shall receive the following amounts each month to be paid quarterly to compensate them for incidental expenses: President - $80.00; Vice President - $40.00; Recording Secretary - $30.00; Financial Secretary - $50.00; Treasurer - $20.00; Guide - $12.50; Sergeant-At-Arms - $12.50; Three (3) Trustees - $12.50; All Chief Stewards - $20.00; Chairperson of the Plant Shop Committee - $40.00; Plant Shop Committeepersons - $25.00; Benefits Representative - $30.00; Amalgamated Unit #1 through #5 Chairperson's - $20.00.

b. The Local Union upon receiving paid receipts, will reimburse the members/representatives so named in this section each month to be paid quarterly for the following: President and Vice President, Recording Secretary, Financial Secretary, Chairperson of the Plant Shop Committee, and Plant Shop Committeeperson(s) cell phone expenses not to exceed $75.00 each; Cell phone services not to exceed $30.00 each for the following members, Treasurer, Trustee(s), Sergeant-at-Arms, Guide, Chief Stewards, EAP Representative, Health & Safety Representative, Apprentice Representative, Amalgamated Unit #1 through #5 Chairpersons.

c. When a member is a replacement for any member receiving an expense allowance and has held that position for three (3) weeks prior to the first Tuesday of the month, she/he shall receive the same amount of expense allowance as the person she/he is replacing.

d. To be eligible for such expense money the replacement must fulfill all obligations of the officer she/he is replacing.

e. No person shall receive more than one (1) expense allowance in any one (1) month.

f. Members who receive an expense allowance, as outlined in Section 2 (a) of this article, must attend two-thirds of all regular and special called meetings of the Membership, Executive Board, and Stewards Council, where applicable, in order to be eligible for such expense(s).

g. When a member is required by the Local Union to perform service away from their home, they shall be allowed hotel/motel, single room occupancy rate, or one-half of a double room rate if shared with another member. The members' rate per day for meals, airfare, lodging, mileage, and day of return rates, shall be in accordance with the International UAW guidelines. All Hotel/Motel, gas, parking, and meal receipts must be turned in to the Financial Secretary.

h. When a member uses her/his car to travel, she/he shall be paid mileage in accordance with the International UAW rate. Mileage expenses(s) shall be paid to only one driver of the automobile. Allowances shall be paid to and from the destination by the shortest route, and if an itemized bill, parking and/or storage, is submitted to the Financial Secretary, it shall be paid.

i. Any authorized member attending a one (1) day conference (not overnight), if travel is in excess of 100 miles, expenses in accordance with the International UAW rate per day may be paid along with allowable expenses actually incurred, i.e. mileage, parking, registration fee, etc. If travel is less than 100 miles, expense monies may only be paid for actual expenses incurred, i.e. mileage, parking, registration fee, etc.

j. If, when performing such services away from home, room and board has previously been paid by the Local Union, where meals are provided (i.e. Black Lake), the maximum daily expense allowance is eight ($8.00) per day. When traveling to Black Lake, members shall be allowed hotel/motel, single room occupancy rate, or one-half of a double room rate if shared with another member. Under no circumstances shall a delegate be paid lost time when it is possible she/he could have worked and could have obtained a reasonable amount of rest before time to departure. Reasonable length of time shall mean not less than eight (8) hours and subject to prior approval of the Executive Board. Equal consideration shall be given delegates upon their return home.

Section 3 .This section will provide for the specific method, by which the Local Union will pay salaries, severance, bonuses, and all lump sum payments.

a. The weekly compensation of the president and vice president shall be based on total hours worked for the week, and shall not exceed 82 hours straight time per week at her/his plant classification rate. No weekly compensation shall be paid for vacation days, personal days, bereavement, holidays, or sick leave. When on authorized time for the Local Union or Union Business, excluding regular membership meetings, Executive Board meetings, or while attending recreational activities, president/vice president shall be paid her/his regular rate of pay including COLA and shift premium, for any authorized time not to exceed eight (8) hours in any twenty-four (24) hour period, Monday through Saturday. Compensation for Saturday shall be paid at time and one-half if required to work by the Local Union. The weekly compensation shall be offset by all weekly wages received from the president's/vice president's company work site. In addition to the weekly compensation, the Local Union president and vice president will be entitled to all bonuses, profit sharing, payments in lieu of vacation, personal days, insurance premiums, and any benefits pursuant to the UAW/Stellantis Collective Bargaining Agreement. All of these additions to the weekly compensation shall be

offset by similar amounts received from the president's/vice president's work site.

b. The Election Committee shall be compensated with a salary for hours actually worked at their regular rate of pay, COLA, shift premium; not to exceed 24 hours per election. In addition, the Election Committee members will be entitled to profit sharing, insurance premiums, bonuses, and any benefits pursuant to the UAW/Stellantis Collective Bargaining Agreement.

c. The Financial Secretary shall be paid a minimum salary of 52 hours and a maximum of 70 hours per week. The minimum salary would include eight hours, Monday through Friday, at the regular hourly rate and eight hours on Saturday at time and one-half. The maximum salary would include ten hours, Monday through Thursday, at the regular hourly rate and ten hours, Friday and Saturday, at time and one-half. In addition to the weekly compensation, the Financial Secretary will be entitled to all bonuses, profit sharing, payments in lieu of vacation, personal days, insurance premiums, and any bonuses according to the UAW-Stellantis Collective Bargaining Agreement.

d. Any member, in good standing, who is placed on Union business on his/her day off from his/her employer shall be paid a salary. The salary shall be straight time for hours actually worked.

e. UAW Local 685 Retirees in good standing will be paid a stipend of $200 per day to work on the Election Committee.

ARTICLE XIX (19)
CONTRACTS AND NEGOTIATIONS

Section 1. Negotiations and the approval of contracts shall be conducted as set forth in the International Constitution.

Section 2. All contracts, supplements, and/or amendments negotiated by the Local Union, before becoming effective, shall be approved by Local 685 Membership and the Regional Director of the International Union.

ARTICLE XX (20)
STRIKES

Section 1. All strikes shall be called or terminated only in strict conformance with Article 50 of the Constitution.

Section 2. A Strike Committee shall be established. It shall consist of the duly elected Executive Officers, the Plant Shop Committee, and such other officers and members as may be designated.

ARTICLE XXI (21)
TRIALS

Section 1.

a. A charge by a member or members in good standing that a member or members have violated the Constitution or engaged in conduct unbecoming a member of the Union shall be carried out in compliance with Article 31 of the International Constitution.

b. Any member of this Local Union shall have the right of appeal as set forth in Article 33 of the Constitution of the International Union.

Section 2. In accordance with Article 45, Section 3, Constitution of the International Union, the procedures for recall (removal from office) of Chief Stewards and Shop Committee persons shall be:

a. A petition with signatures of forty percent (40%) or more of the members represented shall require the President to call a meeting for recall. Forty percent (40%) or more of the members represented shall constitute a quorum for the recall meeting. Two-thirds of those present and voting "yes" shall constitute recall.

b. Chief Stewards shall be recalled by District and shift.

c. Shop Committee persons shall be recalled by District.

ARTICLE XXII (22)
RULES ON ATTENDANCE

Section 1. Any member holding an elective position in UAW Local 685 shall be required to attend two (2) General Membership meetings out of three (3) and two (2) out of three (3) special called meetings involving their office or position.

Section 2. All members of the Executive Board shall attend two (2) out of three (3) regular or special called Executive Board Meetings.

Section 3.

a. All Committee persons, Chief Stewards, and Skilled Trades Representatives shall be required to attend two (2) out of three (3) Stewards Council Meetings in a three (3) month period.

b. The Benefits Representative, Safety & Health Representative, Apprentice Representative, Newspaper Editor, Quality Facilitator, Employee Assistant Program Representative and her/his designated assistant, including anyone holding an appointed office, shall be required to attend two (2) out of three (3) Regular Membership Meetings in a three (3) month period, unless excused.

c. Officers of Amalgamated Units of UAW Local 685 shall be required to attend two (2) out of three (3) Regular Unit Meetings and/or special called meetings in a three (3) month period.

d. Standing Committee Chairpersons shall be required to attend two (2) out of three (3) Regular Membership Meetings.

Section 4. The only excuse for not attending said meetings shall be as follows:

a. Death in family;
b. Sickness of the officer or serious illness in the immediate family;
c. Vacations and/or away on Union Business;

Section 5. Any member holding an elective position shall be automatically removed from office if she/he fails to comply with the above Sections or present an excuse that is approved by the Review Committee. If denied by the Review Committee, the member may present an appeal at the next Regular Membership Meeting. The ruling of the membership shall be subject to appeal in accordance with Article 33 of the Constitution of the International Union.

Section 6. The Committee for Review shall consist of:

a. President or Vice President
b. Treasurer
c. Chairperson of Trustees
d. Chairperson of Plant Shop Committee
e. Chairperson of Election Committee

They shall report their findings at the opening of the next Regular Membership Meeting.

Section 7. A member who is removed from office for failure to comply with established attendance rules shall not be eligible to run for any elective position for the remainder of the term of office from which she/he was removed, except as a Delegate to the UAW Constitutional Convention, in accordance with Article 37, Section 5 of the Constitution of the International Union.

ARTICLE XXIII (23)
LOCAL UNION BADGES

Section 1. Badges approved by the membership shall be furnished to each of the following officers of UAW Local 685: President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Sergeant-At-Arms, Guide, Trustees (3), Shop Committeepersons, Chief Stewards, and Apprentice Representative.

The officers are urged to wear said badges at all times while working in the plant and at Union activities.

ARTICLE XXIV (24)
LOCAL UNION SCHOOL

Section 1. Each year the Local Union shall sponsor educational school(s) for all Officers, Committeepersons, Chief Stewards, Election Committee, and appointed officials. The Local Union shall pay lost time incurred in accordance with these Bylaws.

ARTICLE XXV (25)
LOCAL 685 NEWSPAPER

Section 1. The Local Union Newspaper shall, in content and policy, be in conformity with the policy of the International Union and the best interest of the Local Union.

Section 2. Any member shall have the right to appeal the refusal to print her/his article in the Local Union Newspaper. The appeal may be made pursuant to Article 33 of the Constitution of the International Union.

ARTICLE XXVI (26)
BEREAVEMENT

Section 1. If requested, each member covered by the Bereavement Section of the National Production and Maintenance Agreement shall receive a Bible or Religious Book of Faith.

Section 2. The Bible or Religious Book of Faith shall be picked up at the Local Union Hall by the member within sixty (60) days after the date of death.

Section 3. When time and circumstance permit, one (1) bouquet of flowers shall be sent to the funeral home from UAW Local 685.

Section 4. A member of the immediate family of an active or retired UAW Local 685 member who has passed away shall be entitled to one (1) Bible or Religious Book of Faith at the time of the member's passing.

ARTICLE XXVII (27)
AMALGAMATED UNIT

Section 1. In the event an Amalgamated Unit Chairperson resigns her/his position during her/his term of office, the Unit Vice Chairperson shall automatically succeed to the position of Unit Chairperson, and there will be an election pursuant to the guidelines set forth in these Bylaws for a Unit Vice Chairperson.

ARTICLE XXVIII (28)
AMENDMENTS

Section 1. These Bylaws shall be amended only in conformity with the following procedures:

a. These Bylaws may be amended by presenting a motion in writing, setting forth the amendment(s) sought, to a Membership Meeting.

b. These Bylaws may be amended by presenting a motion in writing, and signed by the movant, setting forth the amendment(s) sought, to a Membership Meeting.

c. The motion shall be read at that meeting and referred to the Constitution and Bylaws Committee, which will report to the succeeding Membership Meeting, the notice of which shall contain a notice of the particular Bylaws amendment(s) that will be considered. If approved by two-thirds of the membership vote thereon at this succeeding meeting, the amendment(s) shall be considered adopted by the membership.

Section 2. The Bylaws of the Local Union shall at all times be subordinate and subject to the provisions of the Constitution of the International Union and, in the event of any conflict, the Constitution of the International Union shall govern.

Section 3. Two (2) copies of these Bylaws or any additions or revisions, shall be submitted, to the Director of Region 2-B, for submission to the International Executive Board for approval.

Section 4. After these Bylaws are adopted by the membership and approved by the International Union, they shall supersede any laws on the record books of the General Membership and Executive Board.