



UAW ADMINISTRATIVE LETTER

OFFICERS

Ray Curry.....President
Frank Stuglin.....Secretary-Treasurer
Chuck Browning.....Vice President
Cindy Estrada.....Vice President

Volume No. 61

September 16, 2022



Letter No.7

IN THIS ISSUE

**Amendments to International Constitution,
Adopted at the 38th Constitutional
Convention:**

1. Preamble
2. Article 2, Section 2
3. Article 5
4. Article 8, Sections 2 and 17(c)
5. Article 10, Sections 1, 2, 3, 4, 5, 6,
16, 18, 21 and 22
6. Article 11, Sections 1, 2, 3 and 8
7. Article 12, Section 21
8. Article 19, Section 1*
9. Article 30, Section 1*
10. Article 41, Section 4*
11. Article 44*
12. Article 50, Section 10*
13. Ethical Practices Codes,
Democratic Practices*

by asterisk(*), those amendments which may immediately affect the Local Union and the membership.

The following Articles and Sections were amended:

- | | |
|--|--|
| 1. Preamble | 7. Article 12, Section 21 |
| 2. Article 2, Section 2 | 8. Article 19, Section 1* |
| 3. Article 5 | 9. Article 30, Section 1* |
| 4. Article 8, Sections 2 and 17(c) | 10. Article 41, Section 4* |
| 5. Article 10, Sections 1, 2, 3, 4, 5, 6,
16, 18, 21 and 22 | 11. Article 44* |
| 6. Article 11, Sections 1, 2, 3 and 8 | 12. Article 50, Section 10* |
| | 13. Ethical Practices Codes, Democratic Practices* |

Upon receipt of the enclosed amendments, each Local Union should review its bylaws and make any changes necessary to conform with the amendments adopted at the Convention. As soon as the new Constitution is printed, copies will be forwarded to each Local Union, at which time the Local Union may order additional copies for its own use, and that of the membership, from the UAW Purchasing Department.

In solidarity,

Ray Curry
President

When in Doubt About International Policy . . . Contact Your Regional Director

- The *left* column shows the current language of the UAW CONSTITUTION.
- The *center* column shows the proposed change:
 - ⇒ All deletions are struck through with lines.
 - ⇒ Additions appear underlined.
- The *right* column shows the CONSTITUTION if the proposed change is approved (new language bolded).

PREAMBLE
Edits as follows:

Current Language	Proposed Change	Result
<p>We hold these truths to be self-evident; expressive of the ideals and hopes of the workers who come under the jurisdiction of this INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW): “that all men and women are created equal, that they are endowed by their Creator with certain inalienable rights, that among these are life, liberty and the pursuit of happiness. That to secure these rights, governments are instituted among men and women, deriving their just powers from the consent of the governed.” Within the orderly processes of such government lies the hope of the worker in advancing society toward the ultimate goal of social and economic justice.</p>	<p>We hold these truths to be self-evident; expressive of the ideals and hopes of the workers who come under the jurisdiction of this INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW): “that all men and women are created equal, that they are endowed by their Creator with certain inalienable rights, that among these are life, liberty and the pursuit of happiness. That to secure these rights, governments are instituted among men and women, deriving their just powers from the consent of the governed.” Within the orderly processes of such government lies the hope of the worker in advancing society toward the ultimate goal of social and economic justice.</p>	<p>We hold these truths to be self-evident; expressive of the ideals and hopes of the workers who come under the jurisdiction of this INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW): “that all men and women are created equal, that they are endowed by their Creator with certain inalienable rights, that among these are life, liberty and the pursuit of happiness. That to secure these rights, governments are instituted among men and women, deriving their just powers from the consent of the governed.” Within the orderly processes of such government lies the hope of the worker in advancing society toward the ultimate goal of social and economic justice.</p>
<p>The precepts of democracy require that workers through their union participate</p>	<p>The precepts of democracy require that workers through their union participate</p>	<p>The precepts of democracy require that workers through their union participate</p>

Current Language	Proposed Change	Result
<p>meaningfully in making decisions affecting their welfare and that of the communities in which they live.</p> <p>Managerial decisions have far reaching impact upon the quality of life enjoyed by the workers, the family, and the community. Management must recognize that it has basic responsibilities to advance the welfare of the workers and the whole society and not alone to the stockholders. It is essential, therefore, that the concerns of workers and of society be taken into account when basic managerial decisions are made.</p> <p>The structure of work established by management is designed to make of the workers an adjunct to the tool rather than its master. This, coupled with the authoritarian climate of the workplace, robs the worker of his/her dignity as an adult human being. This belies the democratic heritage we cherish as citizens in a society rooted in democratic values.</p> <p>Essential to the UAW's purpose is to afford the opportunity for workers to master their work environment; to achieve not only improvement in their</p>	<p>meaningfully in making decisions affecting their welfare and that of the communities in which they live.</p> <p>Managerial decisions have far reaching impact upon the quality of life enjoyed by the workers, the family, and the community. Management must recognize that it has basic responsibilities to advance the welfare of the workers and the whole society and not alone to the stockholders. It is essential, therefore, that the concerns of workers and of society be taken into account when basic managerial decisions are made.</p> <p>The structure of work established by management is designed to make of the workers an adjunct to the tool rather than its master. This, coupled with the authoritarian climate of the workplace, robs the worker of his/her dignity as an adult human being. This belies the democratic heritage we cherish as citizens in a society rooted in democratic values.</p> <p>Essential to the UAW's purpose is to afford the opportunity for workers to master their work environment; to achieve not only improvement in their economic status but, of equal importance, to gain from their</p>	<p>meaningfully in making decisions affecting their welfare and that of the communities in which they live.</p> <p>Managerial decisions have far reaching impact upon the quality of life enjoyed by the workers, the family, and the community. Management must recognize that it has basic responsibilities to advance the welfare of the workers and the whole society and not alone to the stockholders. It is essential, therefore, that the concerns of workers and of society be taken into account when basic managerial decisions are made.</p> <p>The structure of work established by management is designed to make of the workers an adjunct to the tool rather than its master. This, coupled with the authoritarian climate of the workplace, robs the worker of his/her dignity as an adult human being. This belies the democratic heritage we cherish as citizens in a society rooted in democratic values.</p> <p>Essential to the UAW's purpose is to afford the opportunity for workers to master their work environment; to achieve not only improvement in their economic status but, of equal importance, to gain from their labors a greater measure of</p>

Current Language	Proposed Change	Result
<p>economic status but, of equal importance, to gain from their labors a greater measure of dignity, of self-fulfillment and self-worth.</p> <p>Workers must also participate meaningfully in political and legislative action because government impacts importantly on their lives and on their communities. If government is to be the means by which people achieve a humanitarian and equitable society, it must be a responsible and accountable government.</p> <p>Therefore, the UAW has the duty and responsibility to promote real and meaningful participatory democracy through its members and their families, so that free people and their institutions may be heard in the councils of government and so that officeholders are guided by principle alone.</p> <p>To achieve these wholesome objectives:</p> <ul style="list-style-type: none"> • Management must accept union organization and collective bargaining as an essential and constructive force in our democratic society; 	<p>labors a greater measure of dignity, of self-fulfillment and self-worth.</p> <p>Workers must also participate meaningfully in political and legislative action because government impacts importantly on their lives and on their communities. If government is to be the means by which people achieve a humanitarian and equitable society, it must be a responsible and accountable government.</p> <p>Therefore, the UAW has the duty and responsibility to promote real and meaningful participatory democracy through its members and their families, so that free people and their institutions may be heard in the councils of government and so that officeholders are guided by principle alone.</p> <p>To achieve these wholesome objectives:</p> <ul style="list-style-type: none"> • <u>The UAW's elected leaders must demonstrate a commitment to transparency, democratic participation and communication, to ensure the voices of rank-and-file UAW members are heard at all levels of our union's governance;</u> 	<p>dignity, of self-fulfillment and self-worth.</p> <p>Workers must also participate meaningfully in political and legislative action because government impacts importantly on their lives and on their communities. If government is to be the means by which people achieve a humanitarian and equitable society, it must be a responsible and accountable government.</p> <p>Therefore, the UAW has the duty and responsibility to promote real and meaningful participatory democracy through its members and their families, so that free people and their institutions may be heard in the councils of government and so that officeholders are guided by principle alone.</p> <p>To achieve these wholesome objectives:</p> <ul style="list-style-type: none"> • The UAW's elected leaders must demonstrate a commitment to transparency, democratic participation and communication, to ensure the voices of rank-and-file UAW members are heard at all levels of our union's governance;

Current Language	Proposed Change	Result
<ul style="list-style-type: none"> • The workers must be provided a meaningful voice in maintaining a safe and healthful workplace with decent working conditions, and must enjoy secured rights, together with a satisfactory standard of living and maximum job security; • The workers must have a voice in their own destiny and the right to participate in making decisions that affect their lives before such decisions are made; • The UAW must play an active role at all levels of government to protect the lives and rights of its members and their families. We must work constantly on the political and legislative problems facing the whole society; • Union members must take seriously their responsibilities as citizens and work, through their union and individually, to realize the goals of participatory democracy and responsible and accountable government. 	<ul style="list-style-type: none"> • Management must accept union organization and collective bargaining as an essential and constructive force in our democratic society; • The workers must be provided a meaningful voice in maintaining a safe and healthful workplace with decent working conditions, and must enjoy secured rights, together with a satisfactory standard of living and maximum job security; • The workers must have a voice in their own destiny and the right to participate in making decisions that affect their lives before such decisions are made; • The UAW must play an active role at all levels of government to protect the lives and rights of its members and their families. We must work constantly on the political and legislative problems facing the whole society; • Union members must take seriously their responsibilities as citizens and work, through their union and individually, to realize the goals of participatory democracy and responsible and accountable government. 	<ul style="list-style-type: none"> • Management must accept union organization and collective bargaining as an essential and constructive force in our democratic society; • The workers must be provided a meaningful voice in maintaining a safe and healthful workplace with decent working conditions, and must enjoy secured rights, together with a satisfactory standard of living and maximum job security; • The workers must have a voice in their own destiny and the right to participate in making decisions that affect their lives before such decisions are made; • The UAW must play an active role at all levels of government to protect the lives and rights of its members and their families. We must work constantly on the political and legislative problems facing the whole society; • Union members must take seriously their responsibilities as citizens and work, through their union and individually, to realize the goals of participatory democracy and responsible and accountable government.

**Article 2
Objects
Edits to Section 2 as follows:**

Current Language	Proposed Change	Result
<p>Section 2. To unite in one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status or sexual orientation, gender identity or gender expression, all employees under the jurisdiction of this International Union.</p>	<p>Section 2. To unite in one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status or sexual orientation, gender identity or gender expression, all employees under the jurisdiction of this International Union. <u>This Constitution shall use gender neutral language and pronouns throughout whenever feasible.</u></p>	<p>Section 2. To unite in one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status or sexual orientation, gender identity or gender expression, all employees under the jurisdiction of this International Union. This Constitution shall use gender neutral language and pronouns throughout whenever feasible.</p>

**Article 5
Jurisdiction
Edits as follows:**

Current Language	Proposed Change	Result
<p>The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), shall take in and hold jurisdiction over all employees in workplaces engaged in the manufacture of parts (including tools, dies, etc.), and the assembly of these parts into farm, automobile, automotive propelled products, aerospace and agricultural implements, including employees engaged in office work, sales, distribution and maintenance thereof. Its jurisdiction shall also encompass service, technical, office and/or professional</p>	<p>The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), shall take in and hold jurisdiction over all employees in workplaces engaged in the manufacture of parts (including tools, dies, etc.), and the assembly of these parts into farm, automobile, automotive propelled products, aerospace and agricultural implements, including employees engaged in office work, sales, distribution and maintenance thereof. Its jurisdiction shall also encompass <u>higher education</u>, service, technical, office and/or</p>	<p>The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), shall take in and hold jurisdiction over all employees in workplaces engaged in the manufacture of parts (including tools, dies, etc.), and the assembly of these parts into farm, automobile, automotive propelled products, aerospace and agricultural implements, including employees engaged in office work, sales, distribution and maintenance thereof. Its jurisdiction shall also encompass higher education, service, technical, office and/or</p>

Current Language	Proposed Change	Result
workplaces, whether public or private, and gaming establishments and others as the International Executive Board shall decide. The jurisdiction of this International Union shall be full and final.	professional workplaces, whether public or private, and gaming establishments and others as the International Executive Board shall decide. The jurisdiction of this International Union shall be full and final.	professional workplaces, whether public or private, and gaming establishments and others as the International Executive Board shall decide. The jurisdiction of this International Union shall be full and final.

Article 8
Conventions
Edits to Section 2 as follows:

Current Language	Proposed Change	Result
<p>Section 2. The business of the International Convention shall proceed in the following order unless otherwise ordered by the Convention:</p> <ul style="list-style-type: none"> (1) Call to Order. (2) Report on Credentials. (3) Reading of the Convention Rules. (4) Appointing Committees. (5) Communications and Bills. (6) Resolutions, etc. (7) Reports of Committees. (8) Report of Officers and International Executive Board. (9) Nomination and Election of Officers and International Trustee. (10) Unfinished Business. (11) New Business. (12) Adjournment. 	<p>Section 2. The business of the International Convention shall proceed in the following order unless otherwise ordered by the Convention:</p> <ul style="list-style-type: none"> (1) Call to Order. (2) Report on Credentials. (3) Reading of the Convention Rules. (4) Appointing Committees. (5) Communications and Bills. (6) Resolutions, etc. (7) Reports of Committees. (8) Report of Officers and International Executive Board. (9) Nomination and <u>Election and nomination and election</u> of Officers and International Trustee. (10) Unfinished Business. (11) New Business. (12) Adjournment. 	<p>Section 2. The business of the International Convention shall proceed in the following order unless otherwise ordered by the Convention:</p> <ul style="list-style-type: none"> (1) Call to Order. (2) Report on Credentials. (3) Reading of the Convention Rules. (4) Appointing Committees. (5) Communications and Bills. (6) Resolutions, etc. (7) Reports of Committees. (8) Report of Officers and International Executive Board. (9) Nomination of Officers and nomination and election of International Trustee. (10) Unfinished Business. (11) New Business. (12) Adjournment.

Article 8
Conventions
Edits to Section 17(c) as follows:

Current Language	Proposed Change	Result
<p>(c) All other election protests of elections held under Article 10 (International Officers and Regional Director), even though not touching the election of an identifiable delegate(s), must also be filed with the Credentials Committee, which has exclusive jurisdiction. Thus, any protest of the conduct of the campaign for these offices, or the alleged use of union or employer funds in the campaign, or any other matter said to affect the election, must be filed with the Credentials Committee. Any such protest must be made in writing, as soon as possible, even though the Credentials Committee is already in session. Such a protest may be made by any UAW member, or the issue may be raised directly by any member of the Credentials Committee itself.</p>	<p>(c) All other election protests of elections held under Article 10 (International Officers and Regional Director), even though not touching the election of an identifiable delegate(s), must also be filed with the Credentials Committee, which has exclusive jurisdiction. Thus, any protest of the conduct of the campaign for these offices, or the alleged use of union or employer funds in the campaign, or any other matter said to affect the election, must be filed with the Credentials Committee. Any such protest must be made in writing, as soon as possible, even though the Credentials Committee is already in session. Such a protest may be made by any UAW member, or the issue may be raised directly by any member of the Credentials Committee itself.</p>	<p>[section deleted]</p>

Article 10
Officers and Elections
Edits to Section 1 as follows:

Current Language	Proposed Change	Result
<p>Section 1. The elective officers of the International Union shall be one (1) International President, one (1) International Secretary-Treasurer, three (3)</p>	<p>Section 1. The elective officers of the International Union shall be one (1) International President, one (1) International Secretary-Treasurer, three (3)</p>	<p>Section 1. The elective officers of the International Union shall be one (1) International President, one (1) International Secretary-Treasurer, three (3)</p>

Current Language	Proposed Change	Result
<p>International Vice Presidents, who shall be elected by the Convention, and such International Executive Board Members as provided in Section 21 of this Article. In the event of the death, removal, or resignation of any of the three (3) Vice Presidents at any time after July 1, 2014, the International Executive Board shall have the authority to reduce the number of Vice Presidents from three (3) to two (2). The duties of the Vice Presidents shall be to assist the International President.</p>	<p>International Vice Presidents, who shall be elected <u>in a mail vote of a secret ballot</u> by <u>eligible members in good standing</u> the Convention, and such International Executive Board Members as provided in Section 21 of this Article <u>who shall also be elected in a mail vote of a secret ballot by eligible members in good standing within the geographical districts listed therein</u>. In the event of the death, removal, or resignation of any of the three (3) Vice Presidents at any time after July 1, 2014, the International Executive Board shall have the authority to reduce the number of Vice Presidents from three (3) to two (2). The duties of the Vice Presidents shall be to assist the International President.</p>	<p>International Vice Presidents, who shall be elected in a mail vote of a secret ballot by eligible members in good standing, and such International Executive Board Members as provided in Section 21 of this Article who shall also be elected in a mail vote of a secret ballot by eligible members in good standing within the geographical districts listed therein. In the event of the death, removal, or resignation of any of the three (3) Vice Presidents at any time after July 1, 2014, the International Executive Board shall have the authority to reduce the number of Vice Presidents from three (3) to two (2). The duties of the Vice Presidents shall be to assist the International President.</p>

Article 10
Officers and Elections
Edits to Section 2 as follows:

Current Language	Proposed Change	Result
<p>Section 2. Within the geographical districts as determined by the International Constitution, the International Executive Board Members shall be nominated and elected in the regions as established by the International Executive Board and existing on the actual day any such election commences. Only the delegates from the Local Unions in such</p>	<p>Section 2. Within the geographical districts as determined by the International Constitution, the International Executive Board Members shall be nominated and elected in the regions as established by the International Executive Board and existing on the actual day any such election commences <u>nominations are accepted by the Convention</u>. Only the</p>	<p>Section 2. Within the geographical districts as determined by the International Constitution, the International Executive Board Members shall be nominated in the regions as established by the International Executive Board and existing on the actual day any such nominations are accepted by the Convention. Only the delegates from the Local</p>

Current Language	Proposed Change	Result
<p>regions shall nominate and vote for their International Executive Board Members. Any member in continuous good standing for one (1) year, and who has worked at least ninety (90) working days in a workplace(s) located within the region, whose Local Union is located within the region can be nominated and elected. It shall require a two-thirds (2/3) vote of the International Executive Board to change the composition of any region within a geographical district.</p>	<p>delegates from the Local Unions in such regions shall nominate and vote for their International Executive Board Members. Any member in continuous good standing for one (1) year, and who has worked at least ninety (90) working days in a workplace(s) located within the region, whose Local Union is located within the region can be nominated and elected. It shall require a two-thirds (2/3) vote of the International Executive Board to change the composition of any region within a geographical district.</p> <p><u>As provided for in Article 10, Section 21, Region 6 will become operative upon the conclusion of 2022 elections and the installation of new International Executive Board Members. As such, at the 2022 Convention, only delegates from Local Unions within the enumerated nine states of Region 6 shall nominate candidates for the International Executive Board position of Region 6.</u></p>	<p>Unions in such regions shall nominate their International Executive Board Members. Any member in continuous good standing for one (1) year, and who has worked at least ninety (90) working days in a workplace(s) located within the region, whose Local Union is located within the region can be nominated and elected. It shall require a two-thirds (2/3) vote of the International Executive Board to change the composition of any region within a geographical district.</p> <p>As provided for in Article 10, Section 21, Region 6 will become operative upon the conclusion of 2022 elections and the installation of new International Executive Board Members. As such, at the 2022 Convention, only delegates from Local Unions within the enumerated nine states of Region 6 shall nominate candidates for the International Executive Board position of Region 6.</p>

Article 10 Officers and Elections Edits to Section 3 as follows:		
Current Language	Proposed Change	Result
<p>Section 3. The term of office of all elective officers shall be for the period up to the next</p>	<p>Section 3. The term of office of all elective <u>International</u> Officers and International</p>	<p>Section 3. The term of office of all International Officers and International Executive</p>

Current Language	Proposed Change	Result
<p>Convention and the term of office shall begin immediately upon installation. The term of office of the Trustees shall be as provided for in Article 51.</p>	<p><u>Executive Board Members shall be from the date of their swearing-in after the election process set forth in Section 5 through the conclusion of the next election cycle which shall commence following the conclusion of the next Convention</u> for the period up to the next Convention and the term of office shall begin immediately upon installation. The term of office of the Trustees shall be as provided for in Article 51.</p>	<p>Board Members shall be from the date of their swearing-in after the election process set forth in Section 5 through the conclusion of the next election cycle which shall commence following the conclusion of the next Convention. The term of office of the Trustees shall be as provided for in Article 51.</p>

Article 10
Officers and Elections
Edits to Section 4 as follows:

Current Language	Proposed Change	Result
<p>Section 4. Nomination and election of all elective officers and Trustees shall take place in the regular order of business of the Convention and election shall be determined by a majority vote of the delegates voting. Candidates shall be elected to various offices by one (1) roll-call vote. In the election of the Vice Presidents each delegate may vote for three (3) candidates. If there are five (5) or more nominees for the three (3) offices and less than three (3) candidates receive a majority vote, the candidate receiving the lowest number of votes shall be eliminated from the run-off election, and in each successive run-off election, and</p>	<p>Section 4. Nomination and election of all elective officers and Trustees <u>and election of Trustees</u> shall take place in the regular order of business of the Convention and election <u>of Trustees</u> shall be determined by a majority vote of the delegates voting. Candidates shall be elected to various offices <u>Trustee</u> by one (1) roll-call vote, <u>and in the manner as set forth in Article 51, Section 3.</u> In the election of the Vice Presidents each delegate may vote for three (3) candidates. If there are five (5) or more nominees for the three (3) offices and less than three (3) candidates receive a majority vote, the candidate receiving the lowest</p>	<p>Section 4. Nomination of all elective officers and Trustees and election of Trustees shall take place in the regular order of business of the Convention and election of Trustees shall be determined by a majority vote of the delegates voting. Candidates shall be elected Trustee by one (1) roll-call vote, and in the manner as set forth in Article 51, Section 3.</p>

Current Language	Proposed Change	Result
<p>in each successive run-off election the candidate receiving the lowest number of votes shall be eliminated, unless such elimination would result in reducing the number of candidates in nomination to a figure equal to the remaining vacancy or vacancies.</p>	<p>number of votes shall be eliminated from the run-off election, and in each successive run-off election the candidate receiving the lowest number of votes shall be eliminated, unless such elimination would result in reducing the number of candidates in nomination to a figure equal to the remaining vacancy or vacancies.</p>	

Article 10
Officers and Elections
Edits to Section 5 as follows:

Current Language	Proposed Change	Result
<p>Section 5. All elections of International Officers and International Executive Board Members shall be by roll-call vote. In any election for International President, International Secretary-Treasurer, International Executive Board Member, or International Trustee where there are three (3) or more candidates and, on the first ballot no such candidate receives a majority, there shall be a run-off between the two (2) candidates who received the highest number of votes on the first ballot.</p>	<p>Section 5. (a) All elections of International Officers and International Executive Board Members shall be by roll-call vote <u>a mail vote of a secret ballot by eligible members in good standing and, in the case of the election of International Executive Board Members, secret ballots shall be cast in a mail vote by eligible members in good standing within the geographical districts listed in Section 21.</u></p> <p>(b) In any election for International President, International Secretary-Treasurer, <u>or</u> International Executive Board Member, or International Trustee where there are three (3) or more candidates and, on the first ballot no such candidate receives a majority, there shall</p>	<p>Section 5. (a) All elections of International Officers and International Executive Board Members shall be by a mail vote of a secret ballot by eligible members in good standing and, in the case of the election of International Executive Board Members, secret ballots shall be cast in a mail vote by eligible members in good standing within the geographical districts listed in Section 21.</p> <p>(b) In any election for International President, International Secretary-Treasurer, or International Executive Board Member where there are three (3) or more candidates and, on the first ballot no such candidate receives a majority, there shall be a subsequent run-off</p>

Current Language	Proposed Change	Result
	<p>shall be a <u>subsequent run-off election conducted in a mail vote of a secret ballot</u> between the two (2) candidates who received the highest number of votes on the first ballot.</p> <p><u>(c) The election of the three (3) International Vice Presidents shall be determined by a majority vote as follows:</u></p> <p>(i) <u>Each voter may vote for one candidate for each open position.</u></p> <p>(ii) <u>Where there are less than seven (7) candidates, the three (3) candidates receiving the greatest number of votes shall be declared elected.</u></p> <p>(iii) <u>Where there are seven (7) or more candidates, the majority point is determined by adding the total votes cast for the office of Vice President, dividing by the number of positions to be filled, and dividing by two (2); which will determine the fifty (50) percent mark that must be exceeded for a majority.</u></p>	<p>election conducted in a mail vote of a secret ballot between the two (2) candidates who received the highest number of votes on the first ballot.</p> <p>(c) The election of the three (3) International Vice Presidents shall be determined by a majority vote as follows:</p> <p>(i) Each voter may vote for one candidate for each open position.</p> <p>(ii) Where there are less than seven (7) candidates, the three (3) candidates receiving the greatest number of votes shall be declared elected.</p> <p>(iii) Where there are seven (7) or more candidates, the majority point is determined by adding the total votes cast for the office of Vice President, dividing by the number of positions to be filled, and dividing by two (2); which will determine the fifty (50) percent mark that must be exceeded for a majority.</p>

Current Language	Proposed Change	Result
	<p>(iv) <u>In the event more than three (3) candidates receive a majority vote, the three (3) candidates with the greatest majority shall be declared elected.</u></p> <p>(v) <u>Where there are seven (7) or more candidates and no candidate receives a majority, the run-off is confined to the six (6) candidates receiving the greatest number of votes.</u></p> <p>(vi) <u>Where there are seven (7) or more candidates and only one (1) candidate receives a majority, the run-off is confined to the candidates who finished in second, third, fourth and fifth position.</u></p> <p>(vii) <u>Where there are seven (7) or more candidates and only two (2) candidates receive a majority, the run-off is confined to the candidates who finished in third and fourth positions.</u></p>	<p>(iv) In the event more than three (3) candidates receive a majority vote, the three (3) candidates with the greatest majority shall be declared elected.</p> <p>(v) Where there are seven (7) or more candidates and no candidate receives a majority, the run-off is confined to the six (6) candidates receiving the greatest number of votes.</p> <p>(vi) Where there are seven (7) or more candidates and only one (1) candidate receives a majority, the run-off is confined to the candidates who finished in second, third, fourth and fifth position.</p> <p>(vii) Where there are seven (7) or more candidates and only two (2) candidates receive a majority, the run-off is confined to the candidates who finished in third and fourth positions.</p>

Current Language	Proposed Change	Result
	<p>(d) <u>For the period of oversight, and in accordance with the terms of the January 29, 2021, Consent Decree entered by the United States District Court in Detroit, the Court-appointed Monitor, in consultation with the International Union, shall develop the election rules and methods for the election of International Officers and International Executive Board Members, which shall provide the specific dates for the mailing and tabulation of ballots to occur.</u></p>	<p>(d) For the period of oversight, and in accordance with the terms of the January 29, 2021, Consent Decree entered by the United States District Court in Detroit, the Court-appointed Monitor, in consultation with the International Union, shall develop the election rules and methods for the election of International Officers and International Executive Board Members, which shall provide the specific dates for the mailing and tabulation of ballots to occur.</p>

Article 10
Officers and Elections
Edits to Section 6 as follows:

Current Language	Proposed Change	Result
<p>Section 6. No member shall be nominated or elected as an elective officer of the International Union, as set forth in Section 1 of this Article, who has not been in continuous good standing for a period of one (1) year preceding the date of nomination.</p>	<p>Section 6. No member shall be nominated or elected as an elective officer of the International Union, as set forth in Section 1 of this Article, who has not been in continuous good standing for a period of one (1) year preceding the date of nomination <u>first day of the Convention at which he or she is nominated and continuing thereafter through the election and swearing-in.</u></p>	<p>Section 6. No member shall be nominated or elected as an elective officer of the International Union, as set forth in Section 1 of this Article, who has not been in continuous good standing for a period of one (1) year preceding the first day of the Convention at which he or she is nominated and continuing thereafter through the election and swearing-in.</p>

Article 10
Officers and Elections
Edits to Section 16 as follows:

Current Language	Proposed Change	Result
<p>Section 16. Incoming elective officers of the International Union shall be obligated and installed immediately after being elected. The obligation shall be the same as that provided for Local Union officers.</p>	<p>Section 16. Incoming elective officers of the International Union shall be obligated and installed immediately after being elected <u>within seven (7) days of the announcement of the election results by the Court-appointed Monitor.</u> The obligation shall be the same as that provided for Local Union officers.</p>	<p>Section 16. Incoming elective officers of the International Union shall be obligated and installed within seven (7) days of the announcement of the election results by the Court-appointed Monitor.</p>

Article 10
Officers and Elections
Edits to Section 18 as follows:

Current Language	Proposed Change	Result
<p>Section 18. In the event a vacancy occurs on the International Executive Board because of the death, removal, promotion of a member or other cause, the International Executive Board shall, within thirty (30) days, call a special regional convention for the region which the International Executive Board Member represented. Such vacancy shall be filled by a member elected by the delegates from the Local Unions in the region. In the event of such vacancy occurring within sixty (60) days before a regular Constitutional Convention, no election shall take place and the office shall remain vacant. In any such</p>	<p>Section 18. In the event a vacancy occurs on the International Executive Board because of the death, removal, promotion of a member or other cause, the International Executive Board shall, within thirty (30) days, call a special regional convention for the region which the International Executive Board Member represented. Such vacancy shall be filled by a member elected by the delegates from the Local Unions in the region. In the event of such vacancy occurring within sixty (60) days before a regular Constitutional Convention, no election shall take place and the office shall remain vacant <u>until the</u></p>	<p>Section 18. In the event a vacancy occurs on the International Executive Board because of the death, removal, promotion of a member or other cause, the International Executive Board shall, within thirty (30) days, call a special regional convention for the region which the International Executive Board Member represented. Such vacancy shall be filled by a member elected by the delegates from the Local Unions in the region. In the event of such vacancy occurring within sixty (60) days before a regular Constitutional Convention, no election shall take place and the office shall remain vacant until the</p>

Current Language	Proposed Change	Result
<p>special regional convention, the delegates from each Local Union who had been elected to the preceding regular Constitutional Convention shall serve as delegates to the Special Convention. Each Local Union shall carry the same total vote as it carried at such previous regular Constitutional Convention.</p> <p>If there are vacancies in the voting delegation, they shall be filled in the following manner:</p> <ul style="list-style-type: none"> (a) By alternates where the same were elected to the preceding Constitutional Convention; (b) If the number of delegates is insufficient after applying (a), by reapportioning the votes of the Local Union among the remaining delegates to the extent permitted by Section 7 of Article 8; (c) If the number of delegates is insufficient after applying (a) and (b), by electing additional delegates, these additional delegates to be nominated and elected by secret ballot at successive membership meetings; the required notices for such nomination and election being those set forth 	<p><u>position is filled in accordance with Article 10, Sections 2 and 5 of the Constitution.</u> In any such special regional convention, the delegates from each Local Union who had been elected to the preceding regular Constitutional Convention shall serve as delegates to the Special Convention. Each Local Union shall carry the same total vote as it carried at such previous regular Constitutional Convention.</p> <p>If there are vacancies in the voting delegation, they shall be filled in the following manner:</p> <ul style="list-style-type: none"> (a) By alternates where the same were elected to the preceding Constitutional Convention; (b) If the number of delegates is insufficient after applying (a), by reapportioning the votes of the Local Union among the remaining delegates to the extent permitted by Section 7 of Article 8; (c) If the number of delegates is insufficient after applying (a) and (b), by electing additional delegates, these additional delegates to be nominated and elected by secret ballot at successive membership meetings; the required 	<p>position is filled in accordance with Article 10, Sections 2 and 5 of the Constitution. In any such special regional convention, the delegates from each Local Union who had been elected to the preceding regular Constitutional Convention shall serve as delegates to the Special Convention. Each Local Union shall carry the same total vote as it carried at such previous regular Constitutional Convention.</p> <p>If there are vacancies in the voting delegation, they shall be filled in the following manner:</p> <ul style="list-style-type: none"> (a) By alternates where the same were elected to the preceding Constitutional Convention; (b) If the number of delegates is insufficient after applying (a), by reapportioning the votes of the Local Union among the remaining delegates to the extent permitted by Section 7 of Article 8; (c) If the number of delegates is insufficient after applying (a) and (b), by electing additional delegates, these additional delegates to be nominated and elected by secret ballot at successive membership

Current Language	Proposed Change	Result
in Sections 22 and 24 of Article 8.	notices for such nomination and election being those set forth in Sections 22 and 24 of Article 8.	meetings; the required notices for such nomination and election being those set forth in Sections 22 and 24 of Article 8.

**Article 10
Officers and Elections
Edits to Section 21 as follows:**

Current Language	Proposed Change	Result
<p>Section 21. The geographical districts and the number of International Executive Board Members for each district of the International Union in the United States and Canada shall be as listed below:</p>	<p>Section 21. The geographical districts and the number of International Executive Board Members for each district of the International Union in the United States and Canada shall be as listed below:</p>	<p>Section 21. The geographical districts and the number of International Executive Board Members for each district of the International Union in the United States and Canada shall be as listed below:</p>
<ol style="list-style-type: none"> 1. Michigan, CanadaRegions 1, 1A, and 1D 2. Ohio and Indiana Region 2B 4. Illinois, Iowa, Nebraska, Wisconsin, Minnesota, North Dakota, South Dakota, Wyoming and Montana ...Region 4 5. Missouri, Arkansas, Louisiana, Kansas, Oklahoma, Texas, Colorado, New Mexico, Washington, Oregon, California, Idaho, Nevada, Utah, Arizona, Alaska and Hawaii Region 5 8. Tennessee, Virginia, West Virginia, North 	<ol style="list-style-type: none"> 1. Michigan, CanadaRegions 1, 1A, and 1D 2. Ohio and Indiana Region 2B 4. Illinois, Iowa, Nebraska, Wisconsin, Minnesota, North Dakota, South Dakota, Wyoming, and Montana, <u>Colorado, Missouri, and Kansas</u>... Region 4 5. Missouri, Arkansas, Louisiana, Kansas, Oklahoma, Texas, Colorado, New Mexico, Washington, Oregon, California, Idaho, Nevada, Utah, Arizona, Alaska and Hawaii Region 5 	<ol style="list-style-type: none"> 1. Michigan, CanadaRegions 1, 1A, and 1D 2. Ohio and Indiana Region 2B 4. Illinois, Iowa, Nebraska, Wisconsin, Minnesota, North Dakota, South Dakota, Wyoming, Montana, Colorado, Missouri, and Kansas ...Region 4 6. Washington, Oregon, California, Nevada, Idaho, Utah, Arizona, Hawaii, and Alaska . . . Region 6 8. Tennessee, Virginia, West Virginia, North Carolina, South Carolina, Mississippi,

Current Language	Proposed Change	Result
<p>Carolina, South Carolina, Mississippi, Alabama, Georgia, Florida, the District of Columbia, Maryland, Delaware, Kentucky, the following counties of Pennsylvania: Franklin, Cumberland, Adams, York . . . Region 8</p> <p>9. New York, New Jersey, Rhode Island, Connecticut, Massachusetts, Vermont, New Hampshire, Maine and Pennsylvania, excluding the counties of Franklin, Cumberland, Adams and York Regions 9 and 9A</p> <p>When an Executive Board Member vacancy occurs in any region, for any reason, and the International Executive Board determines that conditions and factors exist comparable to those which necessitated the decisions in 1984 to combine the regions in the Detroit Area and in 1990 to combine the regions in the Ohio district (that is, Ohio, West Virginia, and those parts of Pennsylvania west of and including the counties of McKean, Cameron, Cambria and Somerset), and further, determines that it is in the overall best interest of the Union, then the region will be combined with one (1) of the other contiguous regions. The remaining International Executive Board Member will have jurisdiction over the combined regions.</p>	<p>6. <u>Washington, Oregon, California, Nevada, Idaho, Utah, Arizona, Hawaii, and Alaska . . . Region 6</u></p> <p>8. Tennessee, Virginia, West Virginia, North Carolina, South Carolina, Mississippi, Alabama, Georgia, Florida, the District of Columbia, Maryland, Delaware, Kentucky, <u>Arkansas, Louisiana, Oklahoma, Texas and New Mexico</u>, the following counties of Pennsylvania: Franklin, Cumberland, Adams, York . . . Region 8</p> <p>9. New York, New Jersey, Rhode Island, Connecticut, Massachusetts, Vermont, New Hampshire, Maine, <u>Puerto Rico</u> and Pennsylvania, excluding the counties of Franklin, Cumberland, Adams and York Regions 9 and 9A</p> <p><u>Once the 2022 elections set forth in Article 10, Section 5 have concluded and new International Executive Board members are installed into office, Region 6 shall become operative. Until that time, local unions contained within those enumerated nine states shall continue to be serviced by, and reside within, their existing</u></p>	<p>Alabama, Georgia, Florida, the District of Columbia, Maryland, Delaware, Kentucky, Arkansas, Louisiana, Oklahoma, Texas and New Mexico, the following counties of Pennsylvania: Franklin, Cumberland, Adams, York . . . Region 8</p> <p>9. New York, New Jersey, Rhode Island, Connecticut, Massachusetts, Vermont, New Hampshire, Maine, Puerto Rico and Pennsylvania, excluding the counties of Franklin, Cumberland, Adams and York Regions 9 and 9A</p> <p>Once the 2022 elections set forth in Article 10, Section 5 have concluded and new International Executive Board members are installed into office, Region 6 shall become operative. Until that time, local unions contained within those enumerated nine states shall continue to be serviced by, and reside within, their existing Region 4 or Region 8 designation.</p> <p>When an Executive Board Member vacancy occurs in any region, for any reason, and the International Executive Board determines that conditions and factors exist comparable to</p>

Current Language	Proposed Change	Result
	<p><u>Region 4 or Region 8 designation.</u></p> <p>When an Executive Board Member vacancy occurs in any region, for any reason, and the International Executive Board determines that conditions and factors exist comparable to those which necessitated the decisions in 1984 to combine the regions in the Detroit Area and in 1990 to combine the regions in the Ohio district (that is, Ohio, West Virginia, and those parts of Pennsylvania west of and including the counties of McKean, Cameron, Cambria and Somerset), and further, determines that it is in the overall best interest of the Union, then the region will be combined with one (1) of the other contiguous regions. The remaining International Executive Board Member will have jurisdiction over the combined regions.</p>	<p>those which necessitated the decisions in 1984 to combine the regions in the Detroit Area and in 1990 to combine the regions in the Ohio district (that is, Ohio, West Virginia, and those parts of Pennsylvania west of and including the counties of McKean, Cameron, Cambria and Somerset), and further, determines that it is in the overall best interest of the Union, then the region will be combined with one (1) of the other contiguous regions. The remaining International Executive Board Member will have jurisdiction over the combined regions.</p>

**Article 10
Officers and Elections
New Section 22 as follows:**

Current Language	Proposed Change	Result
<p>N/A</p>	<p><u>Section 22: Beginning in 2026, in all UAW elections, including elections for International Executive Board Officers and Members, Local Union Officers, and any other elected position within</u></p>	<p>Section 22: Beginning in 2026, in all UAW elections, including elections for International Executive Board Officers and Members, Local Union Officers, and any other elected position within</p>

Current Language	Proposed Change	Result
	<p><u>the UAW, whether at the International Union or Local Union level, only UAW members and retirees in good standing may contribute anything of value to a candidate's campaign. The maximum amount that any member or retiree in good standing may contribute during any campaign cycle is \$2,000.00 (two thousand dollars) per candidate.</u></p>	<p>the UAW, whether at the International Union or Local Union level, only UAW members and retirees in good standing may contribute anything of value to a candidate's campaign. The maximum amount that any member or retiree in good standing may contribute during any campaign cycle is \$2,000.00 (two thousand dollars) per candidate.</p>

Article 11 Salaries

Edits to Section 1 as follows:

Current Language	Proposed Change	Result
<p>Section 1. Provided the membership in the UAW's industrial sectors receive bargained for profit sharing payments, the International President, International Secretary-Treasurer, International Vice Presidents and International Executive Board Members shall receive a lump sum payment up to a maximum of 3% from the revenue created by profit sharing dues, which lump sum payments shall be payable in the first payroll periods of August 2018 and 2019, and a 4% lump sum payment in March 2019. The salaries shall remain at the levels set forth in Section 3, subject to future bargaining as described in Section 13.</p>	<p>Section 1. Provided the membership in the UAW's industrial sectors receive bargained for profit sharing payments, the International President, International Secretary-Treasurer, International Vice Presidents and International Executive Board Members shall receive a lump sum payment up to a maximum of 3% <u>of their annual salary</u> from the revenue created by profit sharing dues, which lump sum payment shall be payable in the first payroll periods of August 2018<u>2022</u> and 2019<u>2023</u>, and a 4% <u>3% lump sum payment increase in base salary</u> in March 2019<u>2023</u>. The salaries shall <u>otherwise</u> remain at the levels set forth in Section 3, subject to future bargaining as described in Section 13.</p>	<p>Section 1. Provided the membership in the UAW's industrial sectors receive bargained for profit sharing payments, the International President, International Secretary-Treasurer, International Vice Presidents and International Executive Board Members shall receive a lump sum payment up to a maximum of 3% of their annual salary from the revenue created by profit sharing dues, which lump sum payments shall be payable in the first payroll periods of August 2022 and 2023, and a 3% increase in base salary in March 2023. The salaries shall otherwise remain at the levels set forth in Section 3, subject to future bargaining as described in Section 13.</p>

Article 11
Salaries
Edits to Section 2 as follows:

Current Language	Proposed Change	Result
<p>Section 2. Provided the membership in the UAW's industrial sectors receive bargained for profit sharing payments, International Representatives, shall receive a lump sum payment up to a maximum of 3% from the revenue created by profit sharing dues, which lump sum payments shall be payable in the first payroll periods of August 2018 and 2019, and a 4% lump sum payment in March 2019. The salaries shall remain at the levels set forth in Section 8, subject to future bargaining as described in Section 13.</p>	<p>Section 2. Provided the membership in the UAW's industrial sectors receive bargained for profit sharing payments, International Representatives, shall receive a lump sum payment up to a maximum of 3% <u>of their annual salary</u> from the revenue created by profit sharing dues, which lump sum payments shall be payable in the first payroll periods of August 2018<u>2022</u> and 2019<u>2023</u>, and a 4<u>3</u>% lump sum payment <u>increase in base salary</u> in March 2019<u>2023</u>. The salaries shall <u>otherwise</u> remain at the levels set forth in Section 8, subject to future bargaining as described in Section 13.</p>	<p>Section 2. Provided the membership in the UAW's industrial sectors receive bargained for profit sharing payments, International Representatives, shall receive a lump sum payment up to a maximum of 3% of their annual salary from the revenue created by profit sharing dues, which lump sum payments shall be payable in the first payroll periods of August 2022 and 2023, and a 3% increase in base salary in March 2023. The salaries shall otherwise remain at the levels set forth in Section 8, subject to future bargaining as described in Section 13.</p>

Article 11
Salaries
Edits to Section 3 as follows:

Current Language	Proposed Change	Result
<p>Section 3. The salaries of the International President, International Secretary-Treasurer, International Vice Presidents and International Executive Board Members in full for services rendered by each of said officers shall be the following sums:</p>	<p>Section 3. The salaries of the International President, International Secretary-Treasurer, International Vice Presidents and International Executive Board Members in full for services rendered by each of said officers shall be the following sums:</p>	<p>Section 3. The salaries of the International President, International Secretary-Treasurer, International Vice Presidents and International Executive Board Members in full for services rendered by each of said officers shall be the following sums:</p>

Current Language	Proposed Change	Result
<p>International President shall be paid 1.8 times the salary of International Representatives per annum.</p>	<p>International President, shall be paid 1.8 times the salary of International Representatives <u>two hundred six thousand, six hundred seventy-six dollars and seventy-seven cents (\$206,676.77)</u> per annum.</p>	<p>International President, two hundred six thousand, six hundred seventy-six dollars and seventy-seven cents (\$206,676.77) per annum.</p>
<p>International Secretary-Treasurer shall be paid 1.67 times the salary of International Representatives per annum.</p>	<p>International Secretary-Treasurer, shall be paid 1.67 times the salary of International Representatives <u>one hundred ninety-one thousand, seven hundred fifty dollars and twelve cents (\$191,750.12)</u> per annum.</p>	<p>International Secretary-Treasurer, one hundred ninety-one thousand, seven hundred fifty dollars and twelve cents (\$191,750.12) per annum.</p>
<p>International Vice Presidents shall be paid 1.62 times the salary of International Representatives per annum.</p>	<p>International Vice Presidents, shall be paid 1.62 times the salary of International Representatives <u>one hundred eighty-six thousand, nine dollars and ten cents (\$186,009.10)</u> per annum.</p>	<p>International Vice Presidents, one hundred eighty-six thousand, nine dollars and ten cents (\$186,009.10) per annum.</p>
<p>International Executive Board Members shall be paid 1.49 times the salary of International Representatives per annum.</p>	<p>International Executive Board Members, shall be paid 1.49 times the salary of International Representatives <u>one hundred seventy-one thousand, eighty-two dollars and forty-four cents (\$171,082.44)</u> per annum.</p>	<p>International Executive Board Members, one hundred seventy-one thousand, eighty-two dollars and forty-four cents (\$171,082.44) per annum.</p>
<p>Salaries shall be payable in biweekly installments.</p>	<p>Salaries shall be payable in biweekly installments.</p>	<p>Salaries shall be payable in biweekly installments.</p>

Article 11
Salaries
Edits to Section 8 as follows:

Current Language	Proposed Change	Result
<p>Section 8. The full salary for International Representatives shall be one hundred eleven thousand four hundred seventy-six dollars and fifteen cents (\$111,476.15) per annum. The initial salary for a newly appointed International Representative shall be 90% of the classification rate for her/his assignment and shall be increased in annual increments, so that no later than achieving three years of seniority on staff s/he shall be receiving the full salary for her/his classification. The International Executive Board shall determine the salaries of International Representatives acting as professional specialists, key personnel and major and minor department heads.</p> <p>Salaries shall be payable in biweekly installments.</p>	<p>Section 8. The full salary for International Representatives shall be one hundred eleven thousand four hundred seventy-six dollars and fifteen cents (\$111,476.15) <u>one hundred fourteen thousand, eight hundred twenty dollars and forty-three cents (\$114,820.43)</u> per annum. The initial salary for a newly appointed International Representative shall be 90% of the classification rate for her/his assignment and shall be increased in annual increments, so that no later than achieving three years of seniority on staff s/he shall be receiving the full salary for her/his classification. The International Executive Board shall determine the salaries of International Representatives acting as professional specialists, key personnel and major and minor department heads.</p> <p>Salaries shall be payable in biweekly installments.</p>	<p>Section 8. The full salary for International Representatives shall be one hundred fourteen thousand, eight hundred twenty dollars and forty-three cents (\$114,820.43) per annum. The initial salary for a newly appointed International Representative shall be 90% of the classification rate for her/his assignment and shall be increased in annual increments, so that no later than achieving three years of seniority on staff s/he shall be receiving the full salary for her/his classification. The International Executive Board shall determine the salaries of International Representatives acting as professional specialists, key personnel and major and minor department heads.</p> <p>Salaries shall be payable in biweekly installments.</p>

Article 12
Duties of the International Executive Board
New Section 21 as follows:

Current Language	Proposed Change	Result
N/A	<p>Section 21. <u>To ensure an open flow of information and better communication with the UAW's active and retired membership, the International Executive Board shall hold up to two unionwide Town Hall meetings per year, to which all active and retired UAW members are invited.</u></p>	<p>Section 21. To ensure an open flow of information and better communication with the UAW's active and retired membership, the International Executive Board shall hold up to two unionwide Town Hall meetings per year, to which all active and retired UAW members are invited.</p>

Article 19
Contracts and Negotiations
Edits to Section 1 as follows:

Current Language	Proposed Change	Result
<p>Section 1. It shall be the established policy of the International Union to recognize the spirit, the intent and the terms of all contractual relations developed and existing between Local Unions and employers, concluded out of conferences between the Local Unions and the employers, as binding upon them. Each Local Union shall be required to carry out the provisions of its contracts. No officer, member, representative or agent of the International Union or of any Local Union or of any subordinate body to the subordinate body to the International Union shall have the power or authority to counsel, cause, initiate,</p>	<p>Section 1. It shall be the established policy of the International Union to recognize the spirit, the intent and the terms of all contractual relations developed and existing between Local Unions and employers, concluded out of conferences between the Local Unions and the employers, as binding upon them. Each Local Union shall be required to carry out the provisions of its contracts. No officer, member, representative or agent of the International Union or of any Local Union or of any subordinate body to the International Union shall have the power or authority to counsel, cause, initiate, participate in or ratify any action</p>	<p>Section 1. It shall be the established policy of the International Union to recognize the spirit, the intent and the terms of all contractual relations developed and existing between Local Unions and employers, concluded out of conferences between the Local Unions and the employers, as binding upon them. Each Local Union shall be required to carry out the provisions of its contracts. No officer, member, representative or agent of the International Union or of any Local Union or of any subordinate body to the International Union shall have the power or authority to counsel, cause, initiate, participate in or ratify any action</p>

Current Language	Proposed Change	Result
<p>participate in or ratify any action which constitutes a breach of any contract entered into by a Local Union or by the International Union or a subordinate body thereof.</p> <p>Whenever a Local Union or a unit of an Amalgamated Local Union becomes a party to an agreement on wages, hours or working conditions, it shall cause such agreement to be reduced to writing and properly signed by the authorized representatives of all the parties to the agreement.</p>	<p>which constitutes a breach of any contract entered into by a Local Union or by the International Union or a subordinate body thereof.</p> <p>Whenever a Local Union or a unit of an Amalgamated Local Union becomes a party to an agreement on wages, hours or working conditions, it shall cause such agreement to be reduced to writing and properly signed by the authorized representatives of all the parties to the agreement, <u>and such agreements shall be made available to members on a Union website along with the entire contents of a National agreement applicable to that member.</u></p>	<p>which constitutes a breach of any contract entered into by a Local Union or by the International Union or a subordinate body thereof.</p> <p>Whenever a Local Union or a unit of an Amalgamated Local Union becomes a party to an agreement on wages, hours or working conditions, it shall cause such agreement to be reduced to writing and properly signed by the authorized representatives of all the parties to the agreement, and such agreements shall be made available to members on a Union website along with the entire contents of a National agreement applicable to that member.</p>

Article 30
Charges and Trials of International Officers
Edits to Section 1 as follows:

Current Language	Proposed Change	Result
<p>Section 1. Charges against International Officers or International Executive Board Members may be filed in either of these manners:</p> <p>(a) Upon written affidavit signed by five (5) or more Board Members and filed with the International Secretary-Treasurer.</p>	<p>Section 1. Charges against International Officers or International Executive Board Members may be filed in either of these manners:</p> <p>(a) Upon written affidavit signed by five (5) or more Board Members and filed with the International Secretary-Treasurer.</p>	<p>Section 1. Charges against International Officers or International Executive Board Members may be filed in either of these manners:</p> <p>(a) Upon written affidavit signed by five (5) or more Board Members and filed with the International Secretary-Treasurer.</p>

Current Language	Proposed Change	Result
<p>(b) Upon written affidavit signed by a Local Union member and endorsed by the member's own Local Union and by at least ten (10) additional Local Unions in the International Union, or in the case of charges against an International Executive Board Member, upon written affidavit signed by the Local Union member and endorsed by the member's own Local Union and a majority of the Local Unions within the region from which the International Executive Board Member is elected.</p>	<p>(b) Upon written affidavit signed by a Local Union member and endorsed by <u>a majority vote of the members in good standing of the member's affiant's own Local Union attending a special membership meeting held for that purpose,</u> and by <u>a majority vote of the members in good standing of at least five (5) other local unions at a special membership meeting held for that purpose.</u> at least ten (10) additional Local Unions in the International Union, or in the case of charges against an International Executive Board Member (i.e., Regional Director), all Local Unions involved in initiating or affirming such charges must be within the region from which the International Executive Board Member is elected, upon written affidavit signed by the Local Union member and endorsed by the member's own Local Union and a majority of the Local Unions within the region from which the International Executive Board Member is elected. In the case of charges filed against an International Officer or International Executive Board Member subject to this Article 30, the charges shall be referred to the Court-appointed Monitor for review and consideration of possible disciplinary action described in the Consent Decree.</p>	<p>(b) Upon written affidavit signed by a Local Union member and endorsed by a majority vote of the members in good standing of the affiant's own Local Union attending a special membership meeting held for that purpose, and by a majority vote of the members in good standing of at least five (5) other local unions at a special membership meeting held for that purpose. In the case of charges against an International Executive Board Member (i.e., Regional Director), all Local Unions involved in initiating or affirming such charges must be within the region from which the International Executive Board Member is elected. In the case of charges filed against an International Officer or International Executive Board Member subject to this Article 30, the charges shall be referred to the Court-appointed Monitor for review and consideration of possible disciplinary action described in the Consent Decree.</p>

Article 41
Duties of Local Union Members
New Section 4 as follows:

Current Language	Proposed Change	Result
N/A	<u>Section 4. It shall be the duty of each member to participate in Local Union meetings; to vote in Local and International Union elections; and to become educated and active in policy discussions of the Union.</u>	Section 4. It shall be the duty of each member to participate in Local Union meetings; to vote in Local and International Union elections; and to become educated and active in policy discussions of the Union.

Article 44
Local Union Committees
Edits as follows:

Current Language	Proposed Change	Result
<p>The Local Union shall have the following standing committees: Constitution and Bylaws, Union Label, Education, Conservation and Recreation, Community Services, Civil and Human Rights, Citizenship and Legislative, Consumer Affairs, Veterans, a Local Union Women’s Committee where such membership exists, and such other committees as they deem necessary. All committees should be appointed or elected, subject to the discretion of the Local Union or Unit Workplace Organization in the case of an Amalgamated Local Union.</p>	<p>The Local Union shall have the following standing committees: Constitution and Bylaws, <u>Organizing</u>, Union Label, Education, Conservation and Recreation, Community Services, Civil and Human Rights, Citizenship and Legislative, Consumer Affairs, Veterans, a Local Union Women’s Committee where such membership exists, and such other committees as they deem necessary. All committees should be appointed or elected, subject to the discretion of the Local Union or Unit Workplace Organization in the case of an Amalgamated Local Union.</p>	<p>The Local Union shall have the following standing committees: Constitution and Bylaws, Organizing, Union Label, Education, Conservation and Recreation, Community Services, Civil and Human Rights, Citizenship and Legislative, Consumer Affairs, Veterans, a Local Union Women’s Committee where such membership exists, and such other committees as they deem necessary. All committees should be appointed or elected, subject to the discretion of the Local Union or Unit Workplace Organization in the case of an Amalgamated Local Union.</p>

Article 50
Strikes
New Section 10 as follows:

Current Language	Proposed Change	Result
N/A	<p>Section 10. <u>Only members in good standing as of the day previous to the commencement of a strike, and not receiving sick and accident benefits, workers' compensation benefits, or not unemployed prior to the commencement of the strike, shall be eligible to receive strike benefits. Once a strike has been authorized under the provisions of this Article, strike benefits shall commence on the first day of the strike, to be paid on the eighth day of the strike. Strike benefits will be processed through a joint committee of the local union and the International Union Strike Assistance Department. Weekly benefits shall be \$400 (four hundred dollars) per week, per striking member.</u></p>	<p>Section 10. Only members in good standing as of the day previous to the commencement of a strike, and not receiving sick and accident benefits, workers' compensation benefits, or not unemployed prior to the commencement of the strike, shall be eligible to receive strike benefits. Once a strike has been authorized under the provisions of this Article, strike benefits shall commence on the first day of the strike, to be paid on the eighth day of the strike. Strike benefits will be processed through a joint committee of the local union and the International Union Strike Assistance Department. Weekly benefits shall be \$400 (four hundred dollars) per week, per striking member.</p>

**UAW Ethical Practices Codes
Democratic Practices
Edits as follows:**

Current Language	Proposed Change	Result
<p>The UAW is proud of its democratic heritage. Its Constitution is carefully designed to ensure each member her/his full democratic right, both as an individual and through her/his elected representatives, to express her/himself freely and to participate at all levels in the decisions governing the Union. Moreover, individual rights as a UAW member are protected against infringement or abuse, for a member may appeal complaints concerning the administration of the Union, to the Local Union, the International Executive Board and the Constitutional Convention; and has the right to submit her/his appeal to the Public Review Board, comprised of citizens with national reputations outside the labor movement, whose decisions are final and binding.</p> <p>The democratic principles which have always governed the International Union, UAW, and its Local Unions are:</p> <ol style="list-style-type: none"> 1. Each member shall be entitled to a full share in Union self-government. Each member shall have full freedom of speech and the right to participate in the democratic decisions of the Union. Subject 	<p>The UAW is proud of its democratic heritage. Its Constitution is carefully designed to ensure each member her/his full democratic right, both as an individual and through her/his elected representatives, to express her/himself freely and to participate at all levels in the decisions governing the Union. Moreover, individual rights as a UAW member are protected against infringement or abuse, for a member may appeal complaints concerning the administration of the Union, to the Local Union, the International Executive Board and the Constitutional Convention; and has the right to submit her/his appeal to the Public Review Board, comprised of citizens with national reputations outside the labor movement, whose decisions are final and binding.</p> <p>The democratic principles which have always governed the International Union, UAW, and its Local Unions are:</p> <ol style="list-style-type: none"> 1. Each member shall be entitled to a full share in Union self-government. Each member shall have full freedom of speech and the right to participate in the democratic decisions of the Union. Subject to reasonable rules and 	<p>The UAW is proud of its democratic heritage. Its Constitution is carefully designed to ensure each member her/his full democratic right, both as an individual and through her/his elected representatives, to express her/himself freely and to participate at all levels in the decisions governing the Union. Moreover, individual rights as a UAW member are protected against infringement or abuse, for a member may appeal complaints concerning the administration of the Union, to the Local Union, the International Executive Board and the Constitutional Convention; and has the right to submit her/his appeal to the Public Review Board, comprised of citizens with national reputations outside the labor movement, whose decisions are final and binding.</p> <p>The democratic principles which have always governed the International Union, UAW, and its Local Unions are:</p> <ol style="list-style-type: none"> 1. Each member shall be entitled to a full share in Union self-government. Each member shall have full freedom of speech and the right to participate in the democratic decisions of the Union. Subject to reasonable rules and

Current Language	Proposed Change	Result
<p>to reasonable rules and regulations, each member shall have the right to run for office, to nominate and to vote in free, fair and honest elections. In a democratic union, as in a democratic society, every member has certain rights but s/he also must accept certain corresponding obligations. Each member shall have the right freely to criticize the policies and personalities of Union officials; however, this does not include the right to undermine the Union as an institution; to vilify other members of the Union and its elected officials or to carry on activities with complete disregard of the rights of other members and the interests of the Union; to subvert the Union in collective bargaining or to advocate or engage in dual unionism.</p> <p>2. Membership meetings shall be held regularly, with proper notice of time and place and shall be conducted in an atmosphere of fairness.</p> <p>3. All Union rules and laws must be fairly and uniformly applied and disciplinary procedures, including adequate notice, full rights of the accused and the right to appeal, shall be fair and afford full due process to each member.</p>	<p>regulations, each member shall have the right to run for office, to nominate and to vote in free, fair and honest elections. In a democratic union, as in a democratic society, every member has certain rights but s/he also must accept certain corresponding obligations. Each member shall have the right freely to criticize the policies and personalities of Union officials; however, this does not include the right to undermine the Union as an institution; to vilify other members of the Union and its elected officials or to carry on activities with complete disregard of the rights of other members and the interests of the Union; to subvert the Union in collective bargaining or to advocate or engage in dual unionism.</p> <p>2. Membership meetings shall be held regularly, with proper notice of time and place and shall be conducted in an atmosphere of fairness.</p> <p>3. All Union rules and laws must be fairly and uniformly applied and disciplinary procedures, including adequate notice, full rights of the accused and the right to appeal, shall be fair and afford full due process to each member.</p>	<p>and regulations, each member shall have the right to run for office, to nominate and to vote in free, fair and honest elections. In a democratic union, as in a democratic society, every member has certain rights but s/he also must accept certain corresponding obligations. Each member shall have the right freely to criticize the policies and personalities of Union officials; however, this does not include the right to undermine the Union as an institution; to vilify other members of the Union and its elected officials or to carry on activities with complete disregard of the rights of other members and the interests of the Union; to subvert the Union in collective bargaining or to advocate or engage in dual unionism.</p> <p>2. Membership meetings shall be held regularly, with proper notice of time and place and shall be conducted in an atmosphere of fairness.</p> <p>3. All Union rules and laws must be fairly and uniformly applied and disciplinary procedures, including adequate notice, full rights of the accused and the right to appeal, shall be fair and afford full due process to each member.</p>

Current Language	Proposed Change	Result
<p>4. Each Local Union shall maintain adequate safeguards so that all of its operations shall be conducted in a democratic and fair manner. No corruption, discrimination or anti-democratic procedure shall ever be permitted under any circumstances.</p>	<p>4. Each Local Union shall maintain adequate safeguards so that all of its operations shall be conducted in a democratic and fair manner. No corruption, discrimination or anti-democratic procedure shall ever be permitted under any circumstances.</p> <p><u>5. Each member has the right and responsibility to report activities or practices that they reasonably and in good faith believe are in violation of the Ethical Practices Codes; such reports should be provided to the UAW Ethics Officer. There shall be no discrimination or retaliation of any kind against a member who has exercised this right and responsibility.</u></p>	<p>4. Each Local Union shall maintain adequate safeguards so that all of its operations shall be conducted in a democratic and fair manner. No corruption, discrimination or anti-democratic procedure shall ever be permitted under any circumstances.</p> <p>5. Each member has the right and responsibility to report activities or practices that they reasonably and in good faith believe are in violation of the Ethical Practices Codes; such reports should be provided to the UAW Ethics Officer. There shall be no discrimination or retaliation of any kind against a member who has exercised this right and responsibility.</p>