

BY-LAWS of LOCAL 865 AMALGAMATED

**United Automobile, Aerospace and Agricultural
Implement Workers of America, UAW**



[Revised July 27, 2024](#)

TABLE OF CONTENTS

Preamble	Page 3
Article I Names	Page 4
Article II Object	Page 4
Article III Membership	Page 4
Article IV Initiation Fees and Dues	Page 4
Article V Powers of Administration	Page 5
Article VI Duties of Local Union Members	Page 5
Article VII Local Union Officers	Page 6
Article VIII Duties of Local Union Officers	Page 6
Article IX Duties of the Executive Board	Page 7
Article X Attendance Obligations	Page 8
Article XI Local Union Meetings	Page 8
Article XII Quorums	Page 9
Article XIII Steward Council	Page 9
Article XIV Nomination and Election of Officers	Page 10
Article XV Contracts and Negotiations	Page 14
Article XVI Strikes	Page 15
Article XVII Standing Committees	Page 15
Article XVIII Delegates and Local Union Expenses	Page 16
Article XIX General	Page 18
Article XX By-laws – Changes and Amendments	Page 19
Article XXI Leases and Long-term Agreement	Page 19

PREAMBLE

We firmly believe that working under a Union Organization, the basic rights of a worker do not change. Therefore, with these beliefs present in our minds, we have drawn up the following Bill of Rights for our membership:

1. Freedom of speech of workers is unimpaired, as to retain the right to justly criticize any action of any union officer, or committee, or any member of this Local Union, and to voice their opinion on all problems that arise within the Union.
2. Free to criticize the policy being pursued by the Local Union.
3. Free to submit and advance an alternate program, by democratic methods within the Union provided such program does not lead to dual unionism.
4. Free to elect their own chosen leaders by democratic election.
5. These rights shall at all times be subject to the rules of procedure governing meetings and other uniform rules and regulations contained in the UAW Constitution, these By-Laws and other official rules of the Local Union.

Article I

NAMES

The name of this organization shall be known as the UAW Local 865, of the International Union, United Automobile Aerospace and Agricultural Implement Workers of America.

Article II

OBJECT

As outlined by the Constitution.

Article III

MEMBERSHIP

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.

Article IV

INITIATION FEES AND DUES

- Section 1.** Initiation and Reinstatement fees, dues, etc., shall be in conformity with the provisions of the International Constitution, and any other amount the Local Union may establish.
- Section 2.** Such membership dues that are not checked off shall be paid at the Local Union office. Such dues must be paid by the 5th day of each calendar month. Any member failing to pay dues within the time limit set forth shall automatically be suspended from the Local Union.
- Section 3.** Initiation and Reinstatement fees shall be \$35.00

Article V

POWERS OF ADMINISTRATION

- Section 1.** Initiation and Reinstatement fees, dues, etc., shall be in conformity with the provisions of the International Constitution, and any other amount the Local Union may establish.
- Section 2.** Between general membership meetings, the highest authority shall be the Executive Board of the Local.
- Section 3.** Between meetings of the Executive Board, the administrative authority of the Local shall be vested in the President of the Local -- subject to the approval of the Executive board and the general membership.

Article VI

DUTIES OF LOCAL UNION MEMBERS

- Section 1.** To render aid and assistance to brother and sister members, in case of illness, death, or disaster.
- Section 2.** To participate in all local, state, and federal elections through registration and balloting.
- Section 3.** To attend all membership meetings and to make any issues affecting the membership known as soon as possible during such meetings.
- Section 4.** To conduct themselves as ladies and gentlemen during a meeting.
- Section 5.** To so conduct themselves at all times, as not to bring reproach upon the Union.
- Section 6.** No member shall coerce or criticize any other member, committeeperson or officer of the Local Union without good and just cause.
- Section 7.** Any member who attends a meeting in an intoxicated condition and/or creates a disturbance, or becomes unruly shall lose voice and their right to vote at said meeting. When 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 a union member.
- Section 8.** Vote in International and union elections
- Section 9.** Become educated and active in policy discussions of the union
- Section 10.** 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 International UAW Ethics Officer. There shall be no discrimination or retaliation of any kind against a member who has exercised this right and responsibility.

Article VII

LOCAL UNION OFFICERS

- Section 1.** This Local Union shall have the following Executive Officers: President, Vice President, Recording Secretary, Financial Secretary-Treasurer, Sergeant-At-Arms, Guide, and three Trustees. This shall be the order of rank, if it should become necessary to determine office ranking. In addition to the above listed; the chairperson of each unit and of the retirees committee will be voting members of the board.
- Section 2.** In the event of a vacancy in the office of President of the Local, for any reason, the Vice President of the Local Union shall automatically fill the office of the President for the unexpired term. Where there are any other vacancies in the Local Union, they shall be filled in accordance with the Constitution.
- Section 3.** Executive Board Members, Committeepersons, Stewards, Union Time Representative(s), and Union Safety Representative(s) cannot hold more than one position in the Local Union; except the members of the various Councils, and persons designated as Alternate Stewards, Committeepersons and Time Study Representative(s).
- Section 4.** A Shop Steward or Committeeperson may be recalled by the members they represent, for failure to perform the duties for their office. A valid petition setting forth specific complaints of Shop Steward or Committeeperson's failure to perform the duties of their office shall be signed by the members they represent. Not less than 25% of the members represented, is required to sign a recall petition. The Shop Steward or Committeeperson so complained against shall receive notification of the specific complaints. Upon the filing of such a petition with the Local Union, a special meeting for recall shall be held, of which due notification shall be given. Not less than 25% of the members represented, is required to establish a recall meeting. Two-thirds (2/3) vote of the members present, at such special meeting, shall be required to recall.
- Section 5.** Appointed Alternate Stewards, Alternate Committeepersons and an Alternate Chairperson will be confirmed by the Shop Committee. Upon confirmation, the Shop Committee will draft and submit the proper certification making the appointment effective at that time. These alternates may be removed from their appointment by majority vote of the Shop Committee with consent of the Executive Board.

Article VIII

DUTIES OF LOCAL UNION OFFICERS

- Section 1.** The duties of the Local Union Officers shall be those prescribed by the International Constitution, and such others as may be adopted by the Local Union.
- Section 2.** The President shall abide by the International Constitution and shall also call special meetings:
- A.** At President's discretion.
 - B.** By the majority vote of the Local Union Executive Board.
 - C.** As required by Article VII Section 4.
- Section 3.** The President shall represent the Local Union in all affairs, not otherwise specifically provided for by the Local Union or International Constitution.
- Section 4.** The President shall, with approval of the Executive Board and/or membership, appoint Local Union representatives not otherwise provided for.
- Section 5.** The voucher (order on the treasury) system stipulated in Article 40, Sections 1 and 3 of the International Constitution must be adhered to. These Sections require that expenditures must be supported by vouchers signed by the President and Recording Secretary. The Financial Secretary has no authority to proceed with the writing of a check until the required voucher has been delivered to the Financial Secretary: and neither the President nor the Treasurer should sign checks which are not accompanied by vouchers.
- The only exceptions to this rule are for fixed items of expense, such as wages, rent, lights, etc., and even then, only when prior authority to pay such items has been given by the membership to the Executive Board or to certain officers, and for Per Capita Taxes.
- Section 6.** It shall be the duty of the Sergeant-At-Arms to assist the President in preserving order when called upon to do so and other duties as deemed necessary by the Local membership, and as outlined in the International Constitution.
- Section 7.** It shall be the duty of the Guide to inspect all membership cards and perform such other duties as are assigned by the Local membership, and as outlined by the International Constitution.

Article IX

DUTIES OF THE EXECUTIVE BOARD

- Section 1.** The Local Union Executive Board shall consist of all the Executive Officers, plus an elected Retiree from the Retired Workers Chapter.
- Section 2.** The Local Union Executive Board shall carry out the provisions of these By-Laws. It shall see that the proper procedure, for the trial of Local Union members is carried out.
- Section 3.** The Executive Board members shall meet at least twice a month. Attendance at these meetings shall be reported to the next Membership Meeting.

- Section 4.** The Executive Board shall have authority to make legal disbursements of Local Union funds. It shall have power to direct payment of all ordinary bills and expenses of the Local Union.
- Section 5.** All decisions and recommendations of the Executive Board shall be referred to the next regular Membership Meeting.
- Section 6.** Executive Board members must attend all Executive Board Meetings and at least one (1) Steward Council and one (1) Membership Meeting each month, unless officially excused for cause by the Local Union Excuse Committee, subject to membership approval.
- Section 7.** Executive Board members guilty of malfeasance of office shall be removed from office, as provided for in the International Constitution.
- Section 8.** In reference to International Audit, refer to "Basic Procedural Recommendations for Financial Officers". The above procedures shall be followed by Financial Secretary and Board of Trustees.

Article X

ATTENDANCE OBLIGATIONS OF SHOP COMMITTEE, STEWARDS, TIME STUDY REPRESENTATIVES, SAFETY REPRESENTATIVES, DELEGATES, AND ALL STANDING COMMITTEE MEMBERS

- Section 1.** All members of this Local Union holding an elective position are required to attend:
- A.** Two out of every consecutive three Membership Meetings in each calendar quarter, unless officially excused for cause by the Local Union Excuse Committee.
 - B.** Two of every consecutive three meetings other than membership meetings expected of their respective office or position, unless officially excused for cause by the Local Union Excuse Committee.
 - C.** Failure of any elected or appointed official to comply with the above attendance rules shall result in automatic removal from their respective office or position, and they shall not be permitted to run for any office for the balance of the term of office from which they were removed.

Article XI

LOCAL UNION MEETINGS

- Section 1.** The time and date of regular membership meetings shall be left to the discretion of the membership, provided however, that not less than one (1) meeting is held each month unless two months meetings are consolidated at the suggestion of the Executive Board and approved by the membership.
- Section 2.** Opening and Closing Ceremonies -- "I now declare this meeting of Local Union No. 865 of the International Union, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT

WORKERS OF AMERICA (UAW) open for the transaction of such business, as may properly come before it.”

The following order of business is suggested but may be altered by the President:

1. Roll call of officers
2. Reading of the minutes of the previous meeting
3. Report of Financial Secretary and/or Treasurer
4. Report of Executive Board meeting attendance
5. Reports of officers, committees and delegates
6. Unfinished business
7. Good and Welfare
8. New business
9. Other business or does anyone know of a member in distress
10. Closing

Article XII

QUORUMS

- Section 1.** At a regular membership or special membership meeting, twenty (20) members shall constitute a quorum, either day or night shift meetings.
- Section 2.** At a Steward Council meeting ten (10) members shall constitute a quorum.
- Section 3.** A simple majority shall constitute a quorum of the Executive Board and all Committees.

Article XIII

STEWARD COUNCIL

- Section 1.** A Steward Council shall be established. It shall consist of the Executive Board, all members of the Shop Committee, Time Study Representative(s), Safety Representative(s), Committee Chair People, and all Stewards.
- Section 2.** The Steward Council shall elect a permanent Chairperson, Recording Secretary, and Sergeant-At-Arms, to serve for a term of three (3) years as soon as possible after the Steward Elections, following the Local Union General Elections.
- Section 3.** The Steward Council shall set up rules and regulations governing the activities of the Stewards, not inconsistent with those contained in these By-Laws, or the provisions of the International Constitution.

- Section 4.** All action of the Steward Council shall be subject to review by the Executive Board and the general membership of the Local.
- Section 5.** The Steward Council Meeting shall be held Monthly unless two months meetings are consolidated at the suggestion of the Executive Board and approved by the membership.
- Section 6.** A special meeting of the Steward Council may be called, at the discretion of the Chairperson of the Steward Council.

Article XIV

NOMINATION AND ELECTION OF OFFICERS

- Section 1.** Any member shall be eligible as a nominee and candidate for an Executive Office or Shop Committee Member, of the Local Union, under the following conditions:
- A. If they have been a member in continuous good standing, in the Local, for one year immediately prior to nomination.
 - B. If they do not owe allegiance to any government other than the United States or Canada.
 - C. If they do not belong to any subversive organization advocating the overthrow of our present form of government by force.
- Section 2.** All nominations shall be made from the floor. Nominee shall have not less than three (3) nor more than seven (7) days to accept or decline nomination, by submitting same in writing to the Local Union office and get receipt of same, or by Registered Mail. At close of deadline, Local Union office will turn these names, in sealed envelopes, over to the Chairperson of the Election Committee. Specified deadline time, for acceptance of nominees for office, shall be posted with nomination notices.
- Section 3.** Any ballot, which clearly indicates the intention of the voter, shall be considered valid.
- Section 4.** The Election Committee shall have complete charge of the Election. They shall set up rules governing the Election. These rules shall be posted along with the Election Notice. All elections of Local Union Officers shall be held by secret ballot. They shall be governed by the International Constitution, By-Laws, and existing Labor Legislation.
- Section 5.** Any voter in line at the polls, at the time of closing, will be permitted to vote.
- Section 6.** Any member of the Election Committee, or any member of the Local Union violating any of the Election Rules shall be reported immediately to the Executive Board and they will report same to the next regular membership meeting.
- Section 7.** An Election Committee of not less than eight (8) members shall be nominated and elected at the regular membership meeting in the month of January, of Election years. The five (5) receiving most votes will be elected to the Election Committee. The three (3) receiving the next highest votes will serve as alternates, in order of votes received. The Election Committee shall elect the Chairperson.
- Section 8.** No one, except the Election Committee or those acting under its direction, and those voting or those who are waiting to vote, and the duly qualified challengers, shall be allowed in the place designated as a voting place for the Election. No challenger or watcher shall be reimbursed from Union funds. Candidate, or person designated by candidate, shall be allowed as watcher in the counting of the votes.

- Section 9.** Voters who have cast their ballots shall not be allowed to loiter in the voting place.
- Section 10.** No member of the Local Union shall circulate, or cause to be circulated, false propaganda against any member or candidate because of race, creed, sex, color, nationality, religious, political affiliation.
- Section 11.** Local Union Election, for Executive Board and Shop Committee, shall be held during the month of May or June, as provided by The International Union.
- Section 12.** Only those members who are regularly employed in a Shop Zone may nominate or be nominated and vote for the Committeeperson for that Zone. A Committeeperson who accepts a Job Bid in another Zone will be permitted to finish their term of office. At the time of nominations for the next election, said Committeeperson will be considered a member of, and only be eligible as a nominee in, the new zone where they accepted the aforementioned job bid. In the event a Committeeperson accepts a bid and their Zone is to be determined by shift, the Committeeperson should be considered as having the same rights as those working in the department with respect to shift preference based on their seniority ranking within the new department.

Section 13.

- A. The voting place for Local Union Elections, for Executive Board and Shop Committee, shall be located as close to the plant gate as possible.
- B. Once an Election date has been set up by the membership, such Election date cannot be changed.
- C. Voting hours shall be from 6:00 A.M. to 5:00 P.M. Voting hours may be extended, at the discretion of the majority of the Election Committee.
- D. There shall be at least three (3) members of the Election Committee present at all times, both in the Election place and during the counting of ballots.
- E. All Local Union Elections shall be by secret ballot
- F. All Local Union Elections shall be held in a one-day period.
- G. General Election: Election Committee will be paid from 6:00 A.M. to 5:00 P.M. - 11 hours. (8 hours for counting the ballots on General Election - Straight Time) Any other major Election, they will be paid from 6:00 A.M. to 5:00 P.M. - 11 hours. (4 hours for counting the ballots - Straight Time).

Section 14.

- A. The Election Committee must use the official Local Union Check-Off List and List of Retired Members, to determine the eligibility of each member voting.
- B. Any member not covered by above list, shall be considered as a challenged vote.
- C. Each member's name shall be checked off the official Check-Off List and List of Retired Members, immediately upon receipt of a ballot.

- D. All challenged ballots shall be placed in envelopes, the same as absentee ballots and processed in the same manner.

Section 15.

- A. Any Local Union member observing any violations of the Election Rules, or any other irregularities, shall at once report same to the Chairperson of the Election Committee and/or Executive Board.
- B. The Chairperson will at once notify each member of the committee of such violation or report, and the committee shall take immediate steps to rectify such violations of rules, if in its opinion the complaint is legitimate.

Section 16. The Chairperson of the Election Committee shall make a full report at the next membership meeting following the Election, on results of said Election.

Section 17. No member of the Election Committee shall, after becoming a member of the Committee, or in the interim period following and during the Local Union Election, express their views on any candidate or in any way engage in any Local Union political activities.

Section 18. Steward Elections shall be held as soon as possible after Local Union Elections, but in any event, within 60 days after the Election.

Section 19.

- A. Each Zone Committeeperson shall have the Election Committee post a notice of the Upcoming Steward Election(s). The notice shall be posted in all designated union posting areas at least three (3) days in advance of such nominations and elections giving the date, place and time such nominations and elections will be held.
- B. Steward nominations shall be held at the next General Membership meeting, with an election following no less than 14 and no more than 21 days later.
- C. Each nominee must be present to accept or decline nomination, unless prior notice has been presented, in writing, to the Election Committee. Set forth herein, those members who have served their probationary period, as set forth in the appropriate current Labor Agreement and who had been properly placed and regularly employed within the Steward Jurisdictional area through the proper application of the appropriate Seniority Article, will be determined to be eligible to nominate and candidate in a Steward Election. Any member in good standing who is regularly employed in the Steward Jurisdictional area will be eligible to nominate and vote in the Steward election, aside from members on Non Traditional or Special Assignment, who will be allowed to nominate, vote and candidate in the jurisdictional area in which they would otherwise be properly placed. If elected the Steward Elect will be required to relinquish their Non Traditional or Special Assignment to assume the Stewardship.
- D. The Election Committee shall conduct Steward Election Voting at the Union Hall from 5am to 7:30pm, or as the Election Committee deems appropriate with the approval of the membership.

The Election Committee may request the assistance of the Committeeperson of the Zone where the Election takes place.

- E. No member of the Election Committee shall participate in the conduction of any election, in which they are a candidate.
- F. At all times, the Election Committee shall always comply with the International UAW Constitution and follow the International Guide for Local Union Election Committees.

Section 20. The election of Delegates to the various Councils, to which the Union is affiliated, shall be held within 90 days after the seating of Local Union Officers.

A. The Local Union shall have Delegates to the following affiliated Councils:

1. The top four (4) ranking Executive Board Officers (President, Vice President, Recording Secretary and Financial Secretary) and the Chairpersons of each Unit shall be Delegates to the UAW-Illinois State CAP Council. The additional Delegates shall be nominated and elected at the same regular Membership Meeting.
2. The Executive Board Officers and Shop Committee shall be Delegates to the UAW-Quad City Area CAP Council. The additional Delegates shall be nominated and elected at the same regular Membership Meeting.
3. The President and Chairperson of each Unit shall be Delegates to the appropriate Intra-Corporation Council. The additional Delegates shall be nominated and elected at the same regular Membership Meeting.
4. The President and Chairperson of the Deere Unit shall be Delegates to the UAW-Agricultural Implement Wage and Hour Council. The additional Delegates shall be nominated and elected at the same regular Membership Meeting.
5. The Delegates to the UAW-Deere Skilled Trades Sub-Council and Delegates to the UAW-Region 4 Skilled Trades Council shall be the same and shall be nominated and elected at the same Membership Meeting. Only those members of the Skilled Trades Classification, including both Journeymen and members within an Apprenticeship and/or Training Program and those other Classifications as recognized and acknowledged by the UAW International Union shall be eligible to nominate, be nominated and vote for the Skilled Trade Delegate Representative.

B. Members shall be a Member in good standing for one (1) year prior to the nomination and election date, in order to be eligible to be a Delegate candidate to the Councils set out above.

Section 21. Whenever there are unopposed candidates for Local Union Executive Offices or Committeeperson, such candidates shall be considered elected without the necessity of an election or in the case of General Elections, all unopposed candidates shall be considered elected without the necessity of counting the votes. All unopposed candidates' names will appear on the ballot.

Section 22. The Deere Unit shall have the following:

One (1) Committeeperson for each of the Five (5) Zones Plant wide. (2) (4) (5) (6) (7)

The Local Union Executive Board shall have the authority to reapportion Zones with final approval of the membership, between General Elections, as the Company fluctuates manpower for build purposes, to balance employee numbers between Zones, for better utilization of Union representation.

Section 23. There shall be no soliciting votes within 100 feet of the polling place.

Section 24. Any member of the Election Committee using intoxicating liquor on day of Election will be removed from the Election Committee at once.

Section 25. Chairperson of the Unit's Shop Committee shall be elected by plant wide election, at time of regular General Elections.

Section 26. Upon receipt of a petition, for a recount, from any candidate (which may be made no later than two (2) working days after official election results are posted on bulletin boards) the Election Committee shall make known its decision on such request within 72 hours after such request has been submitted to it. If the Election Committee decides that a recount should be held, it shall conduct the recount within 72 hours after the decision has been made. The results of such recount shall be made known within 24 hours after the conclusion of the recount.

Article XV

CONTRACTS AND NEGOTIATIONS

Section 1. The Recording Secretary shall forward, to the International Secretary-Treasurer, a copy of any Contract in existence between the Local Union and the Management.

Section 2. No member of a Local Union shall have the authority to negotiate the terms of a Contract, without the consent of the membership.

Section 3. Any Contract or Supplement, negotiated between the duly authorized representatives of the Local Union shall, before it becomes affective and binding upon the Local Union, be ratified by the membership at a special meeting called for this purpose, or the next regular Membership Meeting.

Section 4. The Chairperson, Committeeperson, or Stewards of the Local Union shall have the authority to settle any grievance. It will be the responsibility of the Union officer that makes the settlement, to immediately notify the employee or employees as to the terms of the settlement.

Section 5. The authorized representatives for negotiating any Contract or Supplement shall be the President, Unit Chairperson, and any other member, or members they deem necessary to assist them.

Section 6. All Labor Agreements must be ratified by a Check-Off vote.

Section 7. All Labor Agreements, contracts including Local Memorandums shall be made available on the Local Union website.

Article XVI

STRIKES

- Section 1.** It shall be the duty of all members to do Strike Duty when called upon to do so by Strike Committees, in accordance with International Strike Assistance Fund.
- Section 2.** All resources of the Local Union shall be available for Strike purpose.
- Section 3.** Only members in good standing shall be entitled to vote on the question of declaring a Strike.
- Section 4.** All votes for Strike action, or vote to return to work, shall be taken at a special meeting called for that purpose. The time and place will be designated by the Executive Board and voting will be by secret ballot.
- Section 5.** The Election Committee shall supervise and conduct the vote on the issue of calling a Strike, and again when the Strike is called off.
- Section 6.** A Strike Committee shall be established. It shall consist of the duly elected Executive Officers, the Unit Shop Committee, and such other officers and members as may be designated by the membership.

Article XVII

STANDING COMMITTEES

- Section 1.** The President of the Local Union, subject to the approval of the Executive Board and the Local Union membership, shall appoint the Chairperson of all other Committees, as outlined by the Constitution, and all other Committees deemed necessary. The Chairperson of each Standing Committee shall appoint members to assist them. The members appointed by the Chairperson of each Committee shall be approved by the Executive Board and the Local Union membership.
- Section 2.** Members of all Standing Committees shall serve for three (3) years.
- Section 3.** Below is a list of all Local Union Standing Committees:

Pension Board Committee

Safety Committee

Recreation Committee

Education and Publicity Committee

Civil Rights and Anti-Discrimination Committee

Veterans Committee

Unemployment Compensation Committee

Community Service Committee
Membership Assistance Committee
By-Laws Committee
Citizenship and Legislative (CAP) Committee
Workmen's Compensation Committee
Handbill Committee
Welfare, Relief and Sick Committee
Union Label Committee
Retired Members Committee
Building Board Committee
Women's Committee
Consumer Affairs Committee
Excuse Committee
Equal Opportunity Program Committee
Alcohol and Drug Abuse Committee
Unemployment Supplemental Committee
Apprenticeship Committee
Skilled Trade Card Committee
Skilled Trades Committee
Organizing Committee

Article XVIII

DELEGATES AND LOCAL UNION EXPENSES

- Section 1.** Any member, officer or member elected or appointed to replace an elected Official to perform any duties on behalf of the Local or International Union, who shall lose time from work in the plant, shall be reimbursed for the same upon presentation of an itemized statement for lost time. Overtime shall not exceed sixteen (16) hours in any given week, Sunday midnight to Sunday midnight and must be authorized by the Executive Board. In all cases the Itemized statement for lost time must be properly filled out and signed, and presented to the proper officers of the Local Union for examination and approval. The amount of lost time should never exceed the amount which the Local Union Representative or member would otherwise have received from their employer for the same period of time for which they are being compensated by the Local Union.
- A.** Lost time reimbursement shall also include any Loss in:
- I. Vacation pay
 - II. Annual Lump Sum payments
 - III. Profit Sharing
 - IV. Earned Bonus Hour (EBH)
 - V. Christmas Shutdown
 - VI. Shift Premium
 - VII. Base Adjustment Allowance (BAA)

VIII. Cash Balance Pension

IX. Annual Retirement Contribution

- B.** A retirement compensation will be paid to a member based on their income from lost time and/or makeup pay. This amount will be equivalent to the maximum 401k match of the employees retirement election. The Local Union will not be responsible for the administration of any member's retirement fund. It will be the responsibility of the member to contribute their retirement compensation to their own retirement fund.

Section 2. When Local Union members are authorized to leave town on Local Union business travel expense shall be equal to coach fare, if travel is by plane or train. If travel is authorized by car, the travel expense shall be set within three cents of, but not to exceed, what the International Union pays.

- A.** The Executive Board shall prescribe the mode of transportation and time. Use of auto travel must not exceed, in total cost to the Union, the equivalent use of air travel. Expense for transportation is to be paid for the actual mode of transportation used. Mileage expense can only be paid to the driver of the automobile.
- B.** All transportation to and from train stations or airports, or parking expense if by car, shall be paid by Local Union when receipts are turned over to the Executive Board for approval.
- C.** The Executive Board will not send Delegates, or members, on Union Business by car, unless the driver of said car is fully insured. However, in case of accident, Local Union will reimburse driver up to a maximum of one hundred (\$100.00) dollars for added expense, for such an occurrence.
- D.** With or without lost time, overnight expenses, (out of Quad City area), shall be equal to the amount paid by the International Union, plus the actual expense for overnight lodging, at single room rate or ½ double, if shared with another member.
- E.** When no overnight lodging is involved, the daily expense over 100 Miles from the Union Hall shall be equal to the amount Paid by the International Union.
- F.** The Local shall pay a monthly expense to the Executive Board Officers and the Shop Committeepersons of \$70.00.
- G.** The President of the Local Union and the Chairperson of the Deere Unit shall be Built up in pay to the Wage Rate of the T1 Classification, NON-CIPP as set forth in Exhibit F of the UAW-Deere Agreement or Pay Level one, NON-CIPP progression as set forth in Exhibit A, of the UAW-Deere Agreement, whichever is applicable to seniority date. Should any of the people referred to in Section 1 be required to be on full lost time, for any given week (Sunday Midnight to Sunday Midnight) they will be paid by the Local Union the same overtime hours as the Shop Committee.
- H.** In addition, Union Representative positions as defined under Article XI of the Deere/UAW Labor Agreement, that report to and assist the Shop Committee on a full-time basis who are not entitled to share in any overtime group as outlined under Article XVII of the Deere/UAW Labor Agreement will also receive the same overtime hours as the Shop Committee as set forth in Article XI Section

9.B.(2) of the Deere/UAW Labor Agreement. Under the 2015 Deere/UAW Labor Agreement, this only applies to Union Time Study and Local Union Safety Representative(s), however, should there be additional negotiated positions that meet the above criteria, those roles would be included. If these positions are able to work Company approved overtime during any week, those overtime hours worked would be deducted from the hours owed on a half-hour for a half-hour basis. It shall be the responsibility of the individual Union Representative to provide a copy of their weekly Earnings Statement to the Local Union Financial Secretary each week. This serves to ensure that all Members holding a full-time position working in the service of the Local Union will be fairly compensated for the loss of overtime and earnings opportunity they would otherwise have.

- I. Financial Secretary shall be paid one hundred (\$100.00) dollars per month, for work involved in the financial books.

Section 3. Before any member loses time on Union Business outside of the Plant, they must first have approval from the President of the Local.

Section 4. All wages and lost time of the Local Union will automatically raise or lower in correspondence with the Annual Improvement Factor and Cost-Of-Living Index that is in effect with the Company. Lost time and wages shall be the rate of pay based on the Companies Average Earnings.

Article XIX

GENERAL

Section 1. Convention Delegates: Delegates to the International Convention shall be elected in conformity with the Constitution of the International Union.

Section 2. All vacancies in the Executive Board, Shop Committee, or Stewards, shall be promptly filled by appointment, made by the Executive Board of the Local until such times as an Election can be held.

Section 3. No Steward shall contact top management on Union Business, unless accompanied by a Committeeperson or has said Committeepersons approval for such meetings.

Section 4. Where a vacancy occurs on the Executive Board on or after sixty (60) days of the date upon which the regular Elections are to be held, no Election shall take place to fill such vacancy until filled at the following Local Union Elections. The Executive Board shall fill the vacancy by appointment.

Section 5. The names of Officers and Delegates will appear on the ballot in the order that they are drawn from the pool.

Section 6. Monthly Financial Reports shall include lost time and wage paid to each individual.

Section 7. If it becomes necessary to redeem any securities of the Local, notice of same shall be included in membership meeting notices, and shall require 2/3 vote of membership present and voting.

Section 8. The fiscal year of this Local shall begin on January 1 and end December 31.

Section 9. Religious Texts: The Local will present our Member a Religious Text upon the death of their spouse, mother, father, or children. The Local will present a Religious Texts to the family of our Member upon their death.

Article XX

BY-LAWS - CHANGES AND AMENDMENTS

Section 1. These By-Laws shall be amended, altered or revised only in conformity with the following procedure:

- A.** A resolution or motion, in writing, calling for amendment, alteration or revision shall be presented and read at a regular membership meeting. It must be seconded by a member other than the maker.
- B.** The resolution or motion shall be referred to the By-Laws Committee and shall be reported out by said Committee at the next regular Membership Meeting, together with the recommendation of the Committee.
- C.** A vote shall then be taken on the recommendation of the By-Laws Committee and it shall require 2/3 of those voting for adoption.

Section 2. All By-Laws must be submitted to the International Executive Board for approval.

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

Article XXI

LEASES AND LONG-TERM AGREEMENT

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.

William Clifford - Chair
Miles Flack
Jon Goff
Mathew Riedell
Ryan Sanders