

**University of Minnesota Graduate Labor Union**

**United Electrical, Radio and Machine Workers of America**

**Local 1105 Constitution**

**Amended August 20, 2025**

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## Article 1. Preamble

We, the members of the University of Minnesota Graduate Labor Union (United Electrical, Radio and Machine Workers of America - UE Local 1105) recognize that we can improve our living and working conditions only when we unite to protect ourselves against the organized forces of the employers.

We come together to exercise workplace democracy, to form an organization which unites all workers in our industry on an industrial basis, with rank and file control, regardless of all categorizations—whether actual or perceived—including, but not limited to, craft, race, creed, religion or religious belief, national origin, ancestry, caste, marital status, family status, parental or pregnancy status, color, sexual orientation, sex, gender identity or expression, age, political affiliation or belief, immigration status, citizenship status, medical

condition, HIV antibody status, disability, veteran status, arrest or criminal record, and pursue at all times a policy of aggressive struggle to improve our conditions.

To these ends, our union derives all its power from our membership; we, the members, are the highest authority in this unit. We come together under one banner because we all share an interest in striving for just working conditions, and because we are all aware of the universal interest we must take in supporting the people engaged in similar struggles everywhere.

We, the members, pledge ourselves to labor unitedly for the principles herein set forth, to perpetuate our union and work concretely with other labor organizations to bring about a higher standard of living of the workers.

## Article 2. Name

This organization shall be known as United Electrical, Radio and Machine Workers of America UE Local 1105 (UMN GLU-UE).

## Article 3. Affiliation

UE Local 1105 (UMN GLU-UE), hereafter referred to as the "Local", shall be affiliated with the United Electrical, Radio and Machine Workers of America, National Union, and Western Regional Council, United Electrical, Radio and Machine Workers of America (UE).

## Article 4. Object

It shall be the object of this Local to protect, maintain and advance the interests of the workers; to organize the unorganized in conformity with its jurisdiction.

## Article 5. Eligibility

### Section I. Jurisdiction

All University of Minnesota graduate workers who come under the jurisdiction of UE are eligible for membership (i.e. to be "eligible members") in this Local.

## Section II. Limitations

Membership eligibility under Section I of this Article shall not be limited by any of the categories in the Preamble.

## Section III. Members in Good Standing

Eligible members who pay all applicable dues, as described in Article 7, are considered "members in good standing".

# Article 6. Membership Duties

## Section I. Pledge

Each member at initiation shall pledge themself to support the Constitution of the Local, the Regional Council and the National Union and to obey all lawful orders of the General Executive Board, in addition to such other obligations as may be required by the Local.

## Section II. Right to Fair and Democratic Elections

Members in good standing shall have the right to fair and democratic election at all levels of the Local and to a single vote on all questions. This includes due notice of nominations and elections, equal opportunity for competing candidates, and proper election procedures as specified in Article 16. Members in good standing shall have an equal right to run for and hold office, subject only to qualifications as specified in Article 16.III of this Local Constitution, uniformly applied.

## Section III. Right to Participate in General Membership Meetings

Members in good standing shall have the right to participate fully in all General Membership Meetings, including, but not limited to, making proposals and nominations, and speaking from the floor. Members in good standing may bring up new proposals under new business at any General Membership Meeting.

# Article 7. Dues/Fees

## Section I. Dues

Union dues shall be 1.44% of gross pay per month per capita. Automatic increases in dues mandated by Article 18, Section D of the National Constitution shall go into effect no later than the date of the wage and/or cost of living increases. Dues per capita shall be paid to the National Union in accordance with the National Constitution. If not deducted from the

member's paycheck, dues should be paid to the Local as directed by the Financial Secretary.

## **Section II. Initiation Fees**

Initiation fees shall be set at \$10.00, \$5.00 of which shall be forwarded to the National Union. New members shall be given copies of the Local Constitution.

## **Section III. Unemployment Dues**

Members employed less than five (5) days in any one calendar month shall pay unemployment dues of \$1.00 in lieu of membership dues, of which thirty (30) cents shall be forwarded to the National Union to cover the cost of the news organ.

## **Section IV. Failure to Pay Dues**

Any member who shall fail to pay their current month's dues shall not be in good standing and shall be notified of such delinquency by the Financial Secretary. If such delinquent fails to place themselves in good standing within thirty (30) days after such notice, their membership shall be suspended.

## **Section V. Reinstatement Fee**

Any members suspended for nonpayment of dues may be reinstated by paying their back dues in addition to the current month's dues and a reinstatement fee equal to the initiation fee set in Section II of this Article, \$5.00 of which shall be forwarded to the National Union.

## **Section VI. Withdrawal Cards**

Upon request, a withdrawal card shall be issued to a member who is no longer working within the jurisdiction of UE provided such member is in good standing at the time.

## **Section VII. Commencement of Membership Status**

Any eligible member shall enjoy membership in good standing from either (1) the first day of the month for which dues are paid by the eligible member to the Local; or (2) the first day of the month for which payroll deduction of dues is authorized, whichever is earlier.

## **Section VIII. Non-Membership**

Eligible members who do not pay union dues, are not considered members in good standing.

## Article 8. Defense Fund

A monthly per capita of no less than 5% of each month's dues shall be placed to the credit of the Local's Strike and Defense Fund. This fund shall be used by the Local for defense purposes only, including strikes, arbitration, legal defense, and similar efforts to protect the collective bargaining agreement and the Local.

## Article 9. Officers and Executive Board

### Section I. Elected Officers

The elected officers of this Local shall be a President, a Vice President for Membership, a General Secretary, a Communications Secretary, a Financial Secretary, a Chief Steward, and nine (9) Division Chief Stewards.

### Section II. Division Chief Stewards

A total of nine (9) Division Chief Stewards shall be elected:

- One (1) to represent workers on the Saint Paul Campus.
- One (1) to represent workers on the Duluth Campus.
- One (1) to represent workers on the West Bank Campus.
- Six (6) to represent workers on the East Bank Campus.

### Section III. Local Executive Board Members

There shall be a Local Executive Board composed of the President, Vice President for Membership, General Secretary, Communications Secretary, Financial Secretary, Chief Steward, and the nine (9) Division Chief Stewards.

### Section IV. Trustees

Three (3) Trustees shall be elected.

### Section V. Terms of Elected Officers

The term of office for the President, Vice President for Membership, General Secretary, Communications Secretary, Financial Secretary, Chief Steward, Division Chief Stewards, and Trustees shall be for one (1) year.

## Section VI. Outgoing Duties of Elected Officers and Trustees

On the completion of their term, all officers, members of the Local Executive Board, and Trustees shall turn over to their successors all records and property of the Local that are in their possession. These outgoing positions shall write transition documents specific to their roles which shall summarize significant tasks and projects undertaken during the previous tenure, and outline the detailed duties and responsibilities of the role for the incoming elected officer, Executive Board member, or Trustee. These transition documents shall be retained by the Local for a minimum period of five years.

## Article 10. Duties of Officers, Local Executive Board and Trustees

### Section I. Duties of the President

The President of the Local shall:

- A. Preside at all regular and special meetings of the Local and Local Executive Board.
- B. Be a member of the Local Executive Board.
- C. Preserve order and enforce the Constitution of the Local.
- D. Be an ex-officio member of all committees, but shall have no vote at the meetings at which they preside, except in the case of a tie.
- E. Appoint, subject to the approval of the membership, all special committees, when an election of the same is not called for.
- F. Sign per capita reports and checks jointly with the Financial Secretary.
- G. Have bonding insurance in the amount required by the National Union.
- H. Be at all times accountable to the Executive Board.
- I. Be a delegate to any National Convention or Regional Council meeting to which the Local sends delegates, unless extenuating circumstances prevent them from attending.
- J. Be a member of the Bargaining and Grievance Committee.

### Section II. Duties of the Vice President for Membership

The Vice President for Membership of the Local shall:

- A. Assist the President in the performance of all their duties and act in the President's absence. In the case of vacancy in the President role, the Vice President for Membership shall serve as President until the vacancy is filled by an election.
- B. Be a member of the Local Executive Board.
- C. Be a member of the Bargaining and Grievance Committee.
- D. Be a back-up signer of checks if either the President or Treasurer is unable.
- E. Have bonding insurance in the amount required by the National Union.

- F. Oversee efforts to recruit eligible members to full membership of the Local.
- G. With General Secretary, oversee database membership management, including but not limited to consistent cleaning of membership rolls and facilitating new card calls on at least a quarterly basis.
- H. Liaise with the University to ensure that membership lists are up to date and in accordance with contract requirements.
- I. Ensure that all attendees of a closed meeting are members in good standing with the Local and ensure those not in good standing are not permitted to remain at said meeting. The Vice President may appoint another member of the Local Executive Board to fulfill this duty if unable to attend a specific meeting.

### Section III. Duties of the Chief Steward

The Chief Steward of the Local shall:

- A. Oversee, aid, and instruct stewards in the proper handling of their duties.
- B. Oversee the records keeping of all complaints and grievances, verbal and written, and their outcome for future reference and presentation to the membership.
- C. Be a member of the Local Executive Board.
- D. Chair meetings of Division Chief Stewards.
- E. Be a member of the Bargaining and Grievance Committee.

### Section IV. Duties of the General Secretary

The General Secretary of the Local shall:

- A. Oversee all records keeping of the meetings of the Local and of the Local Executive Board.
- B. Oversee all official external correspondence of the Local, and of the Local Executive Board, unless otherwise directed by the Local Executive Board or as otherwise provided herein.
- C. With the Vice President for Membership, oversee database membership management, including but not limited to consistent cleaning of membership rolls and facilitating new card calls on at least a quarterly basis.
- D. Oversee the maintenance and organization of all accounts owned by the Local, including but not limited to document storage and email.
- E. Oversee advocating on behalf of GLU in state and local policy affairs.
- F. Be an ex-officio member of the committee concerning political affairs, but shall have no vote at the meetings at which they preside, except in the case of a tie.
- G. Be a member of the Local Executive Board.
- H. Perform such other duties with the approval of the Local Executive Board as may be necessary to the proper and effective administration of the Local.

## Section V. Duties of the Communications Secretary

The Communications Secretary of the Local shall:

- A. Conduct or oversee all official internal correspondence of the Local, and of the Local Executive Board, unless otherwise directed by the Local Executive Board or as otherwise provided herein, including but not limited to newsletters, flyers, posters, graphics, and email.
- B. With the General Secretary, conduct or oversee all official social media posts, press releases, and website maintenance.
- C. Be a member of the Local Executive Board.
- D. Chair the Communications Committee.
- E. Perform such other duties with the approval of the Local Executive Board as may be necessary to the proper and effective communication of the Local with Membership.

## Section VI. Duties of the Financial Secretary

The Financial Secretary of the Local shall:

- A. Receive, receipt, and account for all money paid to the Local.
- B. Pay all bills authorized by the Local.
- C. Furnish all supplies pertaining to the Local.
- D. Give account of all receipts and expenditures.
- E. Furnish a monthly Financial Report to the Local.
- F. At least once per year, prepare, and submit for approval of the membership, a budget which can be amended by a vote of the membership at a General Membership Meeting.
- G. Furnish a monthly report on per capita to the Regional Council.
- H. Furnish a monthly report on per capita to the National Union.
- I. Sign checks and per capita reports jointly with the President.
- J. Have bonding insurance in the amount required by the National Union.
- K. Be a member of the Local Executive Board.
- L. Perform such other duties with the approval of the Local Executive Board as may be necessary to the proper and effective administration of the Local.

## Section VII. Duties of the Division Chief Stewards

The Division Chief Stewards shall:

- A. Be members working or enrolled in one of the Schools or programs that they represent.

- B. Oversee, aid, and instruct Stewards in their jurisdiction in the proper handling of their duties.
- C. Work with Stewards to recruit and train new Stewards in their jurisdiction.
- D. Designate the jurisdictions of Stewards and conduct special and regular elections of Stewards.
- E. Be members of the Local Executive Board.
- F. Be members of the Bargaining and Grievance Committee.

## Section VIII. Duties of the Trustees

The Trustees shall:

- A. Act as custodians and exercise supervision over all the property of the Local; keep an inventory thereof, and report the same in writing at a Local meeting in every three-month period.
- B. Manage and safeguard all property of the Local.
- C. Examine and audit all books and records of the Financial Secretary quarterly, and make quarterly reports at the regular meeting of the Local following the audit, and shall make such other audits and reports at the direction of the Local Executive Board or the membership.
- D. Witness the quarterly official notification by the President and the Financial Secretary to the General Secretary-Treasurer of the National Union certifying that the Local's books and records have been audited. This notice shall state what the condition of the books and records are.
- E. Per Article 16.VIII.F, keep all sealed ballots transferred from the election committee for not less than one (1) year following an election.
- F. Not be members of the Local Executive Board.

## Section IX. Duties of the Local Executive Board

- A. All decisions of the Executive Board shall be by a majority vote of the Executive Board members present, except where otherwise indicated in Section IX.J of this Article.
- B. A majority of the members of the Executive Board shall constitute a quorum.
- C. The Executive Board shall perform all duties necessary to the proper administration of the affairs of the Local consistent with the Local, Regional Council and National Constitutions.
- D. The Executive Board, with the approval of the membership, may fix the compensation to be paid to any member, officer or other person employed by the Local, provided such compensation shall not exceed the maximum pay of the members in good standing in the Local.

- E. The Executive Board shall act in cases of emergency which may arise between meetings of the Local.
- F. The Executive Board shall determine the financial arrangements necessary to ensure that the business of the Local functions in an orderly manner.
- G. The Executive Board shall meet at least one time per month and at such other times as the Executive Board or the President may determine. These meetings shall be reserved for members of the Local Executive Board unless otherwise designated by the Local Executive Board. Meeting minutes from these sessions shall be made available to any member in good standing upon request.
- H. The Executive Board may advise or control the course of action of any or all Local officers and committees, except as otherwise herein provided, subject to the approval of the membership.
- I. The Executive Board shall use every possible means to organize the unorganized within the jurisdiction of the Local.
- J. If charges are brought against an Executive Board member under Article 20, the Local Executive Board may, by two-thirds (⅔) majority, vote to temporarily suspend the charged member's powers and privileges as an Executive Board member. Such suspension shall remain in effect pending outcome of a trial or until a membership vote at a General Membership Meeting to reinstate their powers and privileges, whichever comes sooner.
- K. The Executive Board shall establish such committees as may be needed to promote the interests of the Local, subject to the approval of the members.
- L. The Executive Board may at any time require from any officer or committee a full and detailed statement of account of any action or business done in the name of the Local.
- M. The Executive Board may designate liaisons to other organizations on or off campus.

## Article 11. Bargaining and Grievance Committee

### Section I. Composition of the Bargaining and Grievance Committee

The Bargaining and Grievance Committee shall consist of the President, the Vice President, the Chief Steward, and the Division Chief Stewards. Bargaining and Grievance Committee meetings shall be reserved for members of the Committee unless otherwise designated by the Committee.

The Bargaining and Grievance Committee may be expanded to include additional elected Committee members if desired. The expansion of the Committee must be approved by a

vote of the membership at a General Membership Meeting before elections for additional members are held.

## Section II. Duties of the Bargaining and Grievance Committee

The Bargaining and Grievance Committee shall:

- A. Negotiate the contract.
- B. Be responsible for reporting progress of negotiations to the membership.
- C. Sign all contracts and agreements with the employer ratified by the membership.
- D. Report on workplace issues and successes to the membership.
- E. Assist with the grievance and arbitration process, as appropriate.
- F. Advise Division Chief Stewards on the resolution of problems and grievances within their jurisdiction.

## Section III. UE Representatives May Not Bargain Alone

No representative of the United Electrical, Radio and Machine Workers of America (UE) shall negotiate alone with the employer.

# Article 12. Organizer Roles and Responsibilities

## Section I. Responsibility and Objective of Stewards

The UE Steward is the first line of defense in the struggle to maintain our rights at work. Stewards shall be responsible for maintaining the Local as a strong, democratic, participatory organization.

## Section II. Duties of Stewards

Stewards of this Local are expected to be members in good standing. The term of office for all Stewards shall be one (1) year.

A Steward of this Local shall:

- A. Act as an organizer and contribute to the organizing goals of the Local as a whole.
- B. Act as the Local's official representative in grievance proceedings initiated in their jurisdiction; mobilize membership to resolve issues informally at the division level; work with the Division Chief Stewards, on formal grievances.
- C. Encourage members to participate in the Local.

- D. Solicit, listen to, and convey members' concerns to their Division Chief Stewards and, as appropriate, the general membership.
- E. Convene the members of their jurisdiction on a periodic basis to discuss the status of organizing within the jurisdiction, the status of disputes and grievances, and issues before the Local.
- F. Inform members of General Membership Meeting proposals and Local events.
- G. Participate in at least one stewards' training per year.
- H. Recruit and train new Stewards in their jurisdiction.
- I. Assist, aid, and instruct Assistant Organizers in their jurisdiction in the proper handling of their duties.
- J. Not be members of the Local Executive Board.
- K. Not be members of the Bargaining and Grievance Committee.
- L. Be elected by the jurisdiction where they work or are enrolled in.

### Section III. Election of Stewards

- A. Division Chief Stewards will ensure sufficient Stewards coverage for workers.
- B. Division Chief Stewards will ensure democratic election of Stewards.
- C. Stewards will be subject to the recall provisions outlined in Article 19. The names of Stewards shall be reported to the Campus Chief Steward and Division Chief Stewards.
- D. Steward elections shall be held once a year no later than the end of January. At the discretion of the Division Chief Stewards, rolling elections may be held beyond this date to reach sufficient Steward coverage.

### Section IV. Assistant Organizer

The position of Assistant Organizer is a non-elected volunteer position. Members in good standing who wish to become Assistant Organizers shall communicate in writing their intent to volunteer to a Steward, who may then confirm their role. Assistant Stewards must work with and at the direction of elected Stewards and/or Division Chief Stewards. Assistant Organizers shall:

- A. Act as a liaison and facilitate communication between graduate workers in their home or employed departments and the Local.
- B. Inform their fellow graduate employees of Local activities, including General Membership Meetings.
- C. Communicate with the Stewards on behalf of graduate workers as the need arises.
- D. Help to recruit new members during and outside of membership drives.
- E. Encourage members to participate in the Local

## Article 13. Membership Meetings

### Section I. General Membership Meetings

General Membership Meetings of the Local shall be held on the third Wednesday of every even-numbered month and the third Thursday of every odd-numbered month at 5:30 PM to conduct the business of the Local. The time and date of a subsequent General Membership Meeting are subject to change by a vote of the membership at a General Membership Meeting. Thirty-five (35) members shall constitute a quorum for a General Membership Meeting. Only members in good standing may vote during a General Membership Meeting.

### Section II. Notice of Agenda Items for General Membership Meetings

The Executive Board shall electronically distribute the agenda of the upcoming General Membership Meeting no later than five (5) days before the meeting. Additional items raised at a meeting that were not on the agenda shall not be voted on at that meeting, unless there is a two-thirds vote of members present to allow the item to proceed to a vote. Otherwise, the item shall be revisited at the next General Membership Meeting or Special Meeting, as appropriate.

### Section III. Special Meetings

Special meetings for the transaction of any special or regular business may be called by the Executive Board of the Local or by thirty-five (35) or more members in good standing upon submission of a written petition to the General Secretary. Only members in good standing may vote during a Special Membership Meeting.

### Section IV. Notice of Special Meetings

Notice of special meetings shall be given to the membership by the General Secretary at least forty-eight (48) hours prior to the special meeting. The notice shall state the business to be conducted at the meeting. The notice period is subject to change during a strike or active contract negotiations, as decided on by the Bargaining and Grievance Committee.

### Section V. Notice of Referenda

Notice of all referenda will be provided to the membership by the General Secretary at least forty-eight (48) hours prior to the beginning of voting. Voting will be held electronically for a period of at least seventy-two (72) hours. Only members in good

standing may vote on a referendum. These times are subject to change during a strike, as decided on by the Bargaining and Grievance Committee.

## Section VI. Votes and Elections via Referenda

Strike authorization votes, contract ratification votes, and Executive Board elections and recalls shall be voted on by a secret-ballot referendum vote of the membership.

# Article 14. Strikes

## Section I. Effort to Resolve Disputes

No strike shall be called by the Local without the General President of the National Union, or the representative of the General President, having made an effort to adjust the dispute.

## Section II. Notifying the General President of Intent to Strike

It shall be the duty of the Local President or an officer acting in that capacity to immediately notify the General President if a strike is proposed or pending.

## Section III. Strike Authorization Vote

Any strike must be approved by a secret ballot vote of the membership of the Local. A simple majority of those voting constitutes a strike authorization.

# Article 15. Standing Committees

## Section I. Creation and Dissolution of Standing Committees

- A. Any member in good standing of the Local may, with the written endorsement of one hundred (100) members in good standing of the Local, submit to the Local Executive Board a proposal to create or dissolve a standing committee. Proposals to create or dissolve standing committees may also be initiated by majority vote of the Local Executive Board.
- B. The Local Executive Board shall report the proposal to create or dissolve a standing committee to the next General Membership Meeting following the receipt of the proposal.
- C. The Executive Board shall make its recommendation on the proposal to the membership. In the event of a proposal to create a standing committee, the

Executive Board shall appoint a member in good standing to chair the standing committee.

- D. At least seven (7) days prior to the meeting on the voting of the proposal, the General Secretary shall send to the membership copies of the proposal along with the Executive Board's recommendation.
- E. In the event of a proposal for standing committee creation, the proposal for both the committee creation and appointment of the committee chair by the Executive Board shall be voted on by membership simultaneously. The proposal shall go into effect if ratified by a majority vote of the members present at the meeting.
- F. Committee chair reappointments or replacements shall be proposed by the Executive Board and are subject to approval by vote of the membership at a Membership Meeting.
- G. The Executive Board shall review the standing committees and their chairs annually.

## Section II. Duties of Standing Committees

- A. Each standing committee shall fulfill a specific goal of the Local and have a plan for its achievement. A committee of this Local shall faithfully carry out the will of the membership as related to its goal. The goal and its implementation will be affirmed and/or modified by the procedure defined above.
- B. Standing committees shall hold regular meetings and provide monthly progress reports at General Membership Meetings.
- C. Members of Standing Committees must be members in good standing.

## Article 16. Elections of Officers

### Section I. Nomination and Voting Periods

At the regular General Membership Meeting in October, the membership shall set the nomination period and the voting period—the latter of which shall be no shorter than three (3) days—for officer elections. Nominations for office shall be made electronically at least two (2) weeks prior to the election date.

## **Section II. Membership Notification of Nomination and Voting Periods**

At least fifteen (15) days prior to opening of electronic nominations, the General Secretary shall notify the membership in writing (by first class mail or publication in the UE News) of the dates of the nominations period and the dates of the election period.

## **Section III. Eligibility**

Only members in good standing for at least one (1) month preceding the month in which nominations take place shall be eligible for office. Additionally, Division Chief Stewards must be members enrolled in or employed in the jurisdiction that they will represent, as described in Article 9.II.

## **Section IV. Candidacy Limitations**

No member shall be a candidate for more than one (1) office.

## **Section V. Nominee Notification**

Nominees shall be informed by the General Secretary in writing, no later than three (3) days following the closure of the nomination period for the office for which they have been nominated, and asked whether they accept or decline the nomination. If the nominee does not answer within two (2) days after notification, that person shall not be considered a candidate.

## **Section VI. Informing Membership of Candidates**

Not less than one (1) week prior to the elections, the General Secretary shall inform the membership in writing the names of all candidates, the offices for which they have been nominated, excluding those who declined or who have failed to answer as provided in Section V of this Article, the date of the election, and the time that the polls will be open.

## **Section VII. Creation of Election Committees**

At the General Membership Meeting of the Local in November, an Election Committee of three (3) members shall be nominated from the floor and elected. No candidate shall be a member of the Election Committee. The General Secretary shall call the first meeting of the Election Committee within seven (7) days after the said meeting of the Local. At its first meeting, the Election Committee shall elect a Chairperson by a majority vote of the Committee members present. Two (2) members of the Committee shall constitute a quorum.

## **Section VIII. Duties of the Election Committee**

The Election Committee shall:

- A. Conduct and supervise the Local election.
- B. Determine, in accordance with the Constitution, the eligibility of the nominees and of the members voting.
- C. Prepare and distribute sample and regular ballots.
- D. Count the ballots cast for each candidate.
- E. Tabulate the number of persons who voted in the election, and the number of blank and mutilated ballots.
- F. Keep all ballots under seal following the election. Upon discharge of the election committee, transfer all sealed ballots to the Trustees to be kept by the Trustees for not less than one (1) year following the election.

## **Section IX. Election Procedures**

The election of Local officers shall be by electronic secret ballot. All expenditures incurred by the Election Committee shall be subject to the approval of the Executive Board.

## **Section X. Voter Eligibility**

Only members in good standing shall be allowed to vote in elections. All members in good standing shall have the right to vote for the Local officers and Trustees. Only members enrolled in the jurisdiction of a Division Chief Steward (as defined in Article 9) shall have the right to vote for that Division Chief Steward position.

## **Section XI. Election Results**

The Chairperson of the Election Committee shall present at the General Membership Meeting in December a written report of the results of the election. The report shall state the total number of ballots cast, the number of void, blank, and mutilated ballots, and the number of votes cast for each candidate for the respective offices. After the report has been made, the membership shall, after approving the report, discharge the Election Committee from its duties. The outgoing General Secretary shall make a copy of the written report available to the membership within twenty-four (24) hours of approval of the report.

## **Section XII. Election Challenges**

Any challenge to the conduct or results of the election must be filed with the General Secretary within five (5) days after the official announcement of the election results at the

meeting in December. The Executive Board shall promptly investigate such a challenge and make recommendation for its disposition at the next General Membership Meeting or special meeting. The disputed office shall be filled in accordance with the decision of the membership, subject to the appeals procedure provided for in Article 20 of this Constitution.

### **Section XIII. Inauguration**

The terms of the old officers shall expire at the General Membership Meeting in January, at which time their successors shall take office. All books, records, monies, and all other properties of the Local shall be delivered to the newly elected officers when they assume office.

## **Article 17. Delegates**

### **Section I. Election of Delegates**

The election of delegates to the National Convention and Regional Council of the United Electrical, Radio and Machine Workers of America shall be by secret ballot upon at least fifteen (15) days written notice (by first class mail or publication in the UE News) to the membership. Delegate election shall be held concurrently with the annual officer elections and follow the procedures described in Article 16.

### **Section II. Delegate Pool**

A pool of seventeen (17) delegates shall be elected. All fifteen (15) members of the Executive Board for the coming officer term will be elected to the delegate pool. There will be two (2) additional members in good standing elected to the pool. Only members in good standing for at least one (1) month preceding the month in which nominations take place shall be eligible for election to the delegate pool.

### **Section III. Choice of Delegates**

The delegate pool shall choose among themselves a subset of delegates to attend the National Convention and Regional Council, respectively. Delegates must be members in good standing at the time of their attendance of the National Convention or Regional Council.

## Article 18. Vacancies

### Section I. Timeline to Fill Vacancies

Vacancies in Executive Board positions shall be filled by nominations and elections at the next General Membership Meeting of the Local after the vacancy occurs upon at least fifteen (15) days written notice to the membership. Such election shall be by secret ballot.

### Section II. Temporary Replacements

The President shall appoint a temporary replacement to fill any vacant position, pending the election of a permanent replacement as provided in Section I of this Article. This temporary appointment shall be subject to the approval of the Executive Board.

## Article 19. Recalls

### Section I. Recall of Officers

In keeping with the Local's ideal of rank and file democracy, any member in good standing may initiate a petition for the recall of any Officer by the following procedure:

- A. The member initiating the petition must first receive official endorsement from at least sixty percent (60%) of the total number of votes most recently cast for the targeted office before submitting the petition to the Trustees through the Executive Board. Only endorsements from members in good standing at the time of petition submission will be counted towards the threshold. Endorsements to initiate a recall shall not be collected until after the officer to be recalled formally takes office as provided in Article 16.XIII.
- B. At the next Local meeting following the petition being received, the Trustees shall announce the total number of endorsements fulfilling both of the following requirements:
  - a. From members in good standing at the time of submission.
  - b. Collected on or after the date the officer formally took office.
- C. If it is determined that the sixty percent (60%) threshold described in Section I.A of this Article has been met, the recall shall be sustained.
- D. In the event that the announcement at the Local meeting takes place on or after September 1st, the membership shall also decide at the meeting whether to sustain or overrule the petition, taking into consideration the imminence of the regular officer elections. The Executive Board shall also have the opportunity to issue a recommendation on sustaining or overruling the petition if the meeting takes place on or after September 1st.

- E. If the recall is sustained, the Trustees shall call for nominations at the General Membership Meeting to replace the officer to be recalled. Nominees to replace the officer must be members in good standing for at least one (1) month preceding the month in which nominations take place and may not already hold an officer position.
- F. At the same meeting, a Recall Election Committee of three (3) members shall be assembled; the General Secretary shall chair the Committee and the two (2) remaining members shall be nominated from the floor and elected. Neither the officer to be recalled nor nominees shall be members of the Recall Election Committee. In the event that the General Secretary is being recalled, the other members of the Executive Board may appoint another Executive Board member to serve as the Committee chair.
- G. The Recall Election Committee shall meet within seventy-two (72) hours to determine the voting period for the recall election which shall be held as expeditiously as possible. The Committee shall provide at least fifteen (15) day written notice to the membership of the nominees and voting period for the recall election.
- H. The Recall Election Committee shall have the same rights and responsibilities as the Election Committee described in Article 16.VIII.
- I. The name of both the incumbent and replacement candidates shall appear on an electronic secret ballot.
- J. Only members in good standing shall be allowed to vote in the recall election.
- K. Within seventy-two (72) hours of the closing of the polls, the Chairperson of the Recall Election Committee shall present at a special membership meeting a written report of the results of the election. There shall be no quorum requirement at this meeting. The report shall state the information described in Article 16.XI. After the report has been made, the membership shall, after approving the report, discharge the Recall Election Committee from its duties, with the exception of the duties of the Chairperson with regards to the publication of the recall election report and filing of election challenges. The Chairperson of the Recall Election Committee shall make a copy of the written report available to the membership within twenty-four (24) hours of approval of the report.
- L. Any challenge to the conduct or results of the election must be filed with the Chair of the Recall Election Committee within five (5) days after the official announcement of the election results. The Executive Board, with the exclusion of the recalled position, shall promptly investigate such challenge and make recommendation for its disposition to the next General Membership Meeting or special meeting. The disputed office shall be filled in accordance with the decision

of the membership, subject to the appeals procedure provided for in Article 20.III of this Constitution.

M. In the event of a replacement officer being elected, they shall serve only for the remainder of the term of the officer they replace.

## Section II. Recall of Stewards

In keeping with the Local's ideal of rank and file democracy, any member in good standing may initiate a petition for the recall of any Steward in their jurisdiction by the following procedure:

- A. The Chief Steward and Division Chief Stewards shall be subject to the officer recall process described in Section I. The recall process for Division Chief Stewards shall only be sustained with an endorsement threshold of at least sixty percent (60%) of the total votes cast in the division that the Division Chief Steward represents. All endorsements must be from members in good standing in the division which the Division Chief Steward represents. Replacement candidates may hold other Steward positions at the time of their nomination.
- B. Stewards may be recalled by a petition of fifty percent (50%) of the members in good standing in their jurisdiction.
- C. The Steward recall petition shall be presented to the General Secretary. Upon presentation of the petition, at least one (1) of the Division Chief Stewards overseeing the jurisdiction in which the recall is occurring and the member initiating the petition shall meet within seven (7) days to discuss the basis of the recall and possible resolutions. The member initiating the petition shall reserve the right to continue or terminate the recall process within three (3) days of the meeting.
- D. Steward recall elections shall be overseen and conducted by the Division Chief Steward(s) that represent(s) the jurisdiction in which the recall process is occurring.

## Section III. Removal on the Basis of Absence

Any elected officer absent from three (3) consecutive meetings of the Executive Board or the committee(s) that they chair, and any elected Steward absent from three (3) consecutive meetings of their jurisdiction, is subject to removal by the Executive Board, upon recommendation of the President. The President is similarly subject to removal by the Executive Board upon the recommendation of the Vice President.

## **Article 20. Offenses, Trials and Appeals**

The Local shall have the right to discipline by suspension or by expulsion any member of the Local who may be found guilty, after a hearing as described in Section II of this Article, of violation of the Constitution, or the general good and welfare of the Local, the Regional Council, or the National Union.

### **Section I. Bringing Charges**

Any ten (10) members in good standing may bring up charges against another member. If a member of the Local is charged with committing an offense against the Constitution, or the good and welfare of the Local, Regional Council, or National Union, they shall be given an impartial trial by the Local. The offense for which they are charged shall be presented in writing to the Local by a member in good standing in the United Electrical, Radio and Machine Workers of America. The Local General Secretary shall give a copy of such charges to the accused member.

### **Section II. Trial Committees**

A Trial Committee of five (5) members shall be elected by the members present at the next General Membership Meeting of the Local following the submission of the charges. Only members in good standing for at least two (2) months shall be eligible to serve on the Trial Committee. The Trial Committee shall record the testimony and make recommendations as to the disposition of the case to the next General Membership Meeting of the Local. At said meeting, all present members in good standing shall vote on the recommendations and determine disciplinary actions.

### **Section III. Right to Appeal**

The member presenting the charges and the accused shall have the right to appeal to the Regional Council, and then to the General Executive Board of the United Electrical, Radio and Machine Workers of America, and from that body to the ensuing National Convention. The respective decisions of the Local, the Regional Council and the General Executive Board shall be final until otherwise decided by the higher body.

### **Section IV. Raiding or Secession**

If a member of the Local commits the offense of engaging in raiding or secession activities, the following procedure shall be followed notwithstanding any other provisions of the National Constitution, or the Region Constitution, or this Local Constitution.

- A. They shall be given an impartial trial by their Local. Such charges must be presented in writing by the member making the charges to the Local of which the accused is a member. The member making the charges must be a UE member in good standing. A copy of said charges is to be given to the accused by the Local General Secretary.
- B. A decision on such charges shall be made by the Local not later than ten (10) days after receipt of the charges by the Local. The member presenting the charges or the accused shall have the right to appeal to the Regional Council, which Regional Council shall have the power to elect from its body a committee to investigate the facts and hold hearings as deemed necessary.
- C. A decision of the Regional Council or of the Regional Executive Board between meetings of the Council shall be rendered to the appellant not later than seven days from the receipt of the appeal by the Regional Council.
- D. Appeals can further be taken to the UE General Executive Board and from that body to the ensuing convention. The decision of any lower body shall be final until otherwise decided by a higher body.
- E. If a Local does not comply with the provisions of this Section, the General Executive Board shall have the power to assume jurisdiction on such charges of raiding or secession pending before any such Local.

## Article 21. Constitutional Amendments

### Section I. Initiation of Amendments

Any member in good standing of the Local may, with the written endorsement of 50 members in good standing of the Local, submit to the Local Executive Board proposed amendments to this Constitution. Amendments may also be initiated by majority vote of the Local Executive Board.

### Section II. Statement of Section to be Amended

The member submitting the amendment must state the Article and Section of the Constitution sought to be amended, along with both the original and proposed amended wording of the section.

### Section III. Announcement of Proposed Amendment

All amendment proposals must be announced to the membership prior to the amendment ratification vote twice with at least fourteen (14) days between announcements. The General Secretary shall send to the membership copies of the proposed amendment along with the Executive Board's recommendation at least seven (7) days prior to the meeting

on the voting of the proposed amendment. Distribution of copies of the proposed amendment and Executive Board recommendation may accompany the second aforementioned announcement of the ratification vote. The proposed amendment shall become part of this Constitution if ratified by a majority vote in favor of the proposed amendment of the members present at the General Membership Meeting, provided such amendment does not conflict with the Constitution of the Regional Council or the National Union.