

**CONSTITUTION
and
BY-LAWS**

**United Electrical,
Radio and Machine Workers
of America
(UE)**

Effective Date December 1, 2021

Constitution and By-Laws
UNITED ELECTRICAL, RADIO and
MACHINE WORKERS of AMERICA (UE)

Effective Date December 1, 2021

As revised in accord with amendments that were passed at the:

2nd Convention	September 1936
3rd Convention.....	September 1937
4th Convention.....	September 1938
5th Convention.....	September 1939
6th Convention.....	September 1940
7th Convention.....	September 1941
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9th Convention.....	September 1943
10th Convention.....	September 1944
11th Convention.....	September 1946
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PREAMBLE

We, the Electrical, Radio and Machine Workers (UE), realize that the struggle to better our working conditions is in vain unless we are united to protect ourselves collectively against the organized forces of the employers.

Realizing that the old craft form of trade union organization is unable to defend effectively the interests and improve the conditions of wage earners, WE, THE ELECTRICAL, RADIO AND MACHINE WORKERS (UE), form an organization which unites all workers on an industrial basis, and rank and file control, regardless of craft, age, sex, nationality, race, creed or political beliefs, and pursue at all times a policy of aggressive struggle to improve our conditions.

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

CONSTITUTION

ARTICLE 1

Name

Section A. This organization shall be known as the UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA (UE).

ARTICLE 2

Object

Section A. It shall be the object of the United Electrical, Radio and Machine Workers of America (UE) to protect, maintain, and advance the interests of working people, to organize local unions at places of employment, and to promote the advancement of such bodies.

ARTICLE 3

Jurisdiction

Section A. The jurisdiction of the United Electrical, Radio and Machine Workers of America (UE) shall consist of employees in the private and public sectors who desire organization on the basis of rank and file control in order to pursue a policy of aggressive struggle to improve their conditions.

ARTICLE 4

Membership

Section A. All working persons whose normal occupation is in conformity with Article 3 “Jurisdiction” are eligible for membership to the UNITED ELECTRICAL RADIO and MACHINE WORKERS OF AMERICA

(UE), regardless of skill, age, sex, nationality, color, race, religious or political belief or affiliation, sexual orientation, disability or immigration status.

ARTICLE 5

Officers

Section A. The officers of the United Electrical, Radio and Machine Workers of America (UE) shall be general president, general secretary-treasurer, director of organization, and a general vice president for each geographical region so agreed upon.

Section B. The general officers shall be nominated and elected by the national convention. Nominees shall be good standing members of this union for one year or longer.

Section C. The terms of the general officers shall be for two years beginning November 1st and ending October 31st of the second year.

ARTICLE 6

The General President

Section A. The general president shall be the chief executive officer of this union, and shall preside over the general executive board, enforce all laws, be ex-officio member of all general committees, but will have no vote except in case of a tie.

Section B. The general president shall be paid a salary not to exceed an amount equal to the highest weekly wage paid in the industry, and not more than seventy two thousand, one hundred fifty-eight dollars

and sixty-four cents (\$72,158.64) effective December 1, 2021 and seventy-three thousand, nine hundred sixty-two dollars and seventy-two cents (\$73,962.72) effective December 1, 2022.

Section C. When on union business the general president shall be paid for expenses incurred, such as traveling and subsistence when away from the city wherein the national office is situated. Such expense is to be itemized and paid by the general secretary-treasurer from the general fund.

Section D. The general president shall coordinate the work of the general vice presidents in each region for the maintenance and improvement of conditions of employment within the jurisdiction of the union. The general president shall make a report of his or her activities to the general executive board, copies of which shall be sent to each local.

Section E. In case of death, resignation or recall of the general president, the general executive board shall select a temporary successor from among its members for the remainder of the term.

Section F. The general president shall decide all questions involving the interpretation of the National Constitution of the United Electrical, Radio and Machine Workers of America (UE) between conventions subject to the approval of the general executive board.

ARTICLE 7

The General Secretary-Treasurer

Section A. The general secretary-treasurer shall keep all records of the general executive board, receive, receipt and account for all monies, pay all bills authorized by the general executive board, or a sub-committee thereof; conduct all correspondence pertaining to his or her office; be ex-officio member of all general committees and boards; furnish all supplies pertaining to the national organization; issue all credentials; report monthly to locals, giving amount of all receipts and expenditures; deposit all monies as directed by the executive board within five business days of receipt of same; give bonds satisfactory to the general executive board and perform such other duties with the approval of the general executive board as may be deemed necessary to a proper and effective administration in the financial matters of the union. All checks of the United Electrical, Radio and Machine Workers of America (UE) must bear two signatures; the signature of the general president and the general secretary-treasurer shall normally be necessary, but in the event of the inability of either one, the general executive board shall appoint an official alternate signer. The general executive board shall appoint the official alternate signer at its first session after the convention.

Section B. The books of the United Electrical, Radio and Machine Workers of America (UE) shall close June 30th of each year.

Section C. The general secretary-treasurer shall be paid a salary not to exceed an amount equal to the highest weekly wage paid in the industry, and not more than

seventy two thousand, one hundred fifty-eight dollars and sixty-four cents (\$72,158.64) effective December 1, 2021 and seventy-three thousand, nine hundred sixty-two dollars and seventy-two cents (\$73,962.72) effective December 1, 2022.

Section D. In case of death, resignation or recall of the general secretary-treasurer, the general executive board shall select a temporary successor from among its members for the remainder of the term.

ARTICLE 8

The Director of Organization

Section A. The director of organization shall coordinate the work of the international representatives and field organizers hired by the general officers and paid from the general fund. The director of organization shall substitute for the general president in any of his or her duties during an absence or upon the general president's request. The director of organization shall submit a report to the general executive board, regional councils and locals. The director of organization shall be, between executive board meetings, answerable to the general president.

Section B. The director of organization shall be paid a salary not to exceed an amount equal to the highest weekly wage paid in the industry, and not more than seventy two thousand, one hundred fifty-eight dollars and sixty-four cents (\$72,158.64) effective December 1, 2021 and seventy-three thousand, nine hundred sixty-two dollars and seventy-two cents (\$73,962.72) effective December 1, 2022.

Section C. In case of death, resignation or recall of the director of organization, the general executive board shall select a temporary successor for the remainder of the unexpired term.

ARTICLE 9

The Trustees

Section A. Four trustees, two from each region and two alternates, one from each region, shall be nominated and elected at the spring regional council meeting. Nominees shall be good standing members of the union for one year or longer. They shall not be members of the general executive board.

Section B. The duties of the trustees shall be to audit all books and records of the national office and region three times per year, or by order of the general executive board; to take inventory at least once a year, and safeguard all the properties of the union and make their report at the convention. The trustees shall make a written report to general executive board and the convention. The trustees shall report to their respective regional officers and regional council meetings.

Section C. One trustee from each region shall be part of the general executive board financial task force.

Section D. The terms of the trustees and alternates shall be for one year beginning May 1st and ending April 30th of the following year.

ARTICLE 10

The General Executive Board

Section A. The general executive board shall be composed of the general president, general secretary-treasurer, director of organization, the vice presidents, the regional financial secretaries, the regional vice presidents and five duly elected at-large rank-and-file delegates from each region designated by the respective geographical regions.

The general executive board by a majority vote shall advise and control the course of action of any or all of the general officers, except as otherwise provided.

Section B. All decisions of the general executive board shall be decided by a majority vote of those members present.

Section C. Two-thirds of the membership of the general executive board shall constitute a quorum.

Section D. A vacancy in the general executive board shall be filled by the geographical region which the vacating member represents.

Section E. The general executive board at any time may require from any officer a full and detailed statement of account of any action or business done in the name of the union.

Section F. Where not defined in the constitution, the general executive board may fix the compensation to be paid to any officer, member, or other person employed by the National Union provided that such compensation shall not exceed the maximum weekly wage paid in the

industry, and determine the financial arrangements necessary to ensure that the business of the union functions in an orderly way. They shall perform all of the duties necessary to a proper administration of the affairs of the union consistent with the constitution and shall be furnished a complete itemized account of all expenses entailed in the administration of the National Union.

Section G. The general executive board shall issue all charters and shall use every possible means to organize new local unions within its jurisdiction and to coordinate its efforts with the locals along the same lines.

Section H. The general executive board shall have the power to revoke the charter of any affiliated local in circumstances which arise which threaten the existence of such local or might injure the local, regional, or national membership. The general executive board shall have the power to call special meetings of the membership of any local union in order to give the membership an opportunity to correct any condition which might lead to revocation of charter. Reasonable notice shall be given to the officers and membership of the local in question on the calling of a special meeting. Revocation shall not be final until ordered by a majority of the delegates of a regular convention of the United Electrical, Radio and Machine Workers of America (UE), or by a majority of the national membership through a referendum vote. A local must initiate petition for a referendum as per the whole procedure used in Recall of Officers, Article 11, Section A.

If a local's charter is revoked by the general executive board in accordance with this section, upon notice

of such revocation to the local affected, the local secretary and trustees and other persons having custody of funds and property of the Local shall send such funds and property to the general secretary-treasurer or to his or her designated representative. The general secretary-treasurer shall hold this property intact until the action of the next National Convention or until the action of the national membership through a referendum vote as provided in Article 11, Section A.

Section I. The general executive board shall have the power to suspend any affiliated local in circumstances which might lead to revocation of charter. The general executive board shall have the power to call special meetings of the membership of any local in order to give the membership an opportunity to correct any condition which might lead to suspension of charter. In case of suspension, the general executive board shall assist the membership in attempting to remedy the conditions which led to suspension. During the period of such suspension, such local shall not be entitled to representation at any meeting or convention of the United Electrical, Radio and Machine Workers of America (UE) or any subdivision thereof.

The general executive board shall have the power to designate a representative to take custody and control of and to safeguard all the books, funds and property of the suspended local during such period of suspension. Officers of such local and any other person having custody or control of the books, funds and property of such suspended local shall promptly turn them over to the representative designated by the general executive board.

Section J. The general executive board shall have the power to have the books of the national union, local unions, regional councils, conference boards and regular shops' funds audited by a public accountant at any time it deems necessary. It shall order an annual audit of the books of the national union by a public accountant. The expense of such audits shall be borne by the national office.

A local union may request the national office to make an examination of the books of the said local. The expense of this examination shall be borne by the local making the request. All examinations shall be made by an auditor selected by the national union.

Section K. The regional financial secretaries, regional vice presidents, and at-large rank-and-file delegates who are members of the general executive board shall not receive any salary for such office from the national union, but shall be paid for time lost, traveling and subsistence expense incurred in attending meetings of the general executive board. The general executive board shall meet at least three times per year at a place determined by the general executive board.

Section L. General vice presidents shall be paid ten dollars (\$10.00) more per week (\$520 more per year) than the salary of international representatives. Benefits and expenses for the general vice presidents shall be the same as those received by the national officers.

Section M. Where not defined in the constitution the general executive board shall have the power to take the necessary steps that will ensure an effective administration of the affairs of the United Electrical,

Radio and Machine Workers of America (UE). The general executive board shall execute the instruction of the convention and between conventions shall be the highest authority of the United Electrical, Radio and Machine Workers of America (UE).

Section N. The autonomy of the regions and the ability of the general vice presidents to represent the regions and the locals of the regions, and/or to speak on their behalf, shall not be infringed. General vice presidents are elected by and accountable to the locals of the region from which they are elected. All elected officers are accountable to the union as outlined in Article 25 — UE Rank-and-File Principles. General vice president's salaries, expenses and benefits from the national union shall not be used to influence their actions on behalf of the regions. Charges stemming from an allegation that this provision has been violated shall be filed with the general president and a hearing of the general executive board on said allegations shall be scheduled within one month of the filing of charges. Said hearing may be conducted through a conference call.

Section O. The purpose of the general executive board financial task force shall be to review and oversee the national and regional budgets and to make reports and/or recommendations to the general executive board where appropriate. The financial task force shall consist of the general secretary treasurer, the general vice presidents, one trustee and one general executive board member from each region (designated by the general executive board members from that region) and such other participants as determined by the general executive board.

ARTICLE 11

Recall of General Officers

Section A. Any local in good standing may initiate a petition for the recall of any general officer by the following procedure. The local initiating the petition must first receive official endorsement from locals comprising not less than twenty-five percent (25%) of the total membership as determined by the paid per capita on the average of the three previous months, before submitting petition to the trustees through the national office. The trustees shall then order the petition to be sent to every local in good standing, which shall take an aye and nay vote upon sustaining the recall. All local action pertaining to initiation of petition for recall and all local action on sustaining of recall shall be acted upon at a special meeting. Locals shall return the officially sealed results to the trustees within forty-one (41) days of receiving same. The trustees shall then announce results of the vote to the locals.

Section B. For the recall of a general vice president, the local initiating the petition must first receive official endorsement from locals comprising not less than twenty-five percent (25%) of the total membership within the officially prescribed geographical region (as determined by paid per capita of the average of three (3) months previous) before submitting the petition to the trustees through the national office. The trustees shall then order the petition to be sent to every local in good standing within the region, which shall take an aye and nay vote upon sustaining the recall. All local action pertaining to initiation of petition for recall and all local action on sustaining of recall shall be acted

upon at a special meeting. Locals shall return the officially sealed results to the trustees within forty-one (41) days of receipt of same. The trustees shall announce the result to the locals.

ARTICLE 12

Organizational Department

Section A. The organizational department shall consist of the director of organization and all international representatives and field organizers hired by the national union. All decisions of the general officers pertaining to the organizational department are subject to review and approval by the general executive board.

Section B. The general executive board shall have the right to review the appointment of international representatives, with due deference given to the wishes of the membership in the region to which the representatives are appointed. The duties of the international representative shall be to direct the organizational work in the region in conjunction with the vice president and regional council. The international representative shall be responsible to the general officers for his or her work and shall be subject to recall by the general executive board. He or she may represent the national office on special assignments to any local or region. Before undertaking to fulfill such assignments, he or she shall make contact with the general vice president of the given geographical region.

Section C. The general officers may appoint additional field organizers to be paid from the general fund whose duties shall primarily be the organization of new shops and locals. Field organizers shall be chosen

with due deference to the wishes of the membership of the geographical region to which such field organizer is assigned. They shall be under the supervision of the general officers and shall work in conjunction with the general vice presidents, regional councils and international representatives and shall be subject to recall by the general executive board.

Section D. Salary of the international representatives shall not exceed one thousand, two hundred seventy-seven dollars and thirty-eight cents (\$1,277.38) per week, effective December 1, 2021 and one thousand, three hundred nine dollars and thirty-one cents (\$1,309.31) per week, effective December 1, 2022.

Salary of field organizers shall not exceed one thousand, two hundred fourteen dollars and seventy-nine cents (\$1,214.79) per week, effective December 1, 2021 and one thousand, two hundred forty-five dollars and sixteen cents (\$1,245.16) per week effective December 1, 2022.

Section E. Effective December 1, 2021, thirty-eight dollars (\$38.00) per day shall be allowed for meals, plus traveling expenses, when the international representatives and field organizers are away overnight from their home city on union business.

All members of the organizational staff, full or part-time, shall be reimbursed for expenses necessary for the carrying out of their assignments, subject to the approval of the general officers.

ARTICLE 13

The Regional Councils

Section A. The United Electrical, Radio and Machine Workers of America (UE) shall be composed of the following geographical regions:

Eastern Region. Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, North Carolina, Pennsylvania, Rhode Island, Vermont, Virginia, Washington D.C. and West Virginia.

Western Region. California, Colorado, Illinois, Indiana, Iowa, Kansas, Louisiana, Minnesota, Missouri, Nebraska, Nevada, New Mexico, Ohio, Oklahoma, South Dakota, Tennessee, Texas and Wisconsin.

A regional council may initiate a petition to revise boundary lines of its region. Such petition shall be submitted by the regional council to the general executive board. The general executive board, after conducting an investigation, shall render a decision by a majority vote, the effective date to be determined by the general executive board. The decision of the general executive board may be appealed in accordance with the provisions in the national constitution.

Section B. A regional council shall be established within each geographical region. The purpose of the regional council shall be to secure mutual protection, harmonious action, and close cooperation among all locals within a given geographical area, in all matters relating to the United Electrical, Radio and Machine Workers of America (UE). The regional councils will meet at least two times per year.

Section C. The locals in each region shall elect a general vice president, a regional financial secretary, a regional vice president, and five rank-and-file delegates-at-large from that region to serve as members of the general executive board. The general vice president, regional financial secretary and regional vice president shall not be members of the same local. The regional financial secretary, regional vice president, or any other regional representative, with the exception of the general vice president, shall not be on the full-time payroll of the national union. The terms of the general vice president, regional financial secretary, and regional vice president or any other regional representative shall be for one year beginning May 1st and ending April 30th of the following year.

A delegate-at-large must have been a member of UE for one (1) year or longer and be a member of their respective regional council executive board. Delegates-at-large shall not be members of the same local union, or a member of the same local as the regional financial secretary or the regional vice president. One delegate-at-large may be from the same local as the regional president.

Section D. It shall be the duty of the general vice president to act as chairperson of the regional council, to preside over all meetings of the regional council, to act as ex-officio member of all committees appointed or elected by the regional council, to represent the general executive board in disputes between locals within the jurisdiction of the regional council, to work in conjunction with the organizational department in order to assure proper coordination of the efforts of the regional council and the organizational department.

Section E. Each local within the jurisdiction of a given region shall become affiliated to the regional council. Effective January 1, 2020 all locals shall pay the monthly regional per capita to the national union at the rate of \$3.25 per member. On January 1st of each year thereafter the regional per capita shall be increased by \$0.07. The funds received from regional per capita shall be accounted for separately but deposited in the general fund of the national union. The national union will provide a monthly report to each region of the regional expenses and regional per capita paid by each local. Each regional council shall determine the proportion and method of representation of locals to the regional council.

Section F. Sub-regions shall be formed in geographic areas within each region. Such sub-regions within the territory of a regional council shall be supervised by the regional council. None of the activities or actions of a sub-region shall conflict with the activities or actions of the regional council or the national union. Each sub-region will meet at least one time per year. At the spring regional council meeting, the council shall review the levels of participation in each sub-region and, if necessary, revise the number of sub-regions and the geographic area comprising each sub-region.

Section G. Each regional council shall adopt a constitution and by-laws which must not be in conflict with the Constitution and By-laws of the United Electrical, Radio and Machine Workers of America (UE). Each regional council shall send a copy of its constitution and by-laws, and any amendments and modifications thereof, to the national office within 30 days after adoption for approval by the general executive board.

If any regional council constitution and by-laws is not approved by the general executive board it shall not be effective and pending such approval, the region shall be governed by the national constitution. Where amendments or modifications have not received the approval of the general executive board such amendments or modifications shall not be effective with respect to the matters covered by them and the national constitution shall govern pending such approval.

A copy of the regional council constitution, by-laws and amendments and modifications thereto shall be distributed to all affiliated locals.

The regional council constitution and by-laws shall contain provisions for appeals by local union members against local union decisions and penalties as provided for in Article 24, Sections A and B, and provisions for nominating and electing all regional officers as provided for in Section H of this Article.

Section H. Each regional council shall set up in its regional council rules and by-laws, nomination and election machinery, for the purpose of electing all regional officers. The names of the general vice president, regional financial secretary, regional vice president and delegates-at-large elected by the region as members of the general executive board shall be in the national office by May 1st. Such machinery must ensure that each local's membership has the opportunity to register its choice either by secret referendum or by a majority vote of the regional council whose delegates are elected by secret ballot in accordance with procedures established by each local union in the region.

Section I. The national office shall issue a charter to

each of the regional councils upon receipt of application from the president and secretary of the region. The charter fee shall be fifty dollars (\$50.00). This sum shall cover the charter, seal, book on parliamentary procedure, and fifty (50) national constitutions.

Section J. Regional councils shall be allowed five delegates and five votes at the national convention.

Section K. The funding and expenses of regional councils shall be paid by the national union. At the May/June general executive board meeting of each year each region shall propose to the general executive board a complete line item regional budget for the following fiscal year. The general executive board shall approve the regional budgets subject to amendments only if necessary due to financial constraints and while respecting the autonomy of the regions.

Section L. Regions are integral to the democratic rank and file structure of the UE and, as such, the general executive board will regularly assess the regional per capita income needed to maintain a full-time general vice president in each region. Should the regional per capita income and number of members in a particular geographic area warrant the formation of an additional region the general executive board may propose to the convention adding an additional region.

Section M. The general executive board shall regularly assess the finances of the national union and the regions needed to re-establish regional financial autonomy. Should the financial condition of the national union and the regions be sufficient to sustain regional financial autonomy, the general executive board may propose such to the convention.

ARTICLE 14

Chartering of Locals

Section A. The general executive board shall determine in each case whether a charter shall be granted covering one or more plants.

Matters affecting jurisdiction of locals shall be determined by the general executive board.

Section B. The charter application (local union) shall be accompanied by fifteen (15) signed application blanks and a fee of fifty dollars (\$50.00). The general secretary-treasurer shall issue a charter and supply a seal, full bookkeeping supplies, ten (10) constitutions, book on parliamentary procedure and gavel, all of which shall be covered by the fee of fifty dollars (\$50.00).

ARTICLE 15

Revenue

Section A. Effective January 1 of each year all locals shall pay to the national union a monthly per capita at the rate of 1.65 hours of the average hourly wage of the workplace except no local shall pay less than the minimum per capita rate of \$19.00. For all locals which on January 1 of the previous year were paying per capita at a rate less than 1.65 hours the increase on January 1 shall not exceed \$1.00. Locals who are at the per capita rate of \$19.00 or 1.65 hours shall submit to the national union by December 20 of each year a wage breakdown of the workplace as of November 1 of that year. Locals failing to provide required documentation shall pay per capita based on a 20% increase in the per capita rate for that local from the previous year. The

assigned level of per capita will continue until proper documentation is provided.

Per capita for members who regularly work twenty (20) hours or less per week shall be one half of the local per capita rate specified in the preceding schedule. Per capita for members not covered by a collective bargaining agreement, except for those engaged in re-negotiating a collective bargaining agreement, shall be based on the average wage of the dues-paying members and shall be one-half the amount specified in the preceding schedule. The general secretary-treasurer shall provide the general executive board a list of locals that are paying the reduced per capita amount specified in this paragraph, indicating the number of members for whom the reduced per capita is being paid.

Any affiliation fees of the national union shall be paid from the general fund.

Section B. One dollar (\$1.00) of each per capita will be placed to the credit of the strike and defense fund, the remaining balance of per capita will be placed to the credit of the general fund.

Each member shall be entitled to the official UE news organ, the cost of which shall come out of the general fund.

Section C. Each fund so designated shall be kept distinct and separate and shall be recorded in the bank statement and official financial reports. Transfers of monies from one fund to another can only be made through a convention vote, and then ratified by the membership.

Section D. An amount of five dollars (\$5.00) of the initiation fees collected by each local shall be sent to the general secretary-treasurer. Monies accruing from this source shall be credited to the general fund.

ARTICLE 16

Strike and Defense Fund

Section A. No strike shall be called by any local without the general president, or a representative of the general president, having made an effort to adjust the dispute. It shall be the duty of the local president or any other officer acting in that capacity to notify immediately the general president if a strike is proposed or pending. The general president shall act immediately upon notification of a proposed or pending strike.

Section B. Locals on strike shall receive financial assistance from the strike and defense fund provided that the general president has been notified and the strike is conducted in conformity with UE principles, policies and the UE Constitution.

Per capita which is lost to the general fund as the result of an approved strike shall be transferred to the general fund from the strike and defense fund.

Section C. Any strike related to the negotiation of a new collective bargaining contract or the renewal of an existing collective bargaining contract and all contract settlements must be approved by vote of the membership of the local or locals involved, or in the case of an amalgamated local by vote of the shop involved. No representative of the United Electrical, Radio and Machine Workers of America (UE) shall negotiate alone with the employer.

ARTICLE 17

News Organ

Section A. The general executive board shall issue an official news organ to serve as a source of information and education to the membership. The general secretary-treasurer shall be the editor of the official news organ.

Section B. A special subscription rate of one dollar (\$1.00) per year for the news organ shall be made available upon request to all retired members of the United Electrical, Radio and Machine Workers of America (UE) who at the time of retirement were members in good standing. Such subscription rate shall be paid directly by the retired member to the national union.

ARTICLE 18

Affecting Locals

Section A. The locals shall order and buy supplies from the national office which are necessary for conformity with the bookkeeping system in the national office. The general secretary-treasurer shall furnish same upon receipt of monies.

Section B. Each local shall furnish the national office with a list of its members, and shall send the names of each new member, names of members withdrawn, and any other change that may affect such list.

Section C. Local unions shall charge not less than ten dollars (\$10.00) for each new member for initiation fee and reinstatement fee, but in no event shall the amount exceed thirty dollars (\$30.00). Five dollars (\$5.00) of

the amount collected shall be forwarded to the national office. A local may request permission from the general executive board to waive the collection of initiation fees for new members. The general executive board may approve such request.

Section D. Minimum monthly dues shall be set at \$10.00 per month (or the weekly equivalent if paid weekly) above the per capita rate specified in Article 15, Section A.

Minimum dues for members who regularly work twenty (20) hours or less per week shall be one half of the full workplace dues.

Notwithstanding the previous paragraphs of this section, effective December 1, 2019, members of all newly organized locals shall pay 2.5 hours times their regular hourly rate (exclusive of adders and shift premiums) in monthly dues. Members who regularly work twenty (20) hours or less per week shall pay 1.25 hours times their hourly rate in monthly dues.

The following provision is hereby incorporated in all local constitutions and by-laws: The monthly or weekly dues shall be automatically increased by a percentage that is no less than the average percentage of any negotiated wage increase and/or cost of living increases. Such dues increases shall go into effect no later than the date of the wage and/or cost of living increases.

Section E. Minimum dues for workplaces not covered by a collective bargaining agreement, except for those engaged in renegotiating a collective bargaining agreement, shall be set at \$5.00 per month (or the week-

ly equivalent if paid weekly) above the per capita rate specified for the workplace in Article 15, Section A.

Section F. The definition of a good standing, delinquent or suspended member shall be determined by the constitution of the local to which the member belongs, but in no case shall a member be considered in good standing or entitled to any rights and privileges if the member is more than three months in arrears.

Section G. Per capita forms shall be furnished by the United Electrical, Radio and Machine Workers of America (UE). Any member paid five (5) days or more in any given month shall pay full monthly dues. Where dues are collected on a weekly basis any member paid one day in any given week shall pay the full weekly dues.

Locals may charge no more than one dollar (\$1.00) per month for unemployment dues.

For each unemployment dues collected, thirty cents (\$.30) shall be forwarded to the office of the National Union to cover the cost of the news organ.

Section H. A local calling a strike in accordance with the provisions of the constitution shall, immediately after the strike is called, submit all information pertaining to the strike to the general secretary-treasurer on forms supplied by the national office. At the conclusion of the strike, the local shall submit the final report of the strike to the general secretary-treasurer.

Section I. Each local shall establish a local strike defense fund. Rules governing such local strike defense fund shall be incorporated in the local constitution and by-laws.

Section J. The officers officially handling union funds shall give adequate bond. All fees for such bonds shall be paid by the local union. If a local fails to comply with the provisions of this section relating to bonds, the general secretary-treasurer shall be empowered to secure an appropriate bond for the officers officially handling union funds of the local. The fees for such bond shall be paid by the local. The general executive board shall have the authority to take such action as may be deemed necessary to enforce the provisions of this section.

Section K. The books and records of each local union shall be audited at least every three months. The president and secretary of the local union shall send an official notice to the general secretary-treasurer confirming that the local's books and records have been audited. This notice shall state what the conditions of the books and records are. Such official notification shall be witnessed by the local trustees. The general secretary-treasurer shall submit report of such notice at each regular meeting of the general executive board. If a local fails to comply with the provisions of this section relating to audits, the general secretary-treasurer shall be empowered to have such an audit made. The cost of such audit shall be borne by the local. The general executive board shall have the authority to take such actions as may be deemed necessary to enforce the provisions of this section.

Section L. Within ten (10) days after the signing of any collective bargaining agreement, or any amendment or modification of or any addition to any collective bargaining agreement, the local involved shall send three (3) copies of such agreement, or any amendment or modification of or addition to such agreement, to the office of the national union.

Section M. Each local financial secretary shall, by the 20th of each month, submit to the general secretary-treasurer a financial report for the previous month covering the amount of per capita and initiations due to the national office. A check or money order covering the amount due shall accompany these monthly financial statements.

Section N. Any local failing to send in to the national office by the 20th of the month the financial report for the previous month and the per capita and initiations due on such report, shall be notified by the general secretary-treasurer and declared delinquent. Local unions more than forty-five (45) days in arrears in the payment of per capita shall be assessed a five percent (5%) surcharge. Such surcharge will continue to compound every thirty (30) days thereafter until the local is in compliance.

Section O. Any local failing to send in the monthly report and per capita and initiations due within 25 days from the date of delinquency shall be suspended.

Section P. Seven days before the actual suspension date, the general secretary-treasurer shall send by registered or certified mail the notice of suspension and shall order an audit of the local's books before the suspension date becomes effective. The local officers shall submit all books and records for such an audit to

the designated national office representative. The general executive board shall then take whatever action it deems necessary.

Section Q. If a local disbands, the local secretary and trustees shall send all funds and property belonging to the local to the general secretary-treasurer. The general secretary-treasurer shall hold this property intact for one year. If within that time, an application is made by at least fifteen (15) former members, a charter will be reissued and the funds and the property returned. Should no application be made within the year, the funds and property shall revert to the national union to be used for organizing the unorganized.

ARTICLE 19

Assessments

Section A. Assessments upon the membership by the national union can only be levied by convention or by referendum vote of the locals.

ARTICLE 20

Withdrawals, Transfers and Individual Affiliation

Section A. Withdrawals shall be issued by a local when it is determined that such member is no longer working within the jurisdiction of any local of the United Electrical, Radio and Machine Workers of America (UE) and is a member in good standing of the local at the time of request. Such withdrawal cards shall serve as a paid-in-full initiation fee in any local in the United Electrical, Radio and Machine Workers of America (UE). Withdrawal cards shall be supplied by the national office.

Section B. In localities where there are not a sufficient number of workers in the jurisdiction of UE to organize a local, the national union may affiliate those eligible to membership directly with the national union. The initiation fee for such individual affiliation and the monthly dues shall be in accordance with Article 18, Sections C and D of the constitution, which shall be paid directly to the national office and transferred in full to the general fund. Any member directly affiliated with the national union when securing employment in a locality where a local union exists shall transfer his or her membership to such local union. Groups of individual affiliated members comprised of twenty (20) or fewer individuals will have voice but no vote at Regional meetings and the UE Convention.

ARTICLE 21

Local Constitutions and By-Laws

Section A. The affiliated local unions shall adopt their own constitutions and by-laws provided that these do not conflict with the constitution and by-laws of the United Electrical, Radio and Machine Workers of America (UE). A copy of the local constitution shall be distributed by the local to all of its new members. All locals shall send copies of their constitution and by-laws and any amendments and modifications thereof to the national office within thirty days after adoption for approval by the general executive board. If any local constitution is not approved by the general executive board it shall not be effective and, pending such approval, the local shall be governed by the national constitution. If a local constitution has been approved by the general executive board but amendments or modifications thereto have not received such approval,

such amendments or modifications shall not be effective and in respect to the matters covered by such amendments or modifications, the national constitution shall govern pending such approval. Newly formed local unions shall be covered by the national constitution until such time as the local constitution is approved by the general executive board.

Section B. Action upon and the adoption of a local constitution and amendments thereto shall require appropriate advance notice and information to the membership and the affirmative vote of a majority of the members present and voting at a local membership meeting.

Section C. Any challenge to the conduct or results of a local union election must be filed with the secretary of the local union holding the election within five (5) days after the official announcement of the election results. The executive board shall promptly investigate such challenge and make recommendations for its disposition to the next regularly scheduled meeting or special meeting. The disputed office shall be filled in accordance with the decision of the local union membership, subject to the appeals procedure provided for in Article 24. The local union shall inform the general president within fifteen (15) days of its decision.

ARTICLE 22

The Convention

Section A. A convention of the United Electrical, Radio and Machine Workers of America (UE) shall be held every two years in odd numbered years, in the months of August or September.

Section B. No less than one hundred twenty (120) days prior to the convention the general secretary-treasurer shall send out the convention call and blank credentials to the financial secretaries of all affiliated locals. A letter will be sent to the local presidents. All credentials and the names of the delegates and alternates elected by secret ballot among the members in good standing, in accordance with the procedures established by each local union, shall be returned to the general secretary-treasurer no later than one month prior to the convention.

Section C. The basis of representation shall be one vote for every one hundred members or major fraction thereof. The number of votes that a local is entitled to shall be figured over an average paid per capita from July 1st to June 30th. For the purpose of calculating a local's voting strength for the national convention and regional meetings, as well as the tabulation of ratification and referendum votes on national and regional union matters, members who pay a reduced per capita in accordance with Article 15, Section A, shall be counted as one member for every two reduced per capitas paid.

Section D. Locals that are affiliated with the United Electrical, Radio and Machine Workers of America (UE) longer than three (3) months as of June 30th, but less than one (1) year, shall be given representation on the basis of a monthly average paid per capita for the period of time for which they have been affiliated.

Section E. Any local affiliated with the United Electrical, Radio and Machine Workers of America (UE) for less than three (3) months as of June 30th shall be entitled to one (1) vote.

Section F. Locals of the United Electrical, Radio and Machine Workers of America (UE) will be entitled to delegates to the national convention on the following basis: locals having three hundred members or less — three delegates; one additional delegate for each additional one hundred members or greater fraction thereof. No local shall have more than fifteen (15) delegates, irrespective of the number of members.

Section G. Delegates attending the convention shall have full voting strength of their local by a division of votes per delegate per local.

Section H. Not more than three (3) locals within any given region, each local having less than five hundred (500) members, if they desire in the interest of economy may combine to send one delegate, a member of one of the locals, to represent them at the national convention. Such delegate must be elected by a majority vote in each of the locals so combining, and voting power of such combined locals shall be based on their combined membership as if it were one local. There shall be no vote by proxy at the Convention of the United Electrical, Radio and Machine Workers of America (UE).

Section I. All proposed resolutions and amendments to the constitution shall be sent by the local or regional recording secretary to the general secretary-treasurer to reach his or her office no later than one month prior to the convention. The general secretary-treasurer shall compile same in the order in which they are received and shall indicate the locals or regions from which each one was received. The general secretary-treasurer shall distribute all resolutions, amendments to the constitution, reports and all written data to the appropriate conven-

tion committees. No amendments to the constitution or resolutions shall be received from any delegate at the convention except by order of the convention.

Section J. The general executive board may submit resolutions and amendments to the constitution in the same manner and date as that of the locals. Such resolutions and amendments shall be marked as submitted by the general executive board.

Section K. No local shall be entitled to representation at convention unless all indebtedness up to June 30th has been paid. Locals must pay such obligations before July 31st.

Section L. All committees except the Credentials Committee shall be nominated and appointed by the general executive board and ratified by convention. The assembled convention shall have the power to elect other members to any committee that they see fit.

Prior to the opening date of the convention, the executive board shall meet and constitute itself or a subcommittee as the Credentials Committee for the convention. Appeals from its decisions shall lie to the floor of the convention. The convention shall not be constituted for business until after the Credentials Committee shall have examined and reported on credentials of all delegates present at the scheduled time on the opening date of the convention. Credential contests submitted to the Credentials Committee after the convention has opened shall be ruled on by the committee no later than 24 hours after submission in writing of the pertinent information to the committee, subject to extension of time by the convention.

Section M. Each committee shall have the power to elect its own chair and secretary.

Section N. The following committees shall be classified as standing committees: Credentials Committee, Constitution Committee, Publicity and Education Committee, Resolution Committee, Rules and Order Committee, Committee on Organizing, Policy Action Committee and any other committee so decided upon by convention with the exception of the Committee on Arrangements.

Section O. The convention sergeant-at-arms shall be appointed at the general executive board meeting from the geographical region in which the convention is to be held.

Section P. Within forty-five (45) days after the convention, each local shall call a special meeting for the purpose of receiving the convention report and to act on all amendments to the constitution adopted by the convention. A majority of those present and voting shall determine the approval or rejection of such amendments to the constitution.

Section Q. The non-approved paragraphs shall be recorded in the minutes and a statement signed by the president and secretary of the local shall be sent to the trustees by registered mail within fifty (50) days after convention.

Section R. The trustees shall tabulate the vote of the locals by crediting each local with the number of votes as determined by convention basis of representation. Any local in good standing not informing the trustees by

registered mail within fifty (50) days after the convention of its action on the amendments shall be counted as voting in the affirmative.

ARTICLE 23

Appeals to the Convention

Section A. Any member, local, or regional council may appeal to the convention against any decision of the general executive board.

ARTICLE 24

Duties and Rights of Membership

Section A. Each member at initiation shall pledge to support the Constitution of the United Electrical, Radio and Machine Workers of America (UE) and obey all lawful orders of the general executive board, in addition to the obligation required by the local union of which he or she becomes a member.

Section B. If a member of this union commits an offense against the constitution and by-laws or the general good and welfare of his or her local union, or of the national union, he or she shall be given an impartial trial by his or her local union as provided in the by-laws of said local union. The offense for which he or she is charged is to be presented in writing to the local union by the member making the charges, who at the time, must be a member in good standing of the United Electrical, Radio and Machine Workers of America (UE). A copy of said charges is to be given to the member under charges by the local recording secretary. Either plaintiff or defendant shall have the right to appeal to the regional council (not sub-region). The regional

president upon receipt of the appeal, or the regional council when in session, shall have the power to appoint from the regional council a committee to investigate the facts and hold hearings as deemed necessary. If a local does not finally act on charges within 60 days after the charges have been filed with the local, the plaintiff shall have the right to appeal to the regional council in the same manner as though the local had refused to sustain the charges. A decision of the regional council shall be rendered to appellant within one hundred twenty (120) days of receipt of appeal. Appeals can further be taken to the general executive board of the United Electrical, Radio and Machine Workers of America (UE), and from that body to the ensuing convention. The decision of the local shall be final until otherwise decided by a higher body.

Section C. A delegate or representative at a meeting or convention of the United Electrical, Radio and Machine Workers of America (UE), or any subdivision thereof, must be a member in good standing at the local, region and national levels of the United Electrical, Radio and Machine Workers of America (UE), and may only be a delegate or representative of his or her local, except as provided in Article 22 of the Constitution and By-Laws of the United Electrical, Radio and Machine Workers of America (UE).

Section D. If a member of this union commits the offense of engaging in raiding or secession activities, the following procedure shall be followed notwithstanding any other provisions of this constitution or of any local or regional constitution. He or she shall be given an impartial trial by his or her local union. 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 recording secretary. A decision on such charges shall be made by the local not later than ten days after receipt of the charges by the local. Either plaintiff or defendant 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. A decision of the regional council or of the regional executive board between meetings of the region shall be rendered to appellant not later than seven days from the receipt of the appeal by the regional council. 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. 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.

In such cases hearings may be conducted by the general executive board as a trial body, or by a committee of the general executive board designated by it. If the hearing is held by a committee of the general executive board, said committee shall file its report and recommendation to the general executive board, which shall have the final authority to render a decision. Between meetings of the general executive board, the general president shall have the authority to designate a committee of the general executive board to hear, report and make recommendations to the general executive board.

In such cases the general executive board shall, after trial, determine the innocence or guilt of the accused and shall have the power to reprove, suspend, or to remove the member from office or any other official representative capacity in the union, or to expel him or her from UE membership.

An appeal from the decision of the general executive board may be taken to the ensuing convention. The decision of the general executive board shall be final until otherwise decided by the convention.

If a region does not comply with the provision of this section in respect to the time for hearing and determining appeals in cases of raiding or secession, the general executive board shall assume jurisdiction on such appeal and have full authority to act thereon as though the appeal had been filed with the general executive board.

Local and regional constitutions shall be amended to conform with the provisions of this section.

ARTICLE 25

UE Rank-and-File Principles

Rank and file control is established in each organizational unit in the UE structure by the membership and leadership of that unit - locals, regions, and national.

1. The local membership and leadership run the local union.

2. The regional membership run the region through their elected regional delegates, regional executive board and regional officers.

3. The national membership through their elected convention delegates, general executive board and national officers run the national union.

This democratic structure is welded into a strong national union by the fact that, while practicing autonomy, all bodies of the union are united by the union's national constitution, and the policies and program adopted by rank-and-file delegates to the national convention. It has always been UE policy that each level in the structure operate without interference by others. It has also been policy that each level accepts and respects the role of the others — local, region and national.

It is the duty of elected officers at all levels to ensure that all bodies operate according to UE policy, programs and constitutions.

The UE staff, except as they are dues-paying members of a local union and exercise the rights of all other members of the local, are not a part of the rank and file structure of UE. Proper staff conduct reinforces rank and file unionism and makes staff a vital part of UE democracy.

The UE staff is employed by the membership through the national officers and general executive board and implements the leadership's decisions to build the union membership, to assist the locals and regions in solving their problems, and to effectuate UE programs and policies. Staff members have no right to interfere with UE rank-and-file control, including election processes, at any level of the union. To deviate from this policy would lead to a staff-controlled union.

ARTICLE 26

Amendments

Section A. This constitution can be amended by convention subject to ratification by the locals or by referendum. Amendments shall be effective as of December 1st.

ARTICLE 27

Referendum

Section A. Every local in good standing affiliated with the United Electrical, Radio and Machine Workers of America (UE) shall have the right to propose amendments at any time three (3) months after date of the previous convention but not later than ten (10) weeks before the week set for the next convention (postmark of registered letter containing amendment to be determining date). The local initiating the amendment must first secure endorsement of locals comprising not less than twenty-five percent (25%) of the total membership (as per paid per capita average of the previous three months) to the date of notice of amendment to the general executive board.

Section B. Within a week of receipt of proposed amendment and reasons therefore, the general president shall forward copies of same to each member of the general executive board for its approval by a straight aye or nay vote. Copy of the proposed amendment, and the result of the vote of the general executive board shall be sent to each local for its approval or otherwise. The question to the local will read for or against the decision of the general executive board, for its approval by a straight aye or nay vote. The majority of those present and voting shall determine the action of the local.

Section C. The trustees shall tabulate the vote of the locals, by crediting each local with the number of votes (as per paid per capita) figure on the average of the three (3) previous months. Any local in good standing not informing the trustees of its action on proposed amendment or amendments within the specified time shall be counted as voting in the affirmative.

Section D. The columns of the union's official news organ may be used for discussion for or against proposed amendments.

ARTICLE 28

Installation of Officers

Section A. The installation of officers shall be conducted by the general president or any other officer designated by the general president of the United Electrical, Radio and Machine Workers of America (UE).

Installing Officer: "Brother and/or Sister, do you accept the office to which you have been elected?"

Officer Elect: "I do."

Installing Officer: "Raise your right hand and repeat after me — I do solemnly promise on my most sacred word of honor, before these members and delegates present, that I will faithfully perform all the duties of the office to which I have been elected; I will bear true and faithful allegiance to the UE; I will preserve, protect and defend the constitution and advance the program and policies of the union; I will protect all property of the UE entrusted to me and turn such property over to my successor in office; I do further promise that I will

never defraud this organization of anything whatever, or allow it to be defrauded of anything if in my power to prevent it.”

OBLIGATIONS OF MEMBERS

“I do solemnly promise, on my most sacred word of honor, that to the best of my ability, I will: Bear true and faithful allegiance to the UE and will advance its programs and policies, and preserve, protect and defend its constitution and by-laws, and those of this Local No. _____ . I will conduct myself at all times in a manner that will bring credit upon this union and that will contribute toward its success. I will never defraud nor misrepresent this union nor allow any other member to do so if in my power to prevent it.”

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Constitution and By-Laws
UNITED ELECTRICAL, RADIO and
MACHINE WORKERS of AMERICA (UE)

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As revised in accord with amendments that were passed at the:

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**United Electrical, Radio and Machine
Workers of America (UE)**

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