

## **By-Laws of the Unite All Workers for Democracy Movement**

### **Preamble:**

Unite All Workers for Democracy Movement (UAWD) in the UAW consists of active and retired UAW members in **good standing, committed to** our union's founding traditions of democracy, accountability, and solidarity.

We believe that our Union must be run by officers directly elected by its members, in an environment that celebrates the competition of ideas between candidates and slates, allowing, and inviting, members to make real choices between different approaches to the challenges facing our Union. With direct elections and competition for UAW members' votes, our International Union will become stronger **and** more committed to our UAW membership. UAWD arises from its commitment to the direct and competitive election of all UAW officers, as the mark of our trust in the UAW membership to choose strong, diverse, vibrant leaders, **dedicated** to maintaining a democratic union.

Our Union must defend our members from corporate attacks. Only a strong union firmly rooted in the principles of democracy can coordinate this struggle to regain past concessions and prepare the membership to resist future exploitation.

We need a union controlled by an informed membership, not one under the domination of a one-party political caucus concerned primarily with its own political self-preservation.

We need a union leadership that truly understands that "an injury to one is an injury to all." We need leaders committed to developing strategies and **willing to** work with like-minded allies to stand up against all assaults on workers' basic rights across the United States and beyond. In a time of ever-increasing globalization, **and** with corporations exploiting labor all over the world, our Union's leaders must understand the monumental challenges we face and have the courage to **confront** those challenges head-on.

The struggle to create a socially and economically just society cannot be won without such a labor leadership. Through the UAWD Movement, we believe that our union can once again be at the forefront of that struggle.

## **Article I: NAME**

This organization will be known as the Unite All Workers for Democracy, hereinafter referred to as UAWD.

## **Article II: OBJECT**

UAWD's first priority is for all UAW members to win the right to directly elect all UAW officers of all local unions, regions, and the International Executive Board, on a one member, one vote basis.

To secure and maintain a better Union, an informed and empowered membership, and the democratic direct election of strong, well-qualified, and honest leaders to all of our Union offices, at every level of the UAW, UAWD works now and will continue to work to strengthen the UAW from within. UAWD is a member-driven caucus administered by its own directly elected officers. **UAWD will** offer educational programs on a regular basis on such subjects as the organization, governance, and history of the UAW; the obligations of labor unions and their officers and employees to union members **using** the UAW Constitution.

The UAWD will create opportunities for its members to apply and practice leadership, governance, and organizing skills by creating capable, educated, and experienced leaders within the rank-and-file membership, qualified to assume union office and exercise union power wisely, effectively, and honestly.

UAWD advocates for an engaged membership and transparent and accountable leaders with both members and leaders committed to a vibrant internal democracy within the Union. These values compel elimination of the current one-party state system, because it makes democratic competition in campaigns for the direct membership election of all, union officers effectively impossible. UAWD believes that direct membership election of officers is the only effective means for returning union power to the Union's highest authority, the membership.

UAWD believes in holding all of our Union leaders accountable to the Union's membership. UAWD demands fair, honest, lawful, and accountable union

representation on our jobs, in grievance proceedings, in collective bargaining, in union officer elections and election campaigns, and in all interactions of any kind between union and employer representatives.

UAWD does not advocate either secession from the International UAW, or dual unionism.

UAWD advocates holding our UAW leaders politically accountable, directly to UAW members, as well as legally, if appropriate, for **misrepresentation** or misconduct at the bargaining table or other unethical, inappropriate, or unlawful interaction with employers that is contrary to the best interests of the membership.

UAWD will work with other organizations and people who support organized labor's democratic unions, and the principles of these By-Laws.

### **Article III: Members**

UAWD shall not discriminate in admission to or expulsion from membership, on the basis of race, color, religion, **sex**, gender **identity**, age, marital status, national origin, disability, **sexual orientation**, **immigration status or** ~~and~~ status as a veteran. UAWD shall treat all union members equally and respectfully, and as the dignified persons we know them to be. We shall do so both within and beyond our Union.

All UAW members in good standing are eligible to become members of UAWD. However, the organization reserves the right to exclude those who are opposed to the principals within these bylaws. All UAWD members have a right to attend the UAWD Annual National Meeting. All UAWD members who are in attendance and in good standing have the right to vote and the right to speak on all matters brought before the Annual National Meeting.

All members of UAWD are required to pay a **membership fee**. UAWD is an activist organization and as such, relies on **our** members to take an active part in UAWD and in our Union. This includes distribution of literature, recruitment of potential members, and activities inside our Union.

UAWD members are encouraged to support UAWD candidates who run for UAW office. Those candidates who are elected as UAW officers are encouraged to continue to advocate for the advancement of UAWD, and the principles outlined within these bylaws. **We** will promote and adhere to the highest principles of unionism. UAWD will fight to win the rights of all UAW members to free and fair elections at every level of our union.

#### **Article IV: Annual National Meeting**

The membership, at National Meetings, is the highest authority of UAWD. All UAWD members in attendance at the UAWD Annual National Meeting **shall** have voice and vote. Decisions, including the election of UAWD Steering Committee Officers, will be made by UAWD members by a simple majority (50% plus one), unless expressly provided elsewhere in these bylaws.

##### **Section 1: Quorum**

Those UAWD members in attendance at the Annual National Meeting shall constitute a quorum for that meeting.

##### **Section 2: Agenda**

1. Call to order.
2. Officer roll call.
3. Financial Report.
4. Communications and Bills.
5. **Nominations of UAWD Steering Committee Officers.**
6. Proposed By-Laws resolutions.
7. Committee reports.
8. Officer reports.
9. Election of UAWD Steering Committee Officers
10. Unfinished business.

11. New business.

12. Adjournment.

### **Section 3: Rules of Order**

All questions of parliamentary nature shall be decided by Robert's Rule of Order.

### **Section 4: Unforeseen circumstances**

In the event of unforeseen circumstances that impact organizing an Annual National Meeting, the UAWD Steering Committee shall explore alternative options with any committees that have been formed to organize the Annual National Meeting. **Resolutions or amendments to the bylaws under these circumstances** shall be made in writing via U.S. Postal Service, **or email, to the Recording Secretary, Chairperson or Co-chairperson** fourteen (14) days prior to the Annual National Meeting, to allow a vote at the Annual National Meeting.

### **Section 5: Special Membership Meeting**

When urgent decisions are required of the UAWD Membership a Special General Membership Meeting may be called for expressly written purpose(s). A Special General Membership Meeting may be called by a majority of the UAWD Steering Committee or by 20% of UAWD members in good standing.

## **Article V: Organizational Structure**

The Unite All Workers for Democracy Movement shall be comprised of individual members and a UAWD Steering Committee. The highest policy-making body of UAWD will be at the Annual **National** Meeting. The UAWD Steering Committee will be elected at the Annual National Meeting and shall govern and see to the implementation of UAWD policies and programs between Annual National Meetings. It is anticipated that, in order to carry out the objectives of UAWD, **local** and regional organizing committees will need to be formed. The goal of UAWD is to establish Local and or Regional UAWD groups **as soon as practical**. Such groups will operate under policies set by the Annual National Meeting and the UAWD Steering Committee.

## **Article VI: UAWD Steering Committee**

### **Section 1: Structure**

The UAWD Steering Committee shall be comprised of ten (10) members. This number will be subject to the approval of the UAWD National Meeting on an annual basis.

It is intended that the UAWD Steering Committee composition be such that all major industrial and occupational sectors of UAW membership be represented, and that the UAWD Steering Committee composition reflect an unequivocal commitment to racial, ethnic, and gender representation on the part of that body and UAWD as a whole.

### **Section 2: Officers**

The UAWD Steering Committee will include one (1) Chairperson, one (1) Co-Chair, one (1) Recording Secretary, one (1) Financial Secretary/Treasurer, two (2) Trustees, two (2) Retirees, and two (2) Members-at-Large. The hierarchy of officers for the purpose of temporary vacancies shall be the order as listed above in this Section.

### **Section 3: Elections**

The Annual National Meeting shall elect the UAWD Steering Committee by majority, secret ballot vote. In order to nominate members for office and vote in an election, a UAWD member must be in good standing as a UAWD member and be a UAW member.

**If it is deemed necessary for the Annual National Meeting using an online platform**, the Steering Committee will solicit nominations via email from every UAWD member in good standing. **Otherwise**, the nomination and elections will be held at the Annual National Meeting.

If a member is nominated for more than one UAWD Steering Committee position, they may accept the nomination for only one position on the UAWD Steering Committee.

Only members present at the Annual National Meeting, **whether held in person or by utilizing an online platform**, will be eligible to vote in elections.

Should a vacancy occur on the UAWD Steering Committee, and more than 90 days remain in the term of office, the UAWD Steering Committee will appoint a replacement to fill the remainder of the term of office, except in the case of a vacancy in the position of the UAWD Steering Committee Chairperson. In the case of a vacancy in the position of the UAWD Steering Committee Chairperson, the Co-Chair will assume the position of Chairperson and the Steering Committee will appoint a Co-Chair for the remainder of the term. If a vacancy occurs less than 90 days before the end of the term of office, the office will remain vacant until the election at the next UAWD Annual National Meeting.

#### **Section 4: Terms of Office**

Elected positions that comprise the UAWD Steering Committee shall serve staggered two (2) year terms. To accomplish the initial staggered terms the following offices will initially have a one-year term. Co-chair, Financial Secretary, one (1) Trustee, one (1) Retiree Representative, one (1) Member at Large. Then beginning with the 2021 Annual National Meeting these offices will be two (2) year terms. The following offices will commence with two (2) year terms from the founding Annual National Meeting. Chairperson, Recording Secretary, one (1) Trustee, one (1) Retiree Representative, one (1) Member at Large.

#### **Section 5: Powers**

The UAWD Steering Committee Chairperson shall oversee the day-to-day functions of UAWD, administer operations, and coordinate the organizing activities of UAWD in accordance with the policies and programs approved by Annual National Meeting action and the direction of the UAWD Steering Committee. All actions taken by the UAWD Steering Committee Chairperson shall be subject to the approval of the UAWD Steering Committee.

The Trustees will have full access to all financial records, books, receipts, and other material needed to verify UAWD financial activities. The Trustees shall meet as a Financial Subcommittee, along with the UAWD Steering Committee Chairperson, **and the Financial Secretary** to make recommendations to the UAWD Steering Committee on finances, staff, and fundraising. In the event of a tie vote, the UAWD Steering Committee Chairperson will have the deciding vote.

### **Section 6: Governing Rules**

The UAWD Steering Committee shall meet **weekly**, and at such times as it may be vital to the needs of the organization. Special Steering Committee meetings may be called by the Steering Committee Chairperson or at the request of four (4) Steering Committee members at any time. **Such meetings** shall be held promptly. A majority of the Steering Committee must be present at any UAWD Steering Committee meeting to constitute a quorum.

### **Section 7: Disciplinary Actions and Procedures:**

- **UAWD Steering Committee Members shall attend two (2) of every three (3) Steering Committee meetings unless properly excuse by the excuse committee. The excuse committee shall consist of the Co-Chairperson, Recording Secretary and Financial Secretary. The excuse for absence if one is given will be shared with the Steering Committee. Violations of this attendance rule may result in removal from the UAWD Steering Committee by a majority vote (50% plus 1) of the Steering Committee members present.**
- **To appropriately start an investigation on a Steering Committee officer, seeking disciplinary action, it requires a majority vote (50% plus 1) by the Steering Committee either during a regular weekly meeting or a special meeting. If the officer being investigated is not present during such a meeting, it is required that the Recording Secretary send notification to the officer announcing the start of the investigation. The investigation must be completed within 14 days and submitted to the meeting minutes. The investigation shall be conducted by the Chairperson, Co-Chair and/or by an investigation committee formed by a majority vote (50% plus 1) by**

**the Steering Committee. All records and evidence shall be submitted on record at the Steering Committee Meeting. At the subsequent meeting, a vote will be taken. The officer under investigation can be present and speak on their own behalf before the vote is taken, but will not have a vote. The first vote will be to remove the officer from their elected position which will require a majority vote (50% plus 1). If the vote fails, the officer will remain on the UAWD Steering Committee. If the vote passes, they will be removed immediately and must forfeit all UAWD related documents within 14 days. An additional vote will be taken to revoke their UAWD membership which will require a unanimous vote of the Steering Committee members present. If the vote fails, they will remain a UAWD member and will not be eligible to run for a UAWD Steering Committee position for one (1) election cycle. If the vote passes, their membership will be revoked and will no longer be eligible to be a part of UAWD.**

### **Section 8: UAWD Steering Committee Primary Responsibilities**

- The development of an overall organizing, education, and maintenance of membership plan.
- The maintenance of membership communication vehicles to educate UAWD and UAW membership.
- To manage the organization's finances.
- To promote fundraising in addition to membership fees.
- To support local UAWD groups and assist in the development and coordination of regional and local activities.
- To assist in the coordination of election campaigns as needed.
- To establish a member-defense review committee for members and locals who are interfered with, coerced, or denied rights or due process by the International Union or local officials through illegal or extra-Constitutional (UAW) actions.

### **Article VII: Finances**

The UAWD Steering Committee accountable to UAWD members for all uses of UAWD finances. UAWD Trustees will conduct semi-annual financial audits. The findings of all UAWD financial audits will be made available to UAWD members for review.

### **Section 1: Membership Fees**

All UAWD Members must pay annual **fees** in the amount of \$25.00 per year. Annual membership **fees** will be set at the Annual National Meeting (subject to UAWD membership approval). A voluntary pledge system over and above the annual **fees** will be established by the UAWD Steering Committee for those members who express a willingness to pay more than the minimum. A financial report shall be given semi-annually at the Annual National Meeting and at the UAWD Steering Committee meeting six months after the Annual National Meeting.

### **Section 2: Funding**

UAWD is a 100% UAW member owned and operated caucus within the UAW. UAWD receives no money from the UAW Union or any employer. We are independent, and funded entirely by membership **fees** and donations.

### **Article VIII: By-Laws Amendments**

This UAWD By-Laws shall be amended only by UAWD Annual National Meeting action. Suggested amendments shall be submitted to the “attention of the UAWD Steering Committee Co-Chairs” at least ~~thirty~~ **fourteen (14)** days prior to the convening of the next Annual National Meeting, **unless there are “unforeseen circumstances” that mandate otherwise.**

A subcommittee of the UAWD Steering Committee **shall** organize **such amendments** according to the Article and Sections they wish to amend. All suggested amendments will be presented to the UAWD membership for vote. The requirement for amendments to pass is two-thirds (2/3) vote of the members in attendance at the Annual National Meeting.

As adopted by the UAWD membership at the National Annual Meeting of September 19, 2021