

Constitution and By-Laws of the Diesel Workers Union

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OCTOBER 2023, OFFICERS

Brandon Clark, President

Jackie Potts, Vice President

Tammi Reinbold, Secretary Treasurer

Bryan Murphy, Board Member

Jeremy Emmitt, Board Member

Scott Mathis, Board Member

Chris Anderson, Board Member

Thomas J. Lodwig-Yeley, Board Member

Graig Leatherbury, Board Member

Any reference to he/she or his/hers means anyone in the bargaining unit.

Diesel Workers Union

602 Reeves Way

Columbus, Indiana 47201

CONSTITUTION AND BY-LAWS

PREAMBLE

WHEREAS, any individual, group or association of employees of any employer has the right to bargain with the employer for better hours, wages, benefits and working conditions, and

WHEREAS, we the members of the Diesel Workers Union, desire to avail ourselves of our rights by perfecting an organization to regulate ourselves and to act as a collective bargaining agent for ourselves.

NOW THEREFORE, we do hereby adopt and declare the following to be the Constitution of our association, to-wit:

ARTICLE I -Name

The organization shall be known as the “Diesel Workers Union,” hereinafter referred to as the Union.

ARTICLE II -Objectives

Section 1. To associate the production and maintenance employees of the Cummins Inc., and other workers into a labor organization with all powers, rights, privileges and duties of other general labor organizations.

Section 2. To unite in one organization, regardless of age, religion, race, creed, color, sex, political affiliation, nationality, or physical handicap, all employees under the jurisdiction of the Union.

Section 3. To protect the members of this Union in the exercise of their rights and prevent intimidation, restraint or coercion.

Section 4. To improve the wages, benefits and working conditions of the members of this Union.

Section 5. To engage in any activities tending to create a better organization, feeling and spirit of the members of this Union.

ARTICLE III -MEMBERSHIP

Section 1. Any person who is not affiliated with any organization whose principles and philosophy are contrary to those of this Union as outlined in the preamble of this constitution may apply, and be eligible, for membership in this Union, except, however, any employee of any Company who is excluded from Membership by the National Labor Act shall not be eligible for membership herein.

Section 2. Any employee who is eligible for membership shall submit a written application on a form provided by the Union. Such application shall be considered by the Executive Committee of the Union and either accepted or rejected within sixty (60) days of such application.

A. All Union members are to receive a DWU Identification card. The DWU ID card is to include the following: DWU logo, Member's name, Member's Union ID number and Union Seniority Date, along with the signature of the Union President residing. DWU ID cards are to be issued no later than one (1) month after a member has been inducted into the DWU. All current members are to receive DWU ID cards no later than six (6) months following the passing of this amendment. All DWU ID cards are to be issued without cost to the Union member.

Section 3. A member may be in good standing if the employer has withheld his/her membership dues whether or not they have been received by the Union.

Section 4. Any member of this Union may be fined, expelled, or suspended for any violation designated hereinafter.

- A. For violation of the Constitution of this Union.
- B. For malicious or false statements circulated by him/her adversely affecting the character or conduct of any officer or member of this Union.
- C. That he/she is a member of another labor organization at said plant and falsely represents that he/she is not.
- D. That he/she exposes confidential information of this Union or attempts to overthrow it.
- E. Misappropriation of any funds, money or property belonging to this Union.
- F. For crossing or working behind an authorized picket line of the Union or one sanctioned by the Union.

Section 5. When any ten (10) or more members or the Bargaining Committee of this Union shall jointly file a written petition with the Secretary-Treasurer specifically stating that any member of this Union has violated any provisions of Section 4 of Article III of these By-Laws, the matter shall be submitted to the Membership of this Union for a vote at the next scheduled monthly Membership Meeting of the Union following the date that such petition is received by the Secretary-Treasurer. If, at this meeting, a majority of the members by their vote sustain the charges set out in said petition, then, the matter shall automatically be referred to the Trial Committee as hereinafter provided. If a majority of the members present and voting shall not sustain said petition, then, the matter shall be closed.

If any petition for a Trial of any member of this Union has been filed and sustained by a majority vote of the Membership as herein above provided, then within ten (10) days after the said vote of the membership, the Bargaining Committee of this Union shall meet to appoint a Trial Committee to conduct a hearing of the member charged. Each member of the Bargaining Committee shall appoint one member in good standing of this Union as a member of the Trial Committee, provided, however, if any member of the Bargaining Committee is the person charged, he/she shall not appoint a member of the Trial Committee.

After a Trial Committee has been appointed, the members of the Trial Committee shall meet, conduct a hearing, and hear evidence. The accused member may be present at said hearing and may if he/she so desires, be represented by a member in good standing of this Union. After all evidence has been presented, the Trial Committee shall vote to determine if the charges contained in said petition are true. It shall take a two-thirds (2/3) majority vote of the Trial Committee to convict any member.

If the Trial Committee convicts a member, said Committee shall then set the punishment for said offending member by reprimand and/or fine not exceeding Five Hundred (\$500.00) Dollars, and/or expulsion from the Union.

Any member convicted by a Trial Committee, as provided above, may within twenty (20) days, after his/her said conviction, take an appeal to the Bargaining Committee. Said Committee by two thirds (2/3) majority vote may confirm, rescind, or modify the findings and/or punishment of the Trial Committee.

Section 6. A member seeking to resign from membership in this Union must sign the proper form at the DWU Union Hall with the Secretary-Treasurer of the Union to keep on file.

Section 7. Any employee who has previously been a member of the Union but has resigned his/her membership or been expelled from membership may reapply for membership. Such application shall be considered by the Executive Committee of the Union and either accepted or rejected within sixty (60) days of such application.

ARTICLE IV - Officers and Committees

Section 1. The Union shall have the following officers, who together with six (6) Board Members, shall be the Bargaining Committee:

A. President

B. Vice-President

C. Secretary-Treasurer

Section 2. There shall be a Grievance Committee composed of the Vice-President and/or his/her designated representative, the Shop Steward of the line wherein the grievance arose and Grievance Committee person appointed by the Bargaining Committee.

Section 3. There shall be a Finance Committee composed of three (3) persons known as Trustees whose term of office shall be three (3) years and one (1) member shall be elected in October of each year.

Section 4. There shall be such other Committees as may be deemed necessary by the Bargaining Committee for the successful operation of this Union.

Section 5. The Bargaining Committee shall have full power and authority to operate and manage the Union between meetings, but the membership may, by majority vote, override any decision made by the Bargaining Committee.

Section 6. No person, who is excluded by the United States Department of Labor shall serve as an officer or employee of this Union. In addition, no person may serve as President, Vice-President or Secretary-Treasurer unless he/she is able to be bonded by the Union's current bonding company.

Section 7. If there has been a strike vote on a current proposal by a majority of the membership voting, there shall be a Ratification Committee composed of the Shop Stewards and Chief Shop Steward. The sole purpose of said Committee shall be to meet as a body and examine any subsequent proposal, which the Bargaining Committee shall either, by a majority vote, accept or reject said proposal. If said Committee accepts the proposal, said proposal will be presented to the total membership for rejection or ratification.

If said Committee rejects said proposal, it shall be referred back to the Bargaining Committee with the Ratification

Committee's recommendations.

The Chief Steward, elected by the Shop Stewards shall act as Chairman and shall not vote, except to break a tie vote.

Each Ratification Committee person may vote to accept, reject, abstain or be recorded as absent on any contract proposal by a roll call taken by the Secretary-Treasurer. The Secretary-Treasurer shall record the results of the voting of each individual Ratification Committee person and post said results at the Union Hall.

Section 8. Voting on any contract proposals, the polls shall be open for a minimum of a 12-hour period for all balloting.

Section 9. After a contract is tentatively agreed upon by the DWU Bargaining Committee and the Company, but before the contract is put to a vote before the membership, the proposed contract will be provided to the membership. There will be a five (5) day period leading up to the ratification vote. The process for the five (5) day period will be as follows:

Day 1: Proposed Contract provided to the membership;

Day 2: Membership reviews the proposed contract;

Day 3: Meetings will be held with the membership to discuss all changes;

Day 4: Membership reviews the proposed contract;

Day 5: Membership votes to accept or reject the contract.

Section 10. All letters of agreements made between the DWU Bargaining Committee and the Company that are not covered in the contract shall be held at the Union Hall.

Section 11. There shall be a Sports and Recreation Committee comprised of four (4) Union members selected through nomination from shop stewards and appointed by the Bargaining Committee.

- A. The Sports and Recreation Committee will be appointed or reappointed every two (2) years by using the above process.
- B. Members of the Sports and Recreation Committee will only be paid by the Union for meetings needed, for the organization and administration of all sports and recreation events. The Executive Committee will have the authority to limit meetings if necessary.

- C. The DWU Bargaining Committee may provide meeting rooms, computers, printers, copiers, etc.
- D. Said committee shall be responsible for the organization and administration of all sports and recreation events approved by the Bargaining Committee.
- E. In an effort to help fund the DWU Sports and Recreation Scholarship Fund, there shall be paid a monthly amount of (4) cents per member, per week of the dues collected per month. If at any time this presents a hardship for the Union, then the Executive Committee has the right to suspend said funding at any point and time.

**ARTICLE V –
Powers and Duties of Officers and Committees**

Section 1. The President of the Union shall have the following duties:

- A. Preside at all meetings of the Union;
- B. Have general charge of the Union;
- C. He/she shall be the Chairman of the Bargaining Committee;
- D. He/she shall be a member ex-officio of all Committees;
- E. He/she shall countersign all checks drawn on Union Funds and issued by the Secretary-Treasurer, as hereinafter provided;
- F. The President shall maintain order at all meetings of the Union, Issue ruling on points of procedure and his/her ruling on procedure shall stand unless reversed by a vote of sixty percent (60%) of those present and voting;
- G. He/she shall serve on the Executive Committee along with the Vice-President and Secretary-Treasurer.

Section 2. The Vice-President of the Union shall have the following duties:

- A. He/she shall perform the duties of the President in his/her absence and in case of death or resignation or removal of the President, he/she shall serve until the next regular election;
- B. He/she shall serve as Chairman of the Grievance Committee;

- C. He/she shall serve on the Executive Committee along with the President and Secretary-Treasurer.

Section 3. The duties of the Secretary-Treasurer shall be as follows:

- A. He/she shall keep and record minutes of all membership meetings and meetings with the Bargaining Committee and Executive Committee and shall have general charge of all records of the Union;
- B. He/she shall read all documents, conduct the general correspondence received by the Union, which does not pertain directly to the duties of any other officer of the Union, and keep such correspondence on file for further use;
- C. He/she shall bring to the attention of the members any correspondence upon which the Membership of the Union must act;
- D. He/she shall receive all application fees, dues, assessments and all other income of the Union from any other source and he/she shall give official receipts for the same;
- E. He/she shall deposit all Union funds into such banks as the Bargaining Committee may direct;
- F. He/she shall write all checks drawn on the funds of the Union after the same has been approved as hereinafter provided;
- G. He/she shall keep complete records of all active members of the Union;
- H. He/she shall certify to the Executive Committee the names of all members whose dues are in arrears as set out in Article III of these By-Laws;
- I. He/she shall, on demand of the Bargaining Committee or Trustees, produce any Records for their examination and audit;
- J. When taking office, the Secretary-Treasurer shall give a fiduciary bond in an amount which shall be designated by the Executive Committee;
- K. He/she shall swear into office all Union Officers on the first (1st) Monday in December after said officers are elected or re-elected; He/she shall also swear into office his/her successor;

- L. He/she shall serve on the Executive Committee along with the President and Vice-President.

Section 4. The Duties of members of the Board:

- A. Assist the Chairman of the Grievance Committee in handling grievances;
- B. Report any violation of rights of this Union or any member thereof, together with any proposed action;
- C. Shall be present, when possible, in disciplinary meetings involving discharge and/or layoff (served or suspended);
- D. To serve on Committees designated by the Executive Committee.

Section 5. The duties of the Bargaining Committee shall be as follows:

- A. Conduct all negotiations pertaining to labor agreements with employers;
- B. Enter into any legal contracts relative to hours; rates of pay and working conditions after the same have been approved by a majority vote of the affected membership of the Union;
- C. They shall meet as often as necessary to properly conduct affairs of the Union;
- D. They shall decide all questions and conduct all affairs pertaining to the Union not delegated to other officers or controlled by the provisions of the Constitution and By-Laws.
- E. In the event of the death, resignation or if no one signs up to run for the position of Vice-President, Secretary-Treasurer, Board Members or Trustees, the remaining officers of the Bargaining Committee shall appoint a member to hold the office until the next succeeding general election. The remainder of the 3-year term will be ran in the next general election. In the event, the Union is on strike during a general election the newly elected or re-elected officers will be installed to their term of office immediately after the contract is ratified and /or strike has ended.

Section 6. The duties of the Executive Committee shall be as follows:

- A. They shall appoint members to all Committees hereto provided;

- B. They shall be responsible for shift assignments for members of the Board.

Section 7. The duties of the Trustees shall be as follows:

- A. They shall meet at least once each week and examine all bills and claims against the Union and either approve or reject said bills or claims by majority vote of said Committee;
- B. After examining said bills and claims, they shall refer the same to the Secretary-Treasurer together with their recommendations;
- C. They shall, at least five (5) days before the regular Monthly Union Meeting, audit the Monthly Financial report;
- D. On January 1st of each year, they shall cause an annual audit to be made by an independent agent to be selected by said Trustees covering the financial activities of the Union for the year immediately preceding;
- E. They shall keep an inventory of all property, real and personal, owned by the Union;
- F. They shall be required to attend a monthly membership meeting and all meetings called by the Bargaining Committee;
- G. To follow the directives of the Executive Committee.
- H. In the event of a reduction in the workforce that results in a layoff of a member holding a Trustee position; the officers of the Bargaining Committee shall appoint a member to hold the office until the next succeeding general election. The remainder of the 3-year term will be ran in that general election.

Section 8. The duties of the Chief Shop Steward and/or Grievance Committeeperson shall be as follows:

- A. Act as liaison between the Shop Stewards and the Bargaining Committee;
- B. To serve on the Ratification Committee;
- C. To conduct Shop Stewards elections;
- D. To follow the directives of the Bargaining Committee.
- E. Investigate and process all grievances;

- F. Works under direction of the Chairman of the Grievance Committee;
- G. Attends all appropriate meetings.

Section 9. The duties of the Shop Stewards shall be as follows:

- A. They shall be required to attend a monthly membership Meeting and all called meetings by the Bargaining Committee for Shop Stewards.
- B. Shop Stewards shall be elected by their jurisdictional area members for a three (3) year term. Those Union members in any Shop Steward's jurisdictional area may petition for an election for Shop Steward in said Shop Steward's jurisdictional area any time after said Shop Steward has served a minimum of six (6) months after his or her election or re-election.
 - 1. 50% + 1 of the member's signatures in Shop Stewards' jurisdictional area are required to make the petition valid.
 - 2. The Chief Shop Steward will provide a packet of information including a cover sheet, the process and a list of department numbers/team numbers for requesting employee that must be picked up and signed for at the Union Hall.
 - 3. There is a 1-week (example: pick up form on Monday at 2 pm must be returned by the following Monday at 2 pm) time frame for the petition to be turned back into the Chief Shop Steward once it's picked up from the Union Hall.
 - 4. Only 1 petition can be ran in the affected Shop Stewards area in a rolling 6 month time frame.
 - 5. Petition will be kept on record at the Union Hall.
- C. If there should occur a tie of the highest number of votes in a Shop Steward election either of the following two procedures shall be followed.
 - 1. In the event there are more than two (2) candidates, there shall be a run-off election between the two (2) candidates tying for the highest number of votes;
 - 2. When there are only two (2) candidates there shall be a re-vote until one (1) candidate receives more votes than the other. If

there continues to be tie votes, the Executive Committee, after three (3) or more tie votes, may call for a reposting of the election calling for additional candidates or other candidates.

- D. They shall act as liaison between the Union and the Company but they shall have no authority to interpret the contract or to cause or call strikes or work stoppages;
- E. They shall be directly responsible to the Bargaining Committee;
- F. They shall be directly responsible for attending disciplinary meetings up to discharge, layoffs and/or suspended layoffs;
- G. Attend all Grievance meetings within their jurisdictional area.

Section 10. Chief Steward/Grievance Committeeperson selection and removal process. Decisions to fill the position(s) will be made by the Bargaining Committee.

- 1. The Bargaining Committee will make Grievance Committeeperson appointments.
- 2. Chief Shop Steward shall be appointed by using the following process:
 - A. Shop stewards shall hold an election on each shift to nominate candidates. (Each shift can nominate up to 1 per every 5 shop stewards.)
 - B. Final list of nominees will be presented to the Bargaining Committee for their final selection
 - C. Should no Shop Steward submit for position, the Bargaining Committee may select from the overall membership.
- 3. Removal from the Chief Shop Steward and/or Grievance Committeeperson position shall be made by the Bargaining Committee.

Section 11. Prior to applying for any positions within the Company outside the DWU, any member of the Executive Committee, Bargaining Committee, Shop Stewards or Chief Shop Steward, shall submit their resignation from their elected position within the Union.

If anyone is found to have applied for any positions prior to submitting their resignation, the Bargaining Committee shall then set the punishment for said offending member by reprimanding and fine not to exceed five hundred (\$500.00) dollars.

ARTICLE VI – Election

Section 1. It shall be the duty of the Bargaining Committee to meet on the first Wednesday in May of each year to determine if the Officers' Election shall be conducted by mail or by polling location. It shall also be the duty of the Bargaining Committee to determine the number of Election Committeepersons to be elected to properly and efficiently conduct the election at said meeting.

Section 2. The election of all elective Union Officers shall be by a declaration of the candidate and secret ballot.

Section 3. Any member of this Union who desires to be a candidate for any of the following named offices:

- A. President
- B. Vice-President
- C. Secretary-Treasurer
- D. Board of Directors
- E. Trustees

Shall file a Declaration of Intent. Candidates for the office shall file their Declaration of Intent not more than sixty (60) days and not less than thirty (30) days before Election Day. Members who declare for an office will be placed on the ballot in the order in which they sign up. The time will be from 7:00 a.m. to 7:00 p.m. weekdays at the Union business office.

Section 4. No member may declare for more than one (1) of the offices in Section 3. If a member is currently an officer, and has additional years left on his/her term, that members' current office will end on the first Monday in December of that year.

Section 5. No member shall be eligible to file his/her declaration as a candidate for an office of this Union unless he/she has been a member in good standing in said Union for at least two (2) consecutive years.

- A. Section 504 of the LMRDA prohibits persons convicted of certain crimes from holding union office for a maximum of 13 years following conviction or the end of imprisonment (whichever is later).

Section 6. The election of the Union officers shall take place on the third Thursday of October. The polls shall be open from 6:00 a.m. to 6:00 p.m. for all balloting. When conducting the Union officer's election by mail, all ballots must be received at the US Post Office, designated in advance by the Bargaining Committee, by 9:00 a.m. on the day of the election at which time the Election Committee will pick up the ballots.

- A. Not less than twenty (20) days before the election, notice thereof shall be mailed to each member at his/her last known home address. Each member in good standing shall have one vote. For mail balloting, not less than twenty (20) days prior to the election, each member in good standing will receive at his/her last known address, notice of the election and instructions for voting. One official unmarked ballot, one ballot envelope, and one return-addressed envelope, with voter identification number or space for such number, and space for the voter's name and address.
- B. The President, Vice-President and Secretary-Treasurer shall be elected in the same manner as other Union Officials. The person receiving the highest number of votes, for the office in the general election, shall be elected. The President, Vice-President and Secretary-Treasurer shall be elected for a three (3) year term.

Section 7. The members of the Board of Directors shall be elected for three (3) years, with two (2) members elected each year.

Section 8. In the event that no member declared himself/herself as a candidate for any of the offices named in Section 3, as heretofore provided, the member then holding that office shall continue in office until a member declares himself/herself a candidate for that office at some succeeding general election.

Section 9. There shall be an Election Committee elected at the regular Union meetings in August of each year. After the Bargaining Committee has determined the number of Election Committee people that will be needed, the total shall be divided as equally as possible between shifts. There shall be no less than one (1) member selected to the Election Committee from each session of the meetings held. It shall be the duty of the Election Committee to determine that all persons declaring for office are qualified to hold office as heretofore provided. The Election Committee will cause to be prepared the ballots used in voting on said officers. The Election Committee will secure a suitable voting place or places for polling location elections and cause the voting booths to be installed. The Election Committee shall mail to each member not less than twenty (20) days before the election, a

notice of the election, and/or all materials for mail balloting.

The Election Committee at a meeting held before the election will elect the Chairman and Sheriff of the Election Committee. For election by polling location, or mail balloting, the Election Committee will follow all laws applicable to Union elections.

Section 10. Each candidate for an office in the general election shall have the privilege to designate any member of the Union as his/her official observer at said election. Said observer shall have the right to be present at the counting of the ballots as heretofore provided, however, said observers shall not be paid by the Union for their time so spent.

Section 11. Union members who will be unable to be present on Election Day may sign an affidavit and vote absentee ballot at the location and time not less than one week prior to the election to be determined by the Election Committee when the election is being conducted by polling location.

In case of mail balloting, there shall be no need for absentee balloting. The Election Committee people on their shift will have ballots in their possession. In case you did not receive a ballot in the mail, a designated period will be set-aside for you to contact an Election Committee person and receive one.

Section 12. All elected officers of the Union shall be sworn into office by the Secretary-Treasurer and take office the first Monday in December at 8:00 a.m. The Oath of Allegiance shall be as follows:

- A. I, (Officer-elect's full name), do hereby sincerely pledge my honor to perform the duties of my office as prescribed by the laws of the Diesel Workers' Union and to bear true allegiance to the Diesel Workers. I will deliver to my successor in office all books, papers, monies, and other properties of the Union at the close of my official term. I will deliver the same upon demand. All this I promise to do and to serve the Diesel Workers' Union with honesty and integrity to the utmost of my ability.

Section 13. The Secretary-Treasurer shall preserve the ballots and all other election records for one (1) year following the elections.

Section 14. No money of the Union may be used to promote the candidacy of any person or election to any office in the Union.

Section 15. Any change in the Union's dues must be voted on and pass through two (2) regular monthly meetings.

- A. In order to maintain a secure and manageable operating asset balance, while at the same time trying to keep the Union dues at a minimum, dues will be \$4.00 a week for fifty-two (52) weeks for all Diesel Workers' Union members.

ARTICLE VII - Salaries and Wages

Section 1. The President, Vice-President and Secretary-Treasurer of the Union, for their services, shall be paid a monthly salary amounting to one (1) cent per member, per week of the dues collected in the month for which he/she is paid.

Section 2. Each of the Trustees of the Union shall be paid, as a salary for their services, the sum of fifteen (\$15.00) Dollars per year.

Section 3. Each of the members of the Board of Directors of the Union shall be paid, as a salary for their services, the sum of One Hundred (\$100.00) Dollars per year.

Section 4. Each Shop Steward will be paid a salary of Ninety-Five Cents (\$0.95) per hour, one hundred seventy-three (173) hours per month. Attendance at the Monthly Meeting is mandatory to receive the pay, except for reasons of illness, funeral, vacation or emergency. The Bargaining Committee must approve an absence.

Section 5. The President, Vice-President, Secretary-Treasurer and members of the Board of Directors, when engaged on Union business or Union affairs on their assigned shift, and when not paid by the Cummins, Inc. for such work, shall be paid by the Union for such time engaged on said Union business or affairs at the same rate of pay as if they had worked for said Company. When said officers are engaged on Union business or affairs not on their assigned shift, they shall be paid by the Union not more than and not less than ten (10) hours per week for such time engaged on said Union business or affairs at the same rate of pay as if they had worked for said Company.

Section 6. The Trustees when engaged on Union business or Union affairs on their assigned shift and when not paid by the Cummins, Inc. for such work, shall be paid by the Union for such time engaged on said Union business or affairs at the same rate of pay as if they had worked for said Company. When said officers are engaged on Union business or affairs not on their assigned shift, they shall be paid by the Union for not more than and not less than three (3) hours per week for such time engaged on said Union business or affairs at the same rate of pay as if they had worked for said Company.

Section 7. Any other member of the Union who shall be engaged on Union business or Union affairs and who shall not be paid by Cummins Inc. for such work shall be paid by the Union for such time engaged on said Union business or affairs at the same rate of pay as if he/she had worked for said Company.

Section 8. The Bargaining Committee of the Union shall stipulate allowances to be given members of the Union for travel and travel expenses.

Section 9. No money of this Union shall be loaned to any officer or employee of this Union.

Section 10. The Grievance Committee/Chief Shop Steward of the Union, for their services, shall be paid a salary of five (5) hours per week.

Section 11. Any changes in the salary or wages of any elected or appointed Union Official must be voted on by referendum at the annual election of officers, after a proper motion has passed one regular monthly meeting.

ARTICLE VIII - Amendments

Effective in 2019, this Constitution and By-laws may only be amended by a written motion, signed by two members and presented to the Executive Committee no later than June 1st. Any member who wishes to make an amendment to the By-laws can obtain a form from a DWU Representative or the Union Hall. All written motions will be introduced and voted on in the order received, starting with the June monthly meetings. Motions must be carried by a majority vote of those members present and voting at the meetings when introduced. If a motion does not carry a majority vote of the membership at the June monthly meetings, it will be considered defeated and no further action will be taken on it. All motions that pass the June monthly meetings by a majority vote of the membership, must be posted by the Secretary-Treasurer of the Union on the Shop Bulletin Board at each plant or, if there is no Shop Bulletin Board at a plant, at another conspicuous location, at least ten (10) days prior to the July monthly meetings. All motions introduced and carried by a majority vote of the membership through the June meetings, must be carried by a majority vote of those members present and voting at the July meetings. Any motion that passes both the June and July monthly meetings with a majority vote of the membership will be posted as a new amendment to the By-laws. The Secretary-Treasurer will post all passed By-laws on the Shop Bulletin Board or, if there is no Shop Bulletin Board at a plant, at another conspicuous location, for ten (10) days before they become effective.

The only proposed amendments to this Constitution and By-laws that can be submitted at any time during the year except the June Meetings are:

1. Amendments that are submitted by a majority of the Bargaining

Committee of the Union as being emergency matters that cannot wait until the following June. Even emergency matters that are submitted by the Bargaining Committee must be carried by a majority vote of those members present and voting at the meeting when introduced and also at the next subsequent regular meetings of the members.

2. Motions introduced in writing at the regular June meeting, which could not be heard or voted upon because of a competing motion was already on the floor. If such competing motion is subsequently defeated, the unread motion may be brought at the next subsequent meetings after competing motion was defeated.

The regular monthly meeting of the Union shall be held on The fourth Tuesday and the following Wednesday of each calendar month, subject to the discretion of the Bargaining Committee.

ARTICLE IX – Parking Spaces

Section 1. All parking spaces around the building will be reserved for those who work at the Union Hall.

- A. Handicapped
- B. Clerical
- C. President
- D. Vice-President
- E. Secretary-Treasurer
- F. Board Members
- G. Chief Steward
- H. Grievance Committeeman

Section 2. All other spaces will be designated, as needed, for official Union Business.

Section 3. Violators will be towed away at owner's expense.