

REGION 2B, UAW

CIVIL & HUMAN RIGHTS ADVISORY COUNCIL BYLAWS

PREAMBLE

We, members of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Region 2B, do hereby adopt the following set of bylaws for guidance. The bylaws of this Advisory Council shall at all times be subordinate and subject to the provisions of the Constitution of the International Union, UAW. Likewise, all actions of this council as well as the rights of dissolution, or dismissal, shall be subject to the approval of the Regional Director.

This Advisory Council shall derive its authority from the International Union, UAW, and Region 2B. It shall be subject at all times to the rules and regulations of the constitutional decisions. No article of these bylaws may be in conflict with Constitution of the International Union, UAW and Region 2B. Likewise, any and all changes in these bylaws, as well as other decisions, are subject to approval by the Regional Director.

ARTICLE I - NAME

This nonprofit organization shall be known as the Civil & Human Rights Advisory Council of UAW Region 2B of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, (UAW).

ARTICLE II - PURPOSE AND OBJECTIVE

- A. This council shall be one of the mechanisms through which the UAW, Region 2B and its local unions collectively implement the policies, programs, and purpose of UAW Region 2B, and the International Union.
- B. The council will, at its objective and purpose, develop, promote, and implement policies and programs which will improve and enrich the entire population of members of the UAW.

- C. This council may work with groups outside of the UAW provided those groups have same objectives as this council.
- D. All activities and policies of this council shall be consistent with the official policies of the International Union, UAW and are subject to the approval of the Regional Director.
- E. The purpose of this Council shall be to unite into one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status, gender expression, gender identity or sexual orientation, all employees under the jurisdiction of the International Union, Region 2B. To organize all UAW Local Union Civil and Human Rights Committee into and effective, anti-discrimination instrument for the specific purpose of implementing the policies, procedures and programs of the International Union. United Automobile, Aerospace and Agricultural Implement Workers of America in accordance with the Constitution of the UAW, and;
 - a. To work with all community organizations whose purpose, philosophy and program seeks attainment of the principles of "No-discrimination" as advanced by the International Union.
 - b. To work for improved legislation in the areas of employment, housing, equal opportunities and fair educational practices as well as other programs designed to achieve "equality of opportunity".

ARTICLE III - AFFILIATION AND DELEGATES

The membership of this Council shall consist of delegates of Local Unions, the Regional Director and his/her staff, and;

- A. The Local Union President or his/her designee and the Chairperson of the Civil & Human Rights Committee of each Local Union shall be a delegate to the Council.
- B. Delegates will be established according to one of the following:
 - 1. Each Local Union shall be entitled to one (1) additional delegate for 1,000 members or less, two (2) additional delegates for 1,500 members or less, three (3) additional delegates for 2,000 or less, and four (4) additional delegates for 2,001 or more.

2. Amalgamated locals shall be entitled to delegates per unit according to the following formula: one (1) additional delegate for 1,000 members or less, two (2) additional delegates for 1,500 members or less, three (3) additional delegates for 2,000 or less, and four (4) additional delegates for 2,001 or more, with a maximum of six (6) delegates per unit.
- C. All delegates shall have voice and vote at Council meetings. Each Local Union shall certify in writing the names and addresses of eligible delegates before such delegates shall be seated. No Local Union shall exceed a total of six (6) delegates.
 - D. Notwithstanding the foregoing provisions, all local unions and units of amalgamated local unions shall be permitted to send additional non-voting delegates as determined by their respective memberships.
 - E. Regional Director may appoint at his/her discretion one (1) At-Large delegate per Advisory Council, who must be a member in good standing.

ARTICLE IV – EXECUTIVE BOARD OFFICERS

The Executive Board shall consist of the President, Vice President, Recording Secretary, and Sergeant-at-Arms, and three (3) At-Large Members, the Regional Director, and up to two (2) designated members of his/her staff.

- A. The term of office for Officers and Executive Board Members shall be three (3) years.
- B. No Local Union may have more than one (1) of its delegates serving as an Officer.
- C. Only voting delegates as defined in Article III of these bylaws are eligible to serve as officers of the Council
- D. The President of the Council shall function as Chairperson of all meetings of the Council and shall act to carry out the business of the Council. He/she shall be ex-officio of all subcommittees of this Advisory Council. The President of the council may also represent the Region on the National Advisory Council, subject to the approval of the Regional Director.
- E. The Vice President shall assist the President in the performance of her/his duties as needed and perform the duties of the President in his/her absence. In the event of a vacancy of the President, the Vice President shall succeed to that office.
- F. The Recording Secretary shall keep a correct record of the proceedings of the Council, read documents and conduct correspondence for the Council. She/he shall keep minutes of the Council meetings and bring to the attention of the Officers and Delegates any correspondence upon which action is required.
- G. The Sergeant-at-Arms shall see that all persons sign the attendance record and assist the President in preserving order when called upon to do so.
- H. At-Large Members are to assist the President in the operation of the Council.

- I. The President may recommend to the Director for the dismissal of any of Officer in the following events:
 - a) That any Officer absent from two (2) consecutive regular membership meetings without reasonable excuse, or:
 - b) After an Officer has been absent from a total of any three (3) meetings without satisfactory reason, or:
 - c) An Officer ceases to be a voting delegate from his/her Local Union.
- J. Any member/Officer of the council may be dismissed by the Regional Director at any time for failing to follow the objectives of Region 2B and/or the International Union, UAW.

ARTICLE V

SECTION 1 - ELECTIONS

1. Nomination and Election of Officers shall take place at a regular meeting every three (3) years.
2. The election of President, Vice President, Recording Secretary, and Sergeant-at-Arms, and three (3) At-Large Members shall be by a majority of the votes cast by the delegates present and voting.
3. Each delegate will be entitled to one (1) vote.
4. The Regional Director will give proper notice of upcoming elections, every three (3) years beginning with the first meeting of 2020.

SECTION 2

The above-mentioned officers shall constitute the Executive Board. The Executive Board shall be charged with the administration of the council and shall carry out the business of the council between regularly scheduled meetings.

SECTION 3

Any Executive Board vacancies, except for that of President, that occur during a term of office shall promptly be filled by a council member of the Regional Director's choosing. In the event of a vacancy of the President, the Vice President shall succeed to that office.

ARTICLE VI - MEETINGS AND QUORUMS

1. The Council shall meet a minimum of once per year. The Executive Board shall meet a minimum of once per year. The Executive Board may request the Regional Director to call a special meeting should circumstances warrant. The order of business shall be as follows for any regularly scheduled meeting:
 - * Roll Call of Officers
 - * Reading of the minutes of the previous meeting
 - * Regional Director's Report
 - * Reports of Officers, committees and delegates
 - * Communication
 - * Unfinished business
 - * New business
 - * Good and Welfare
 - * Local Union Reports
 - * Closing
2. The Executive Board shall meet on a date(s) called by the Regional Director. The Regional Director may call special meetings, should he/she deem necessary.
3. Between Council Meetings, the Executive Board shall conduct the affairs of the Council.
4. Expenditures and programs of this Council are subject to the approval by the Regional Director.
5. Executive Board meetings will require a minimum of five (5) Executive Board Officers present to constitute a quorum.

6. Council meetings will require a minimum of three (3) Council Members and three (3) Executive Board Members present to constitute a quorum and must include either a President or Vice President.

ARTICLE VII - ROBERT'S RULES OF ORDER

Except as provided herein, all meetings of the Council shall be governed by Robert's Rules of Order.

ARTICLE VIII - BYLAWS

1. These Bylaws may be amended provided that the changes are first read at a scheduled Council Meeting and approved at the following meeting by a two-thirds vote of the delegates present.
2. The Bylaws shall in all respects be subordinate to the Constitution of the International Union and to the application and interpretations thereof.
3. The Bylaws shall be subject to the approval of the Regional Director.

