

Proposed revisions to UAW Local 4121 Bylaws – September 2023

Background:

[Articles 7, 9, 11, 14, and 16](#). These are proposed revisions to incorporate the new RSE A-4 unit into our Local. The addition of the 1,400 person unit impacts the size and representation of the Local Executive Board and leadership. Revisions retain the same proportional representation of RSE A-4 in Local leadership as existing units.

[Article 15](#). These revisions are proposed to enable candidates to submit statements after the close of the nomination period, which is especially relevant in the case of contested elections.

The current bylaws hold that the deadline for submitting candidate statements is the same as the deadline for accepting nominations. This means that candidates may not know whether the positions they will be accepting nominations for will have contested elections. The proposed changes will enable candidates to submit candidate statements after the close of the nomination period, until 8 days prior to the start of the election start date.

[Article 19](#). The per diem rates in Article 19 are being updated to reflect current UAW International Travel and Reimbursement Policy.

[Article 20](#). The URL in Article 20 was broken and has been updated.

Proposed revisions are highlighted in yellow & bolded below; existing language for each Article can be found starting on pg. 9 and also on the Local website [here](#). For more information about our Local's Bylaws, reach out to the Bylaws Committee at bylaws@uaw4121.org.

Article 7, Local Union Officers

Section 1. The elected officers of the Local Union shall constitute the Local Union's Executive Board and consist of the following: President, Vice President, Recording Secretary, Financial Secretary, Sergeant-at-Arms, Guide, three (3) Trustees, and three(3) At-Large Members. All officers shall be elected at-large by a majority of votes cast, for three (3) year terms.

- a. One (1) Trustee position and one (1) At-Large position shall be filled by members from the Research Scientist & Engineers A-4 Unit. One (1) Trustee position and one (1) At-Large position shall be filled by members from the Postdoc Unit. One (1) Trustee position and one (1) At-Large position shall be filled by members from the ASE Unit. This amendment will take place as soon as is practicable.

Section 2. It shall be the duty of each elected Local Union official to fulfill their duties faithfully as provided in the International Constitution and Local Union Bylaws, and in implementation of Local Union Plans. Local Union officers shall uphold the tradition of widespread member involvement and membership outreach, which has always been key to the strength of Local 4121.

Section 3. The President is responsible for the supervision of all staff, and shall be empowered to delegate whatever authority is necessary for efficient operation of the Local Union.

Section 4. In case of removal or resignation of the President, the Vice-President will succeed to the Presidency in accordance with Article 38, Section 14 of the International Constitution.

Article 9, Joint Council

Section 1. The Local Union Joint Council shall consist of the Executive Board members of this Local, as well as the Head Stewards elected from each Unit.

Section 2. The RSE A-4 Unit will elect one (1) Head Steward for each one hundred (100) members in good standing, or a major fraction thereof, with a maximum of the number of Head Stewards to which the RSE A-4 Unit would be entitled if all individuals employed in the RSE A-4 Unit were members in good standing, and a minimum of two (2). The Postdoc Unit will elect one (1) Head Steward for each one hundred (100) members in good standing, or a major fraction thereof, with a maximum of the number of Head Stewards to which the Postdoc Unit would be entitled if all individuals employed in the Postdoc Unit were members in good standing, and a minimum of two (2). The ASE Unit will elect one (1) Head Steward for each two hundred and fifty (250) members in good standing, or a major fraction thereof, with a maximum of the number of Head Stewards to which the ASE Unit would be entitled if all individuals employed in the ASE Unit were members in good standing, and a minimum of two (2).

The Bargaining Team members of any unit elected outside of the 3 year terms specified in Article 15 will serve as Head Stewards until the next 3 year election or resign. Any unfilled Head Stewards will be elected as per Article 15.

- a. Each Unit will elect a Unit Chair and a Unit Recording Secretary, who will serve as Head Stewards. The RSE A-4 Unit Chair and Unit Recording Secretary will serve as Head Stewards for the first two hundred (200) members of the RSE A-4 Unit, the Postdoc Unit Chair and Unit Recording Secretary will serve as Head Stewards for the first two hundred (200) members of the Postdoc Unit, and the ASE Unit Chair and Unit Recording Secretary will serve as Head Stewards for the first five hundred (500) members of the ASE Unit.
- b. Head Stewards will be elected by a simple majority votes cast in the Unit. Head Stewards will serve as Joint Council representatives for the Unit.

Section 3. The Unit Chair and Unit Recording Secretary will be the first two Joint Council representatives for the Unit. In addition to the duties of a Head Stewards, the Unit Chair shall have general administrative responsibility for the Unit, and shall chair the Unit Bargaining Team. In addition to the duties of a Head Steward, the Unit Recording Secretary shall take minutes at Unit meetings.

Section 4. Unit Chairs, Unit Recording Secretaries, and other Head Stewards will serve three (3) year terms.

Section 5. The membership of each unit shall be computed twice a year during the months of December and June. This computation is for the purpose of determining representation to the Joint Council and apportionment of Stewards. In the event that the computation would reduce the number of Joint Council representatives from a Unit, that reduction will not take place until there is a Joint Council vacancy from that Unit or the next recomputation, whichever is first.

Section 6. It shall be the duty of each member of the Joint Council to fulfill their various duties faithfully as provided in the Constitution of the International Union, UAW and Local Union Bylaws, and in implementation of Unit and Local Union plans.

Section 7. The Joint Council shall hold a regular quarterly meeting.

Section 8. Minutes will be taken of all Joint Council meetings by the Recording Secretary and shall be available to the Joint Council and the membership upon request.

Article 11, Stewards

Section 1. All members in good standing under the jurisdiction to be represented by the Stewards shall be eligible to vote for the Stewards.

Section 2. Each Steward will be elected to represent in the order of up to 50 ASEs in the ASE Unit, 30 RSEs in the RSE A-4 Unit, and up to 20 Postdocs in the Postdoc Unit. Steward jurisdictions shall correspond with departments or hiring units whenever possible. For departments or hiring units with more than 50 ASEs, 30 RSEs A-4, or 20 Postdocs, the number of Steward positions shall be equivalent to the total number of represented employees in that department or hiring unit divided by 50 (ASEs), 30 (RSEs A-4), or 20 (Postdocs). The Executive Board shall modify jurisdictions as needed to maximize the ability of Postdoc, RSE A-4, and ASE representatives to collaborate.

Section 3. All Stewards must attend a Local Union grievance handling training session prior to being the sole representative on any grievance.

Section 4. It shall be the duty of each elected Steward to fulfill their various duties faithfully as provided in the International Constitution, and Local Union By-Laws, and in implementation of Local Union plans, including outreach and representation.

Section 5. Pursuant to Article 45 of the UAW Constitution, Stewards shall be elected for two (2) year terms. The first group of RSE A-4 stewards under this amendment will be elected for a term running from October 2023 to October 2024. Thereafter terms will run

for two years beginning in October of the election year. During non-election years, vacancy elections will be held to fill open positions for terms that begin in October.

Article 14, Elections Committee

Section 1. All Local Union elections, strike votes, and contract ratification votes shall be held under supervision of a democratically elected election committee. The election committee shall be responsible for the publication of notice for nominations and elections, the verification of eligibility for candidates, the organization and supervision of election proceedings, and the counting of ballots.

Section 2. The election committee shall consist of seven (7) members in good standing and one (1) alternate who is a member in good standing. The term of office for the election committee shall be one (1) year. The chair of the election committee is elected by the members of the committee. The committee should consist of at least 1 member from each unit (ASEs, PDs, RSEs A-4) to ensure fair representation in the processes of elections. This amendment will take place as soon as is practicable.

Section 3. A meeting of the general membership shall be called for the purpose of nominating and electing Local Union election committee members. Notice of these meetings shall be distributed at least seven (7) days in advance by e-mail, and by posting on the Local Union website and at the Local Union office.

Section 4. All members in good standing shall be nominated automatically for the elections committee. Any member in good standing may accept nomination at a membership meeting called for the purpose.

Section 5. The election of election committee members shall be held immediately on the close of nominations. Election committee members and one (1) alternate election committee member shall be elected by plurality.

Section 6. A vacancy on the election committee shall be filled by the alternate member of the election committee.

Section 7. Alternate members of the election committee shall assist in the conduct of the election as needed. The election committee may also recruit and supervise volunteers as needed to assist in the conduct of the election, including overseeing ballot boxes, conveying ballots from the polling place to the location where the ballot count is held, and counting ballots for Elections. In no case shall committee members, alternate members or volunteers be candidates for office in the election nor may they campaign for any individual while actively performing their Election Committee duties. In the event that a person serving as a member or alternate member of the election committee seeks an office, they must resign the position on the election committee prior to accepting nomination for that office.

Article 16, Eligibility for Elected Office

Section 1. All candidates for Executive Board of the Local Union must be members and have been in continuous good standing for one (1) year prior to accepting nomination per Article 38 of the International Constitution. The requirements for good standing for any RSE A-4 will be effective September 1st, 2024.

Section 2. All other candidates standing for elected office of the Local Union must be members and have been in continuous good standing for ninety (90) days prior to accepting nomination. The requirement for continuous good standing for any RSE A-4 will be effective January 1st, 2024.

Section 3. No member may run for or hold more than one elected office simultaneously, with the exception of chairs of standing committees other than the Election Committee.

Article 15, Local Union Elections

Section 1. The next elections for Local Union executive officers shall take place in May 2007 and every three (3) years thereafter. Installation shall take place at the next Executive Board or membership meeting following the election, except as otherwise authorized by the UAW International Executive Board.

Section 2. The members of the Local Union shall be notified for nomination and election of Local Union executive officers and other elected positions. The notice shall be announced at a membership meeting, distributed by e-mail, posted on the Local Union website and at the Local Union offices, and in accordance with the UAW Guide for Local Union Election Committees. The notice shall include the dates, times, and places of the election and possible run-off elections, the date and time of the close of the nomination period, and instructions for accepting nomination as described in this Article.

Section 3. All members shall be nominated automatically for all Local Union offices. Any member may accept nomination by submitting in writing a statement of acceptance to the Recording Secretary of the Election Committee. Members may only accept nomination for one (1) Executive Board position. The statement of acceptance shall state how their name should appear on the ballot. Each member accepting nomination may also submit a candidate statement of up to five hundred (500) words to the Recording Secretary. Statements of acceptance and candidate statements may be submitted separately or together, and may be submitted in person, or by mail, e-mail, or fax. Candidate statements must be received by the Recording Secretary no later than eight (8) days before the election. After the deadline on accepting nominations has expired, no election of write-in candidates shall be accepted. All Local Union executive officers shall be elected at-large, by a majority of votes cast, for three (3) year terms.

Section 4. Candidate statements shall be distributed simultaneously no later than seven (7) days before the election, by posting on the Local Union website, and at the Local Union office. Candidate statements will be made available during the election in accordance with the UAW Guide for Local Union Election Committees.

Section 5. Apart from the resources described in this Article that are to be provided equally to all candidates, no other Local Union resources may be used by any candidate to campaign for Local Union office.

Section 6. The election shall be held no sooner than fourteen (14) days after the close of nominations. It shall be conducted by secret ballot, and balloting shall be conducted so as to afford all members a reasonable opportunity to vote. Every member must personally cast their vote.

Section 7. Upon the close of the polls, all ballots shall be conveyed promptly to one location for the ballot count. The election committee shall count the ballots.

Section 8. Each candidate may designate one (1) member of the Local Union to be present at the polling places and at the ballot count as a challenger.

Section 9. Following each election, the election committee shall report in writing a canvas of the results of the election to the Executive Board and members. The report shall be announced at a membership meeting, distributed by e-mail, and posted on the Local Union website. No protests to election shall be considered unless raised within seven (7) days of the closing of the polls or at the next Executive Board meeting or membership meeting, whichever is later. A protest must either be in writing, or made at the Executive Board meeting. If written, the protest must be actually received by the Local Union Recording Secretary before the deadline.

Section 10. The membership may order a new election, either in acting upon a protest or in ratification of a recommendation of the election committee. In the event the membership should order a new election, the matter shall be submitted to the President of the International Union, UAW, in accord with the International Constitution.

Section 11. If any elected office other than President shall become vacant, that office shall be filled by election in accordance with Article 38, Section 14 of the International Constitution.

Article 19, Budgets and Finances

Section 1. The President and the Financial Secretary are authorized to approve expenditures of up to \$1,000, and pay ordinary operating expenses of the Local Union.

Section 2. Advance approval of the Executive Board is required for reimbursement of travel and related expenses. If approval is required before the next Executive Board meeting, the President shall have authority to approve.

Section 3. No agent or official of the Local Union is authorized to execute a real estate lease, deed, service or maintenance contract or other long term agreement unless the proposed agreement has been reviewed by an outside expert or attorney and has been approved by the Executive Board.

Section 4. Reimbursement for per diem expenses when traveling on Union business shall be provided to elected Local Union officials as follows:

a) Hotel/Motel: when authorized to stay overnight and with hotel receipt, the reimbursement shall be the single room occupancy rate, or ½ of a double room if shared with another member. All hotel/motel rates must be approved by the Executive Board in advance.

b) Meals: when authorized to travel more than 100 miles from home the reimbursement shall be the current per diem rate established by the International Executive Board up to \$55 per day when required to stay overnight, and \$25 when not required to stay overnight. When authorized to travel less than 100 miles but more than 50 miles and required to stay overnight, the reimbursement shall be the current per diem rate established by the International Executive Board up to \$55 per day.

c) Transportation: all air travel must be approved by the Executive Board or President in advance; the actual cost of airfare not to exceed coach fare, or 28 cents per mile, whichever is more economical. Expense for transportation is to be paid for the actual mode of transportation used. Mileage expense can only be paid to the driver of the automobile. A maximum of \$35 per round trip for transportation to, or parking at, an airport will be reimbursed with receipt when traveling on Union business.

d) Lost time: this will be paid in cases where prior approval, including amount of wages and dates lost time, has been granted by the Executive Board. The Local Union shall pay a representative or member lost time only when that representative or member is performing necessary duties for and on behalf of the Local Union during a time for which they would otherwise be compensated by the employer. The amount of lost time should never exceed the amount which the Local Union representative or member would otherwise have received from their employer for the same period of time for which they are being compensated by the Local Union.

Article 20, Local Union Employees

Section 1. The President and the Financial Secretary shall each be paid. The Local Union shall pay salaries unless paid by the University of Washington or the International Union, UAW. Officers may choose to decline their salary for any specified period of time.

Section 2. The Executive Board may appoint and remove Local Union employees as necessary to carry on the business of the Local Union. All members, elected or non-elected, who have been in continuous good standing for a period of one (1) year are eligible for full-time (40 hours per week) or part-time servicing and outreach staff positions. But no individual shall be paid for more than one (1) full-time position. The requirement for continuous good standing for Postdocs will take effect on December 1, 2020.

Section 3. The President and Financial Secretary and Local Union servicing and outreach employees shall receive pay and benefits based on the following.

(a) They shall each be paid bi-weekly at a rate just below the top end of the [UW TA/RA/SA Base Rate Salary Schedule](#)

<https://facstaff.grad.uw.edu/advising-resources/funding-management/administering-as-sistantships/ta-ra-salaries/> pay scale of employees in the bargaining unit. As of July 2019, this rate is \$36.86 an hour.

(b) If eligible but not receiving tuition benefits from the University or another source, they shall each be reimbursed for said tuition, upon submission of a receipt, at the level equivalent to what ASEs employed at 50% receive in tuition waivers from the University.

(c) If health insurance benefits are not covered by the employer or another source, the cost of premiums is reimbursed for each of them and their dependents upon submission of a receipt. If employer-provided health insurance is not available, they and their dependents shall receive a plan with benefits approximately equivalent to employer-provided health insurance or have COBRA reimbursed.

(d) They shall each receive leave, holiday, retirement, transportation, and vacation comparable to employees in the bargaining unit.

(e) The UAW 4121 Personnel Policies Handbook, which describes additional staffing policies and procedures, will be provided to all Local Union Employees upon hire.

Existing Bylaws

Article 7, Local Union Officers

Section 1. The elected officers of the Local Union shall constitute the Local Union's Executive Board and consist of the following: President, Vice President, Recording Secretary, Financial Secretary, Sergeant-at-Arms, Guide, three (3) Trustees, and two (2) At-Large Members. All officers shall be elected at-large by a majority of votes cast, for three (3) year terms.

- a. At least one (1) Trustee position and one (1) At-Large position shall be filled by members from the Postdoc Unit. At least one (1) Trustee position and one (1)

At-Large position shall be filled by members from the ASE Unit. This amendment will take place as soon as is practicable.

Section 2. It shall be the duty of each elected Local Union official to fulfill their duties faithfully as provided in the International Constitution and Local Union Bylaws, and in implementation of Local Union Plans. Local Union officers shall uphold the tradition of widespread member involvement and membership outreach, which has always been key to the strength of Local 4121.

Section 3. The President is responsible for the supervision of all staff, and shall be empowered to delegate whatever authority is necessary for efficient operation of the Local Union.

Section 4. In case of removal or resignation of the President, the Vice-President will succeed to the Presidency in accordance with Article 38, Section 14 of the International Constitution.

Article 9, Joint Council

Section 1. The Local Union Joint Council shall consist of the Executive Board members of this Local, as well as the Head Stewards elected from each Unit.

Section 2. The Postdoc Unit will elect one (1) Head Steward for each one hundred (100) members in good standing, or a major fraction thereof, with a maximum of the number of Head Stewards to which the Postdoc Unit would be entitled if all individuals employed in the Postdoc Unit were members in good standing, and a minimum of two (2). The ASE Unit will elect one (1) Head Steward for each two hundred and fifty (250) members in good standing, or a major fraction thereof, with a maximum of the number of Head Stewards to which the ASE Unit would be entitled if all individuals employed in the ASE Unit were members in good standing, and a minimum of two (2). ASE Bargaining Team members elected in 2019 will serve as Head Stewards until they complete their terms or resign. Any unfilled Head Stewards in the ASE unit will be elected as per Article 15.

- a. Each Unit will elect a Unit Chair and a Unit Recording Secretary, who will serve as Head Stewards. The Postdoc Unit Chair and Unit Recording Secretary will serve as Head Stewards for the first two hundred (200) members of the Postdoc Unit and the ASE Unit Chair and Unit Recording Secretary will serve as Head Stewards for the first five hundred (500) members of the ASE Unit.
- b. Head Stewards will be elected by a simple majority votes cast in the Unit. Head Stewards will serve as Joint Council representatives for the Unit.

Section 3. The Unit Chair and Unit Recording Secretary will be the first two Joint Council representatives for the Unit. In addition to the duties of a Head Stewards, the Unit Chair shall have general administrative responsibility for the Unit, and shall chair the Unit Bargaining Team. In addition to the duties of a Head Steward, the Unit Recording Secretary shall take minutes at Unit meetings.

Section 4. Unit Chairs, Unit Recording Secretaries, and other Head Stewards will serve three (3) year terms.

Section 5. The membership of each unit shall be computed twice a year during the months of December and June. This computation is for the purpose of determining representation to the Joint Council and apportionment of Stewards. In the event that the computation would reduce the number of Joint Council representatives from a Unit, that reduction will not take place until there is a Joint Council vacancy from that Unit or the next recomputation, whichever is first.

Section 6. It shall be the duty of each member of the Joint Council to fulfill their various duties faithfully as provided in the Constitution of the International Union, UAW and Local Union Bylaws, and in implementation of Unit and Local Union plans.

Section 7. The Joint Council shall hold a regular quarterly meeting.

Section 8. Minutes will be taken of all Joint Council meetings by the Recording Secretary and shall be available to the Joint Council and the membership upon request.

Article 11, Stewards

Section 1. All members in good standing under the jurisdiction to be represented by the Stewards shall be eligible to vote for the Stewards.

Section 2. Each Steward will be elected to represent in the order of up to 50 ASEs in the ASE Unit and up to 20 Postdocs in the Postdoc Unit. Steward jurisdictions shall correspond with departments or hiring units whenever possible. For departments or hiring units with more than 50 ASEs or 20 Postdocs, the number of Steward positions shall be equivalent to the total number of represented employees in that department or hiring unit divided by 50 (ASEs) or 20 (Postdocs). The Executive Board shall modify jurisdictions as needed to maximize the ability of Postdoc and ASE representatives to collaborate.

Section 3. All Stewards must attend a Local Union grievance handling training session prior to being the sole representative on any grievance.

Section 4. It shall be the duty of each elected Steward to fulfill their various duties faithfully as provided in the International Constitution, and Local Union By-Laws, and in implementation of Local Union plans, including outreach and representation.

Section 5. Pursuant to Article 45 of the UAW Constitution, Stewards shall be elected for two (2) year terms. The first group of Postdoc stewards under this amendment will be elected for a term running from July 2019-September 2020. Thereafter terms will run for

two years beginning in October of the election year. During non-election years, vacancy elections will be held to fill open positions for terms that begin in October.

Article 14, Elections Committees

Section 1. All Local Union elections, strike votes, and contract ratification votes shall be held under supervision of a democratically elected election committee. The election committee shall be responsible for the publication of notice for nominations and elections, the verification of eligibility for candidates, the organization and supervision of election proceedings, and the counting of ballots.

Section 2. The election committee shall consist of seven (7) members in good standing and one (1) alternate who is a member in good standing. The term of office for the election committee shall be one (1) year. The chair of the election committee is elected by the members of the committee.

Section 3. A meeting of the general membership shall be called for the purpose of nominating and electing Local Union election committee members. Notice of these meetings shall be distributed at least seven (7) days in advance by e-mail, and by posting on the Local Union website and at the Local Union office.

Section 4. All members in good standing shall be nominated automatically for the elections committee. Any member in good standing may accept nomination at a membership meeting called for the purpose.

Section 5. The election of election committee members shall be held immediately on the close of nominations. Election committee members and one (1) alternate election committee member shall be elected by plurality.

Section 6. A vacancy on the election committee shall be filled by the alternate member of the election committee.

Section 7. Alternate members of the election committee shall assist in the conduct of the election as needed. The election committee may also recruit and supervise volunteers as needed to assist in the conduct of the election, including overseeing ballot boxes, conveying ballots from the polling place to the location where the ballot count is held, and counting ballots for Elections. In no case shall committee members, alternate members or volunteers be candidates for office in the election nor may they campaign for any individual while actively performing their Election Committee duties. In the event that a person serving as a member or alternate member of the election committee seeks an office, they must resign the position on the election committee prior to accepting nomination for that office.

Article 16, Eligibility for Elected Office

Section 1. All candidates for Executive Board of the Local Union must be members and have been in continuous good standing for one (1) year prior to accepting nomination

per Article 38 of the International Constitution. The requirements for good standing will be effective December 1st, 2005.

Section 2. All other candidates standing for elected office of the Local Union must be members and have been in continuous good standing for ninety (90) days prior to accepting nomination. The requirement for continuous good standing for any Postdoc wishing to accept nomination for Executive Board will be effective December 1st, 2020.

Section 3. No member may run for or hold more than one elected office simultaneously, with the exception of chairs of standing committees other than the Election Committee.

Article 19, Budgets and Finances

Section 1. The President and the Financial Secretary are authorized to approve expenditures of up to \$1,000, and pay ordinary operating expenses of the Local Union.

Section 2. Advance approval of the Executive Board is required for reimbursement of travel and related expenses. If approval is required before the next Executive Board meeting, the President shall have authority to approve.

Section 3. No agent or official of the Local Union is authorized to execute a real estate lease, deed, service or maintenance contract or other long term agreement unless the proposed agreement has been reviewed by an outside expert or attorney and has been approved by the Executive Board.

Section 4. Reimbursement for per diem expenses when traveling on Union business shall be provided to elected Local Union officials as follows:

- a) Hotel/Motel: when authorized to stay overnight and with hotel receipt, the reimbursement shall be the single room occupancy rate, or ½ of a double room if shared with another member. All hotel/motel rates must be approved by the Executive Board in advance.
- b) Meals: when authorized to travel more than 100 miles from home the reimbursement shall be the current per diem rate established by the International Executive Board up to \$30 per day when required to stay overnight, and \$15 when not required to stay overnight. When authorized to travel less than 100 miles but more than 50 miles and required to stay overnight, the reimbursement shall be the current per diem rate established by the International Executive Board up to \$30 per day.
- c) Transportation: all air travel must be approved by the Executive Board or President in advance; the actual cost of airfare not to exceed coach fare, or 28 cents per mile, whichever is more economical. Expense for transportation is to be paid for the actual mode of transportation used. Mileage expense can only be paid to the driver of the automobile. A maximum of \$35 per round trip for transportation to, or parking at, an airport will be reimbursed with receipt when traveling on Union business.
- d) Lost time: this will be paid in cases where prior approval, including amount of wages and dates lost time, has been granted by the Executive Board. The Local Union shall

pay a representative or member lost time only when that representative or member is performing necessary duties for and on behalf of the Local Union during a time for which they would otherwise be compensated by the employer. The amount of lost time should never exceed the amount which the Local Union representative or member would otherwise have received from their employer for the same period of time for which they are being compensated by the Local Union.

Article 20, Local Union Employees

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Section 2. The Executive Board may appoint and remove Local Union employees as necessary to carry on the business of the Local Union. All members, elected or non-elected, who have been in continuous good standing for a period of one (1) year are eligible for full-time (40 hours per week) or part-time servicing and outreach staff positions. But no individual shall be paid for more than one (1) full-time position. The requirement for continuous good standing for Postdocs will take effect on December 1, 2020.

Section 3. The President and Financial Secretary and Local Union servicing and outreach employees shall receive pay and benefits based on the following.

(a) They shall each be paid bi-weekly at a rate just below the top end of the [UW TA/RA/SA Base Rate Salary Schedule](#)

<<https://grad.uw.edu/graduate-student-funding/funding-information-for-departments/administering-assistantships/tara-salaries/>> pay scale of employees in the bargaining unit.

As of July 2019, this rate is \$36.86 an hour.

(b) If eligible but not receiving tuition benefits from the University or another source, they shall each be reimbursed for said tuition, upon submission of a receipt, at the level equivalent to what ASEs employed at 50% receive in tuition waivers from the University.

(c) If health insurance benefits are not covered by the employer or another source, the cost of premiums is reimbursed for each of them and their dependents upon submission of a receipt. If employer-provided health insurance is not available, they and their dependents shall receive a plan with benefits approximately equivalent to employer-provided health insurance or have COBRA reimbursed.

(d) They shall each receive leave, holiday, retirement, transportation, and vacation comparable to employees in the bargaining unit.

(e) The UAW 4121 Personnel Policies Handbook, which describes additional staffing policies and procedures, will be provided to all Local Union Employees upon hire.

Article 15, Local Union Elections

Section 1. The next elections for Local Union executive officers shall take place in May 2007 and every three (3) years thereafter. Installation shall take place at the next Executive Board or membership meeting following the election, except as otherwise authorized by the UAW International Executive Board.

Section 2. The members of the Local Union shall be notified for nomination and election of Local Union executive officers and other elected positions. The notice shall be announced at a membership meeting, distributed by e-mail, posted on the Local Union website and at the Local Union offices, and in accordance with the UAW Guide for Local Union Election Committees. The notice shall include the dates, times, and places of the election and possible run-off elections, the date and time of the close of the nomination period, and instructions for accepting nomination as described in this Article.

Section 3. All members shall be nominated automatically for all Local Union offices. Any member may accept nomination by submitting in writing a statement of acceptance to the Recording Secretary of the Election Committee. Members may only accept nomination for one (1) Executive Board position. The statement of acceptance shall state how their name should appear on the ballot. Each member accepting nomination may also submit a candidate statement of up to five hundred (500) words to the Recording Secretary. Statements of acceptance and candidate statements may be submitted separately or together, and may be submitted in person, or by mail, e-mail, or fax. Statements of acceptance and candidate statements must be received by the Recording Secretary no later than ten (10) days after the notice for nomination. After the deadline on accepting nominations has expired, no election of write-in candidates shall be accepted. All Local Union executive officers shall be elected at-large, by a majority of votes cast, for three (3) year terms.

Section 4. Candidate statements shall be distributed simultaneously no later than seven (7) days before the election, by posting on the Local Union website, and at the Local Union office. Candidate statements will be made available during the election in accordance with the UAW Guide for Local Union Election Committees.

Section 5. Apart from the resources described in this Article that are to be provided equally to all candidates, no other Local Union resources may be used by any candidate to campaign for Local Union office.

Section 6. The election shall be held no sooner than fourteen (14) days after the close of nominations. It shall be conducted by secret ballot, and balloting shall be conducted so as to afford all members a reasonable opportunity to vote. Every member must personally cast their vote.

Section 7. Upon the close of the polls, all ballots shall be conveyed promptly to one location for the ballot count. The election committee shall count the ballots.

Section 8. Each candidate may designate one (1) member of the Local Union to be present at the polling places and at the ballot count as a challenger.

Section 9. Following each election, the election committee shall report in writing a canvas of the results of the election to the Executive Board and members. The report shall be announced at a membership meeting, distributed by e-mail, and posted on the Local Union website. No protests to election shall be considered unless raised within seven (7) days of the closing of the polls or at the next Executive Board meeting or membership meeting, whichever is later. A protest must either be in writing, or made at the Executive Board meeting. If written, the protest must be actually received by the Local Union Recording Secretary before the deadline.

Section 10. The membership may order a new election, either in acting upon a protest or in ratification of a recommendation of the election committee. In the event the membership should order a new election, the matter shall be submitted to the President of the International Union, UAW, in accord with the International Constitution.

Section 11. If any elected office other than President shall become vacant, that office shall be filled by election in accordance with Article 38, Section 14 of the International Constitution.