



Approved 10-21-89, St. Louis, MO

CONSTITUTION & BY-LAWS

Preamble

The New Directions Movement in the UAW is rooted in our union's founding tradition of democracy, accountability, and solidarity.

In recent years the almost total lack of accountability of the UAW leadership has thrown us into a tragic, costly, and false relationship with corporations who think nothing of exploiting our membership and our communities. We have traded away the only true means of gaining and exercising power in the workplace and community—our solidarity as workers. The need for new directions dictates the creation of a viable, rank and file directed alternative.

Our union must defend workers from corporate attacks. Only a strong democratic union 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 understands that "an injury to one is an injury to all". We need leaders committed to develop strategies and work with like-minded allies to stand up against all assaults on people's basic rights, whether in the workplace or in the society. They must have the courage and the commitment to fight racist and sexist violence and discrimination.

The struggle to create a socially and economically just society can not be won without such a labor leadership. Through New Directions our union can once again be in the forefront of that struggle.

The NDM object and purpose is herein defined.

Article I: Name

This organization shall be known as the UAW New Directions Movement (NDM). UAW NDM will operate as a caucus within the framework of the United Automobile, Aerospace, & Agricultural Implement Workers of America.

Article II: Object

The object of this organization is to strengthen the UAW from within by building an educated, unified movement of rank and file UAW members to fight for a greater share of internal democracy and leadership accountability for the rank and file membership on the job and in our union. We do not advocate secession from the International Union, UAW or "dual unionism" in any form whatsoever.

The UAW New Directions Movement exists to promote maximum income security, job security, and improved working conditions for UAW members and their families, and to fight for a just and equitable full share in Union self government for every UAW member.

Article III: Membership

All UAW members (active, retired, or laid-off) are eligible to become members of the UAW NDM. All NDM members are eligible to vote, run for NDM office or otherwise fully participate in NDM activities. Each member shall pay annual membership dues as prescribed in Article VII and assume membership as an individual.

Membership in NDM, as it operates as a democratic political association within the UAW, will require individual members to work to build NDM, educate the UAW membership at large, distribute NDM literature, support NDM candidates for UAW office, advocate policies and programs that have been approved through NDM National Meeting action, and support the efforts of the elected NDM National Organizing Committee between National Meetings.

Article IV: Annual National Meetings

The membership, at National Meetings, is the highest authority in NDM. All NDM members in attendance at the NDM Annual National Meeting will have voice and vote. Decisions will be made by NDM members in attendance by a simple majority (50% plus one).

Article V: Organizational Structure

The UAW New Directions Movement shall be composed of individual members, local union member groups, and a National Organizing Committee. The highest policy making

body of NDM shall be the Annual Meeting. The National Organizing Committee (NOC) will be elected at Annual Meetings and shall govern and see to the implementation of NDM policies and programs between Annual National Meetings. It is anticipated that, in order to carry out the objectives of NDM, area and regional organizing/steering committees will be formed. Such groups will operate under policies set by the Annual National Meeting and the National Organizing Committee.

Article VI: National Organizing Committee

The Annual National Meeting body shall elect the National Organizing Committee. The NOC will include a National Organizing Coordinator, three (3) Co-Chairs, three (3) Trustees, one (1) Retiree (to be elected by retiree members of NDM), one (1) Representative for each geographic UAW Region (chosen by NDM members from the Regions), and five (5) additional National Members-at-Large. It is intended that the NOC composition be such that all major industrial and occupational sectors of UAW membership be represented, and that the National Organizing Committee composition reflect an unequivocal commitment to racial, ethnic, and gender representation on the part of that body and the New Directions Movement as a whole. Two (2) NOC alternates will also be numerically elected to serve in the event of any vacancies which may occur.

The National Organizing Committee shall have (28) members. This number will be subject to the approval of the NDM National Meeting annually. Caucuses of the various membership components to be represented should be held prior to elections to democratically advance the representation commitments to those sectors and regions, etc.

The NOC shall meet quarterly, or at such times as it may be vital to the needs of the organization. Special NOC meetings may be called by the National Organizing Coordinator and two of three of the NOC Co-Chairs with the concurrence of six other members of the NOC. A majority of the NOC may request a special NOC meeting in writing to the Co-Chairs and National Organizing Coordinator at any time and it shall be held promptly. A majority of the NOC must be present at any NOC meeting to constitute a quorum.

The National Organizing Committee shall have as its primary responsibilities:

- > the development of an overall organizing, education, and maintenance of membership plan;
- > maintenance of a national newsletter and other such membership communication vehicles to educate NDM membership and UAW members as a whole;
- > manage the organization's finances;
- > promote fund raising in addition to member dues
- > support local union NDM groups and assist in the development and coordination of regional and area activities;
- > assist in the coordination of election campaigns as needed;

- > establish a member-defence review committee for individuals 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;
- > to raise legal defense funds and provide access to legal advice and assistance where appropriate;
- > to support affirmative action within the NDM to include the broad representation of minorities and women at all levels of leadership, including conference/workshop leadership.

The NDM National Organizing Coordinator shall oversee the day-to-day functions of the NDM, administer operations, and coordinate the organizing activities of NDM in accordance with the policies and programs approved by convention action and the direction of the NOC. The Trustees shall meet the day before the regular NOC meetings to go over the books and financial records of NDM. They will have full access to all financial records, books, receipts, and other material needed to verify NDM financial activities.

The Trustees shall also meet as a Financial Subcommittee, along with the National Organizing Coordinator, to make recommendations to the NOC on finances, staff and fund raising.

Article VII: Finances

UAW New Directions Movement members will be expected to pay to the National NDM minimum annual dues of \$30, except that Retirees, and laid-off UAW members may pay \$15 annual dues with no loss of membership rights and responsibilities. Non-UAW spouses, partners and family may pay \$15 annual dues and will be accorded voice but not vote.

All members shall receive a subscription to the *Voice of New Directions*. Non-member subscriptions to the *Voice of New Directions* may be purchased at an annual fee to be set by the NOC. A voluntary pledge system, over and above the annual dues will be established by the NOC for those members who express a willingness to pay more than the minimum. A financial report shall be given at all NOC meetings and at the Annual National Meeting.

Article VIII: By-Laws Amendments

These By-laws shall be ammended only by NDM National Meeting action. Amendments shall be submitted to the National NDM office to attention of the "National Organizing Committee Co-Chairs" at least thirty-days (30) before the next Annual National Meeting.