



INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW

SHAWN FAIN, *PRESIDENT* • MARGARET MOCK, *SECRETARY-TREASURER*

VICE-PRESIDENTS: CHUCK BROWNING • MIKE BOOTH • RICH BOYER

February 5, 2025

UAW Local 276
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Greetings:

Pursuant to Article 12, Section 3 of the UAW CONSTITUTION, the International Executive Board (IEB) has scheduled a hearing to determine if it will be necessary to place an Administrator over the affairs of Local 276.

The International Executive Board has decided to hold the hearing for reasons which include the following:

- In or about May 2024, Local 276 submitted bylaws to the IEB for approval, as required under Article 37, § 3 of the UAW Constitution. By letter dated August 28, 2024, UAW President Shawn Fain, on behalf of the IEB, sent Local 276 an action report identifying fourteen items that needed to be revised in order to conform to provisions of the UAW Constitution and/or UAW policy as expressed in various Administrative Letters, including but not limited to Article 38, § 14; Article 44; Article 46; Article 50, §§ 1, 2; Administrative Letter Volume No. 23, Letter No. 5; Administrative Letter Volume No. 50, Letter No. 3; and Administrative Letter Volume No. 62, Letter No. 6.
- President Fain's letter directed the Local to make the necessary changes, secure membership approval, and resubmit the bylaws to the IEB for final approval. His letter also directed that, "It is expected that these changes will be completed within 75 days from receipt of this letter."
- Local 276 failed to make the identified revisions to its bylaws within 75 days of President Fain's letter and the IEB's action report. On January 2, 2025, Administrative Assistant to the President Kristofor Harrison sent a follow-up letter to the Local Union, noting that the

IEB had not received any communication indicating that its directed changes had been approved or enacted by the Local. Administrative Assistant Harrison reiterated that “it is imperative that these changes be made,” as the items identified in the August 28, 2024, action report “are **not suggestions**. Adherence to the Constitution and administrative letters is required by all local unions within the UAW.” Administrative Assistant Harrison advised that the Local had until the close of business on Friday, January 31, 2025, “to take necessary action to correct, approve *and* implement the fourteen non-compliant areas in the Action Letter, or face further action from the IEB, including, but not limited to, those identified in Article 12, Sections 2 and 3 of the Constitution.”

- To date, Local 276 has failed and refused to make the changes to its bylaws identified by the IEB’s August 28, 2024, action report and reiterated in Administrative Assistant Harrison’s January 2, 2025, letter. The Local’s failure to follow these legitimate directives of the IEB violates Article 37, § 3, of the Constitution, as well as the specific constitutional and UAW policy provisions identified in the action report.

You are therefore notified that pursuant to Article 12, Sections 2 and 3(d) of the UAW CONSTITUTION, on **Wednesday, February 19, 2025, at 9:00 a.m.** or as soon thereafter as you may be heard, a hearing will be conducted before a meeting of the IEB **at Solidarity House, 8000 East Jefferson Avenue, Detroit, Michigan 48214**, in order to determine what action, if any, should be taken in this matter.

Notice of this hearing is hereby given in order that you may appear and present to the Board the position of your members with regard to the existing situation and what, if any, action the existing conditions should lead the Board to take.

The following Rules of Procedure will apply concerning the above-referenced hearing:

The International Union and the Local Union will each be granted a maximum of 10 minutes in which to present its Opening Statement and 15 minutes for its Closing Statement. (NOTE: When there are Local Union Officers opposed and Local Union Officers in favor of an Administrator, both sides will be allocated 10 minutes for their Opening Statement and 15 minutes for their Closing Statement).

The Local Union may, if it wishes, file a written position statement or argument prior to the hearing.

In addition to its Opening and Closing Statements, the Local Union may also present its position, including testimonial evidence and exhibits at the scheduled hearing. Upon completion of Opening Statements, the hearing will be conducted as follows:

The International Union will first present reasons for considering an Administratorship (not to exceed 45 minutes).

The Local Union will then have the opportunity to respond to the presentation of the International Union (not to exceed 45 minutes).

The IEB members will have the opportunity to ask questions following the presentations of the International Union and the Local Union. Any time used for questions by the IEB will not be counted against the International Union's or the Local Union's 45 minutes.

The Local Union will be given the opportunity for rebuttal and/or to give a closing statement.

The hearing will conclude when the IEB determines that, under the UAW CONSTITUTION, an adequate record has been made.

The IEB will excuse the Local Union and then reach a decision.

The foregoing is given to you in advance of the hearing to assure fairness and orderliness during the hearing.

The Local will be responsible for any travel or other costs involved in attending this hearing, or in bringing witnesses.

A copy of this letter should be immediately posted on all Union bulletin boards, both physical and electronic.

In solidarity,



Margaret Mock
Secretary-Treasurer

MM:AB/adt

cc: Chris Brooks, Chief of Staff
Shawn Fain, President
Bill Parker, Executive Admin. Asst. to the Secretary-Treasurer
Tim Smith, Director, Region 8
UAW Legal Department
UAW Auditing Department
Court Reporter