

THE LOCAL 82130

BY-LAWS

CONSTITUTION OF LOCAL 82130 INTERNATIONAL UNION OF ELECTRONIC, ELECTRICAL,
SALARIED MACHINE & FURNITURE WORKERS/COMMUNICATIONS WORKERS OF AMERICA, AFL-
CIO, AFL-CIO, CLC.

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PREAMBLE

We, members of the International Union of Electronic, Electrical, Salaried, Machine & Furniture Workers/Communications Workers of America, AFL-CIO, CLC, Local 82130 realize that the struggle to better our working and living conditions is in vain unless we are united to protect ourselves collectively against the organized forces of the employers. Realizing that the old craft form of trade union organization is unable to defend effectively the interest and improve the condition of the wage earners, we members of the International Union of Electronic, Electrical, Salaried, Machine & Furniture Workers/Communications Workers of America, AFL-CIO, CLC, Local 82130, form a local union which unites all workers in our industry basis, rank and file control, regardless of craft, age, sex, nationality, race or creed and pursue at all times a policy of aggressive struggle to improve our conditions. We pledge ourselves to labor unitedly for the principles herein set forth to perpetuate our union and work concertedly with other labor organizations to bring about a higher standard of living for the workers.

ARTICLE 1

NAME

This organization shall be known as the International Union of Electronic, Electrical, Salaried, Machine & Furniture Workers, /Communications Workers of America, AFL-CIO, CLC, Local 82130. It may also be referred to briefly as IUE/CWA Local 82130. It is sometimes referred to herein as Local. The International is sometimes referred to herein as Union.

ARTICLE 2

JURISDICTION AND AFFILIATIONS

Section 1- Jurisdiction

There shall be no geographical limitation on the jurisdiction of the union. The Union shall also include those workers who wish to become part of the Union regardless of their Field of endeavor.

Section 2- Affiliations

Local 82130 shall be affiliated with the International Union of Electronic, Electrical, Salaried, Machine & Furniture Workers/Communications Workers of America, AFL-CIO, CLC, Local 82130 and any other organization that may be approved by the Local Union.

ARTICLE 3

OBJECTS

Section 1

- A. The objects of this local 82130 union are to represent, protect, maintain and advance the interests of the workers within its jurisdiction. In accordance with the Bylaws and Rules of the Local and the Constitution and policies of the Union.
- B. The objects of the Local shall include:
 1. To unite the workers within its jurisdiction in a single cohesive labor union for the purpose of collective effort.
 2. To improve the conditions of the workers with respect to wages, hours and conditions of employment.
 3. To disseminate information among the workers respecting economic, social, political and other matters affecting their lives and welfare.
 4. To engage in legislative, political, educational, civic welfare and other activities which further, directly or indirectly, the interests of the membership of this organization.
 5. To do all things which may be necessary or proper to secure for the workers the enjoyment of their natural rights.

Section 2

To achieve the objectives of this organization, the funds of this organization are authorized to be managed, invested, expended or used not only for the purposes and objectives expressly set forth in Section 1 of this Article, and otherwise in this Constitution, but also for any additional purposes and objectives not inconsistent therewith as may be contained at any time in the resolutions and programs adopted and/or ratified by conventions of the IUE/CWA Executive Board or by the membership of this Local.

ARTICLE 4

LOCAL STRUCTURE

The structure of the Local shall consist of the following, all hereinafter described:

1. Membership
2. Executive Board
3. Officers

4. Committees

ARTICLE 5
MEMBERSHIP

Section 1- Eligibility

- A. Any person eligible for membership in the Communications Workers of America, as defined in Article 5 of its Constitution, shall be eligible for membership in this Local, if performing work within the assigned jurisdiction.
- B. Any such member who retires may maintain membership by the continued payment of dues from the time of retirement.
- C. Membership of this Local shall not be denied to any eligible person because of race, religion, color, sex, age, citizenship or national origin.
- D. No person, otherwise eligible for membership in the Union, shall be admitted to membership if the person has been fined, suspended or expelled by a Local in this Union, until the person has complied with the terms of such fine, suspension or expulsion.
- E. Any member who is or who becomes engaged in a supervisory capacity with the power of hiring or firing shall be given an honorable withdrawal card from the Local Union.

Section 2- Application

- A. Membership in the Union shall be obtained and maintained through membership in a chartered Local of the Union.
- B. Membership in the Local shall be obtained after payment of the Local initiation fee and upon the approval of any membership committee authorized to accept or reject membership on behalf of the local.
- C. Each Local shall establish a membership committee (or committees) which shall act upon applications for membership. Membership committees shall accept or reject such applications subject to the right of the Local to overrule the committee.

Section 3- Transfers

The transfer of membership from this Local to the jurisdiction of another Local or from another Local to the jurisdiction of the Local shall be made in accordance with Article 5 of the Union Constitution. A transfer card must be issued to a member in good standing with or without request, who has left the jurisdiction of the Local and obtained employment within the jurisdiction of a sister Local.

Section 4- Privileges and Duties

- A. Any IUE/CWA Local 82130 member retiring at age fifty-five or over who has been a dues paying member of Local 82130 for the preceding five years or more shall receive a retirement gift of \$150.00 to be paid out of the retirement gift check fund.
- B. Every member may freely exercise his rights; provided however, that he shall not engage in, encourage, advocate, or promote, conduct, interfere with, or be in derogation of {a} the Local's objections, purposes and status; or the Local's legal, contractual and organizational obligations; provided further, that he shall not violate any other obligation imposed upon him by the provisions of the Local or International Union Constitution; or the rules of order and procedures set forth herein or otherwise adopted by the membership of the Local.
- C. It is the obligation of each member to inform the Recording Secretary promptly of their home address and any changes therein.
- D. It is the obligation of each member to inform the Local that they are on disability in order to receive an absentee ballot.
- E. No member can hold more than one office and three positions (Positions are Steward, Chief Steward, and Committee Chairperson) with the Local with the exception of offices that require an officer to hold another position under the Local by-laws or International Constitution.

ARTICLE 6

LOCAL DUES, ASSESSMENTS AND FUNDS

Section 1- Local Dues

- A. Any member receiving wages in a week shall pay the minimum.
- B. Each member of the Local shall pay minimum membership dues of two and one-quarter hours pay per month, in accordance with convention action.
- C. Any member who fails to pay for one month shall lose their good standing in the Local and forfeit their rights and privileges.
- D. Initiation fee for all members shall be \$10.00 of which \$1.00 shall be forwarded to the National Office.
- E. Reinstatement fees shall be required from all members who lose their good standing. The reinstatement fee shall be \$10.00 of which \$1.00 shall be forwarded to the National Office.
- F. Membership dues may be changed only by a majority of those voting on the question by secret ballot referendum, or by a majority secret ballot vote in a meeting where a

quorum is present, if the question has been advertised on bulletin at least seven days in advance of the meeting or by notice of mailed postage prepaid to each member at least seven days in advance of the meeting. Membership dues which exceed in amount the minimum membership dues may be authorized by a majority of those voting on the question, in accordance with the Local bylaws.

- G. A withdrawal card shall be issued to a member in good standing who leaves the employment under the jurisdiction of the International Union. Upon resuming employment under the jurisdiction of the International, a person holding such a card shall again be admitted to membership in this Local upon deposit of his withdrawal card and payment of the current month's dues.

Section 2- Local Special Assessments

- A. The Local may levy a special assessment in cases of emergency or when income from dues and initiation fees is inadequate to finance necessary expense of the Local.
- B. Before a Local may levy a special assessment it shall:
 - 1. Give reason for the assessment to the members subject thereto;
 - 2. Obtain approval by majority vote by secret ballot of the members in good standing voting at a general or special membership meeting, or by majority vote of the members in good standing voting in a membership referendum conducted by secret ballot.

Section 3- Funds and Property

- A. The books and records of this Local shall be audited at least annually by a qualified accountant and a copy of such audit shall be sent to the Union as soon as possible.
- B. Officers and members of this Local shall not be loaned funds of the Local, nor shall they use funds of the Local for purposes not related to the Local's official activities.
- C. The funds of this Local are to be held in trust for the benefit of membership and shall not be loaned, invested or otherwise dealt with in a manner which inures to the personal profit or benefit of any officer or employee of the Union or its Locals. The Local shall not invest in, or make loans to, any business enterprise, provided however, that publicly traded securities of widely held corporations may be purchased, so long as no individual holding is substantial enough to effect or influence the course of an employer's decision.
- D. The President and Secretary-Treasurer shall give bond covering at Least one-half of the liquid assets of the Local as shown by its previous annual audit, but in no event less than \$500.00. Such bond must also satisfy the requirements of applicable federal law. The International Union will arrange for payment of bond on request by the Local, but the bond premium shall be paid by the Local. In addition, all other officers, stewards, representative and employees of the Local shall give such bond as may be required by applicable Federal law.

- E. All Retirement Gift Checks will be paid from the Retirement Gift Check Fund. To fund the Retirement Gift Check Fund, the amount of \$0.05 (five cents) per member per week will be transferred from the General Fund to the Retirement Gift Check Fund. The transferred amount will be calculated by each month's dues check off list (total members each week multiplied by .05). This calculation and transfer of money from the General Fund will be made on a monthly basis only when the Retirement Gift Check Fund falls below a maximum cap amount of \$2500.00 (Twenty-five hundred dollars).
- F. The Labor-Management Reporting and Disclosure Act and the CWA Constitution require that all Local officers who handle union funds be bonded in an amount equal to ten percent of the Local's assets.
- G. It is the Local's obligation to secure proper bond coverage either through CWA or their own insurance broker. In this connection, see UOPM Section 5.1 and 5.2.

ARTICLE 7

GOVERNING AUTHORITY AND CONFLICTS OF INTEREST

Section 1- Governing Authority

The affairs of this Local shall be governed by its membership in accordance with the Constitution and policies of the Union in the following manner:

- A. Through action taken in membership meetings or by referendum of the membership.
- B. Through action and decision of the Executive Board between membership meetings.
- C. Through actions and decisions of the Local Officers between meetings of the Executive Board.

Section 2- Conflicts of Interest

- A. No officer or employee of this Local may accept rewards or payments of any kind from an employer with which the Union or one of its subordinate bodies bargains collectively, other than regular pay or benefits for work performed as an employee or such an employer.
- B. No officer or employee of this Local may have a personal financial interest which conflicts substantially with the performance of his duties; or a substantial interest in any business enterprise with which the Union or one of the subordinate bodies bargains collectively or which is in competition with such enterprise with which the Union or one of the subordinate bodies bargains collectively or which is in competition with such enterprise; or a substantial interest in an enterprise, a substantial part of which consists

of buying from, selling to, or otherwise dealing with an employer with whom the Union or one of its subordinate bodies bargains collectively.

ARTICLE 8

LOCAL MEETINGS

Section 1- Meeting Occurrences

- A. Regular meeting of this Local shall be held at such time and place as the members may determine by vote.
- B. Special membership meetings may be called by the President, the Local Executive Board, or by Petition of seventy or more members. Upon receipt of a proper petition, the Local officers shall call a special meeting only for the purpose set forth in the petition to be held within ten days. All members must be notified by posting or by the Recording Secretary at least forty-eight hours prior to the meetings.
- C. Regular meetings of the membership shall be held in months of January, April, September and November in non-election years and in the months of January, April, August, September and October in election years.
- D. Special meetings of the Local Executive Board may be called by a majority of the members of the Local Executive Board or the President.

Section 2- Rules of Meetings

- A. Robert's Rules of Order shall govern all parliamentary procedures of the Local except at otherwise provided.
- B. The majority of the members, at a regular or special membership meeting will have the right to appeal an Executive Board decision, provided such an appeal is not in conflict with the Local By-laws or International Constitution.
- C. Membership meetings and any other meetings of this Local shall be conducted under these bylaws and rules of the Local and in conformity with the Union Constitution.
- D. On questions where the Local bylaws, the Local rules or the Union Constitution do not clearly apply, Robert's Rule of Order shall govern.
- E. If due notice of membership meeting is given at least seven days prior to the meeting. The Notice may read: "The number constituting a quorum for Local meetings shall be those present."
- F. If there is no due notice, twenty members shall constitute a quorum.

Section 3- Order of Business

- A. The order of business at a Local meeting shall be as follows:
 - 1. Call to order
 - 2. Roll Call
 - 3. Reading and action on minutes of previous meeting
 - 4. Report of officers and Executive Board
 - 5. Report of committees
 - 6. Unfinished business
 - 7. New business
 - 8. Adjournment
- B. The order of business may be suspended by a two-thirds vote of the members present.

ARTICLE 9

LOCAL DELEGATES TO THE

UNION CONVENTIONS AND COUNCILS

- A. Delegates and Alternate delegates to the Union Convention shall be elected by the membership voting by secret ballot conducted not less than 30 days in advance of the Union Convention.
- B. It shall be the duty of the Secretary-Treasurer of the Local to certify the Local delegates to the Union Convention to the Secretary-Treasurer of the Union within the time limits specified in Article 8, Section 6 of the Union Constitution.
- C. The President shall, by virtue of his office, be a delegate to all bodies to which the Local sends delegates.
- D. The Vice President shall be a delegate and/or alternate to the IUE/CWA Convention, CWA District Meetings and also (if necessary) to State (or provincial) and Local AFL-CIO Council.

ARTICLE 10

LOCAL COMMITTEES

Section 1- Committees

The Local shall have the following committees:

1. Education (former Scholarship)
2. Districting Committee
3. Organizing Committee
4. Political Action Committee
5. Membership Committee (former Retirement)
6. Activities Committee
7. Negotiating Committee
8. Subcontracting Committee
9. By-laws Committee
10. Arbitration Committee
11. Election Committee
12. Women's Committee

Section 2- Rules of Committees

- A. Standing Committees may be decreased prior to election year or increased between election years by the Executive Board. Action subject to the approval of the members at a regular or special membership meeting.
- B. With the exception of the Negotiating Committee, the Arbitration Committee, the Districting Committee and the Election Committee, the Chairperson of each committee shall be elected by the membership. The remaining members shall be appointed by the Chairperson of each committee subject to the approval of the membership.
- C. All Standing Committees shall have at least three members each and shall serve for a period of three years.
- D. The duties of the Standing Committees shall be such as is implied by their titles, and as the following By-laws state.
- E. No member shall be an elected Chairperson of more than three committees.
- F. Any Chairperson who misses more than a total of four regularly scheduled General Council meetings and regularly scheduled General Membership meetings in one year will be brought before the Local General Council for possible disposition from their position with the exception of any chairperson on the disability rolls.
- G. The Chairperson of each Standing Committee shall make a report (if there is anything to report concerning their committee activity) at each meeting they are required to attend.
- H. The term of all Chairpersons shall be for a period of three years.

- I. Vacancies on Committees shall be filled in the same manner as the original appointments.
- J. Any member of any Local committee may be removed by majority vote of the local Executive Board, subject to the right of the Local to overrule the action of the Executive Board. A committee member may be removed by action of the Local in a membership meeting.
- K. No elected officer can hold more than three (3) positions with the Local. (Positions are Steward, Chief Steward and Committee Chairperson).

Section 3- Duties of Committees

1. Education Committee

- A. The purpose of the Education Committee is to provide members with current information on educational or training opportunities available to the Local.
- B. The Education Committee shall assist in developing the Local's education program and, with the Local officers, be responsible for effectuating the Union's and Locals educational programs.
- C. Subject to the approval of the Local Executive Board, the Education Committee shall devise a procedure to distribute the Local's Scholarship Fund. The Committee will also be responsible for raising funds to support the Scholarship Fund. Eligible candidate for scholarships will be the dependents of members in good standing enrolled in an institute of higher learning.

2. Districting Committee

- A. The Districting Committee shall consist of the Vice President of Local 82130 who will act as Chairperson and the two elected Executive Board members. Additional members may be selected by the Vice President.
- B. The Districting Committee shall divide the plants of the Local 82130 into districts. As much as possible, the membership of each district shall be in one geographic location or in one department.
- C. The Districting Committee shall organize the elections of all District Stewards.
- D. The Districting Committee through its Chairperson, shall report to the Recording Secretary the names of all Stewards and Alternates.

3. Organizing Committee

- A. It shall be the duty of this committee to seek out organizing prospects and proceed in organizing drives as provided for by the CWA Constitution.
- B. Educate co-workers about the benefits of working unions and workers' rights and building a more powerful workplace.
- C. Decide campaign strategies and actions, distribute union materials and get cards/petitions signed.

4. Political Action Committee

- A. The Political Action Committee shall study the records of all candidates for public office in the City, State or National Government, and make known to the membership at meetings and through any Locals communications each candidate's record concerning labor.
- B. The Committee shall study and inform the membership on legislation which affects the interests of labor and safety.
- C. The Committee shall recommend to the Local General Council and General Membership appropriate political action.

5. Membership Committee

- A. The Membership Committee shall accept or reject membership applications in accordance with these bylaws.
- B. Investigate and/or suggest possible benefits, or services that could add value to membership and present this information to the Local.
- C. It shall be the duty of this committee to obtain scheduled retirement information from their respective companies and present this information to the Local.

6. Activities Committee

- A. It shall be the duty of this committee to plan and carry out plans approved by the Local Executive Board of any party or fund raising activities held for the benefit of the Local.

7. Negotiating Committee

- A. The regular members of the Negotiating Committee for each unit shall consist of the President, acting as Chairperson, and the Vice President. Additional members from companies affected will be appointed by the Executive Board, pending the approval of the membership.
- B. The Negotiating Committee shall meet with management to discuss wages, hours and working conditions.
- C. The Negotiating Committee through its Chairperson, the Local President, shall make regular reports to the Local General Council, Local Executive Board and the Local Union.
- D. The Negotiating Committee shall act in emergency cases upon instruction of the Local President or a majority of the Committee, subject to the approval of the membership.
- E. In cases of unsatisfactory settlement of a negotiation, the Chairperson of the Negotiating Committee shall report to the membership for further instructions.
- F. Appointed Negotiating Committee members shall have no vote at the Local General Council meetings.
- G. To attend all Local General Council meetings and General Membership meetings.
- H. Any appointed negotiating representative missing more than a total of four (4) regular scheduled General Council meetings and regular scheduled General Membership meetings in one year, will be brought before the Local General

Council for possible disposition from their position. (Note: Discipline can only be taken under the trial provisions of Article 15 of the Local's By-laws).

8. Subcontracting Committee

- A. Investigate all information regarding the subcontracting of IUE/CWA Local 82130's work.
- B. The Committee shall investigate by speaking with appropriate persons including management and by observing workflow.
- C. The Committee shall report to the General Council on their findings and recommend appropriate actions.

9. Bylaws Committee

- A. It shall be the duty of this committee to accept submitted amendments to the Local By-Laws by members in good standing for their study to determine any conflict between Local, District or in National Constitutions.
- B. The By-Law Committee will submit the By-Law changes with their recommendations for a membership vote at an appropriate advertised General Membership meeting in accordance with Article 8.
- C. All proposed amendments shall be submitted in writing to the Constitution and By-laws committee no later than two (2) weeks prior to a General Membership meeting for their study to determine any conflict between Local, District or in National Constitutions. The proposed amendment, with proposed By-law Committee recommendations shall be read or shown at the General Membership meeting at which time a vote will be taken.
- D. The recommendation of the By-laws Committee change must be posted in IUE/CWA bulletin boards five days prior to meeting.
- E. Amendments shall become part of the Constitution by a 2/3's vote, of members attending in good standing, in favor of the proposed amendment.
- F. Furnish the District Vice President and the International Secretary- Treasurer with copies of any changes in these bylaws within 10 days after such changes are adopted.

10. Arbitration Committee

- A. The Arbitration Committee shall consist of the President, acting as Chairperson, the Vice President, and the two elected Executive Board Members.
- B. It shall be the duty of this committee to review grievances, separations, and any violation of union members rights or the agreed CBA that has passed Step 2 in the negotiation process
- C. Arbitration Committee must do the necessary research, fact-finding, and gather any relevant information to ensure that member's case or issue is analyzed completely.
- D. It is the Arbitration Committee duty to determine if the issue and or violation brought forth is creditable and has enough substance to be elevated to the next step in the Arbitration process.

11. Election Committee

- A. The Election Committee shall consist of three tellers elected by the membership as detailed in Article 13, Section 2.
- B. The tellers shall choose and elect their own Chairperson immediately following their election.
- C. It shall be the duty of this committee to oversee and conduct officer elections and any referenda submitted to the membership as detailed in Article 13.

12. Women's Committee

- A. It shall be the duty of this committee to inform the membership of activities that address women's issues and promote a positive message of support for all women.

ARTICLE 11

LOCAL OFFICERS, EXECUTIVE BOARD AND GENERAL COUNCIL

Section 1- Eligibility

- A. Effective January 1, 1991 officers shall be elected by ballot no later than October 31st, every three years to take office November 1st.
- B. Officers elected shall hold office for a term of three years unless removed for cause or by their successors being elected to office.
- C. The elected officers of this Local Union shall be the President, Vice President, Secretary-Treasurer, Recording Secretary, three Trustees, Sergeant-At-Arms, and two Executive Board Members.
- D. No person shall be eligible to hold an elective office or appointed position in this Local who has been convicted of any crimes involving moral turpitude offensive to trade union morality, or who is commonly known to be a crook or racketeer preying on the labor movement. Determination of ineligibility under this section may be made only on the basis of charges filed and heard in accordance with the regular trial procedures of the Local. The trial body is empowered to consider any extenuating circumstances in determining eligibility of the person charged.
- E. No person shall be eligible to hold elective office or appointed position in the Local who is disqualified for such position by applicable federal law.
- F. Any elected officer that misses four or more Executive Board, Local General Council, or Membership meetings in one year will be subject to lose his or her position, in accordance with Article 15 with the exception of any officer on the disability rolls.
- G. No member can hold more than one elected office.

- H. No elected officer can hold more than three positions with the Local. (Positions are Steward, Chief Steward and Committee Chairperson).
- I. For attendance purposes officer's year begins on November 1st.

Section 2-Duties and Responsibilities

1. ALL OFFICERS

- A. New officers shall assume office on November 1st, at which time the former administration retires.
- B. The new officers shall be sworn in at the October Membership meeting.
- C. All books, records, moneys and other properties of the Local Union shall be delivered to the newly elected officers when they assume office in November.

2. PRESIDENT

- A. Be responsible for all conduct of all Local business.
- B. Preside at all regular and special meetings of the Local and Local Executive Board, and act as Chairman of the Negotiating Committee and Arbitration Committee.
- C. Preserve order and enforce the Constitution and By-laws of this Local and Union.
- D. Be an ex-officio member of all committees, but shall have no vote at the meetings at which he presides, except in case of a tie.
- E. Appoint, subject to the approval of the membership, all special committees when an election of same is not called for.
- F. Sign checks in conjunction with the Recording Secretary, Secretary-Treasurer or Vice President.
- G. Be responsible to the Executive Board and Membership for his actions.
- H. Send official notice in conjunction with the Secretary, as required by IUE/CWA Constitution, to the Secretary-Treasurer of the Union informing him that the Local's books and records have been audited and stating the condition of the books and records.
- I. Prosecute grievances and appeal them higher levels of the Union when not satisfactorily settled.
- J. Perform such other additional duties as may be assigned by the Local, the Local Executive Board or required by the policies or Constitution of the Union.

3. VICE PRESIDENT

- A. The Vice President shall assist the President in the performance of all duties and act in his absence.
- B. The Vice President shall be Chairman of the Districting Committee.
- C. The Vice President shall be a member of the Arbitration Committee.
- D. Attend Executive Board, Local General Council and Membership meetings.
- E. Sign checks in conjunction with the Recording Secretary, Secretary-Treasurer or President.

- F. Perform such other additional duties as may be assigned by the Local, the Local Executive Board, and President or required by the policies or Constitution of the Union.

4. SECRETARY- TREASURER

- A. Receive, receipt and account for all money paid to the Local.
- B. Furnish all supplies pertaining to the Local.
- C. Pay all bills authorized by the Local.
- D. Review and reconcile financial affairs of the Local at least once every 90 days but not to exceed three times in a 90-day period during union time paid by the Local.
- E. Give account of all Local expenditures.
- F. Attend Executive Board, Local General Council and Membership meetings.
- G. Furnish a report of the Local's finances at scheduled Executive Board, Local General Council and Membership meetings.
- H. Sign checks in conjunction with the Recording Secretary, President or Vice President.
- I. Perform all such other duties, with the approval of the Local Executive Board, as may be necessary for the proper and effective administration of the financial affairs of the Local.

5. RECORDING SECRETARY

- A. Keep all records of meetings of the Local the Recording Secretary attends. In the absence of the Recording Secretary the President shall appoint someone to perform the duties of the Recording Secretary for that meetings.
- B. Conduct all correspondence related to the duties of Recording Secretary.
- C. Provide the Union regularly with an up to date mailing list of Local's members.
- D. Perform such other duties with the approval of the Executive Board as may be deemed necessary for the proper and effective administration of the affairs of the Local.
- E. Send official notice in conjunction with the President to the Secretary-Treasurer of the Union informing him that the Local's books and records have been audited and stating the condition of the books and records.
- F. Sign checks in conjunction with the Secretary-Treasurer, President or Vice President.
- G. Attend Executive Board, Local General Council and Membership meetings.
- H. Perform such other additional duties as may be assigned by the Local, the Local Executive Board, and President or required by the policies or Constitution of the Union.

6. TRUSTEES

- A. To audit the books and records of the Local at least four times a year and witness the official report by the President and Secretary of the Local Union to the

International Secretary- Treasurer informing him that the Local's books and records have been audited.

- B. Take inventory at least once a year or when deemed necessary by the Local Executive Board or Membership and safeguard all properties of the Union.
- C. An inventory must be taken whenever a change of Trustees occurs.
- D. Make written report of the findings and recommendations at the next regular meeting following the audit.
- E. Attend Executive Board, Local General Council and Membership meetings.
- F. Perform such other additional duties as may be assigned by the Local, the Local Executive Board, and President or required by the policies or Constitution of the Union.

7. ELECTED EXECUTIVE BOARD MEMBERS

- A. It shall be the duty of the Executive Board members to assist the elected officers in the unit in the performance of their assigned duties.
- B. Report to the Executive Board the status of their plant problems and suggest corrective action.
- C. An elected Executive Board member may temporary fill any vacant office in the unit until an election is held as set forth by the Executive Board.
- D. Attend Executive Board, Local General Council and Membership meetings.
- E. The Elected Executive Board member shall be a member of the Arbitration Committee.
- F. Perform such other additional duties as may be assigned by the Local, the Local Executive Board, and President or required by the policies or Constitution of the Union.

8. SERGEANT-AT-ARMS

- A. The Sergeant-At-Arms must examine all persons present at any meeting to ascertain if they are members in good standing of the IUE/CWA, AFL-CIO.
- B. At all meetings he must not permit any person who is not in good standing or under the influence of alcohol or drugs to remain.
- C. He shall assist the chairman in preserving order.
- D. He shall eject any person from the meeting so ordered by the body.
- E. It will be the responsibility of the Sergeant-At-Arms to furnish and account for the General Membership meetings ledger at all General Membership meetings.
- F. Attend Executive Board, Local General Council and Membership meetings.
- G. Perform such other additional duties as may be assigned by the Local, the Local Executive Board, and President or required by the policies or Constitution of the Union.

9. EXECUTIVE BOARD

- A. The Local Executive shall consist of all elected officers plus all Chief Stewards or their alternates in the event of their absence. In questions before the board requiring a vote, only the elected officers will have a right to vote.

- B. The Executive Board shall perform all the duties necessary to the proper administration of the affairs of the Local consistent with the Constitution and Local By-laws.
- C. Executive Board shall furnish a complete itemized account of all expenses entailed in the administration of the Local.
- D. In the event an office become vacant (Officers, Chief Steward) between normal election dates, the Executive Board may fill the vacancy through appointment if more than half of the normal term has expired, or for sixty days if less than half of the normal term has expired, during which time an election will be held to fill the vacancy.
- E. All decisions of the Executive Board shall be by a majority vote of the members present.
- F. Sixty percent of the voting members of the Executive Board shall constitute a quorum.
- G. The Executive Board may, at any time, require from any officer or member a full detailed statement of account of any action or business done in the name of the Local.
- H. The Executive Board, with the approval of the membership may fix the compensation to be paid to any members, officer or any other person employed by the Local Union, provided such compensation shall not exceed the maximum wage paid the workers of the industry.
- I. Determine the financial arrangement necessary to insure that the business of the Union functions in an orderly way.
- J. The Local Executive Board shall be empowered to act on any question in the absence of a quorum at a regular scheduled membership meeting.
- K. Any expenditure for improvement or equipment exceeding \$1,000.00 must be approved by the Local Executive Board and the Local membership. In the event of an extreme emergency the \$1,000.00 limit may be waived with the approval of the Local Executive Board.
- L. Local Pay-all's will be honored up to one hour after the official adjournment of the Executive Board meetings.

10. GENERAL COUNCIL

- A. The Local General Council shall consist of the members of the Local Executive Board, the District Stewards or their alternates in the event of their absence and the chairpersons of all Standing Committees.
- B. The Local General Council shall meet not less than once each 2 months to discuss the status of each district as to membership, new members, grievances, negotiations, current legislation and public affairs.
- C. All decisions of the Local General Council shall be decided by a majority vote of those members present.
- D. Twenty members of the Local General Council shall constitute a quorum.

- E. The Local General Council shall recommend to the Local Executive Board and to the Local Union appropriate action to be taken on negotiations, current legislation and public affairs.
- F. Local Pay-alls will be honored only up to one hour after the official adjournment of Local General Council meetings.
- G. The disposition of any steward or chief steward due to their lack of attendance to meetings of the Local, shall be decided by the Local General Council by secret ballot.

ARTICLE 12

CHIEF AND DISTRICT STEWARDS

Section 1- Chief Stewards

- A. The Chief Steward shall supervise the elections of all District Stewards within his/her jurisdiction.
- B. Any Chief Steward that misses four or more regularly scheduled Local General Council or General membership meetings in one year will be subject to the loss of their position, as decided by the Local General Council, with the exception of such Chief Steward being on the disability rolls.
- C. For attendance purposes Chief Steward's year begins December 1st.
- D. It shall be the Chief Steward's responsibility to assist and direct all stewards within their jurisdiction.
- E. In the absence of the Steward and Alternate Steward the Chief Steward shall handle grievances within their district.
- F. Chief Stewards cannot act as a shop steward's alternate.
- G. No member shall be eligible to act as Chief Steward unless they have been a member in good standing for at least one year immediately prior to their nomination.
- H. Perform such other additional duties as may be assigned by the Local, the Local Executive Board, and President or required by the policies or Constitution of the Union.

Section 2- District Stewards

- A. There shall be a District Steward from each District. The Districting Committee shall designate the Districts.
- B. Each District Steward shall be under the direction of the Chief Steward elected to represent his/her area on his/her shift and plant.
- C. It shall be the District Steward's responsibility to bring into the Local Union all new employees. They shall contact them as soon as possible.
- D. District Steward shall handle all grievances of the workers in their district to the best of their ability.

- E. It shall be their duty to keep a record of the members in their district.
- F. Each Steward shall appoint an alternate who shall assume the Steward's duties in case of their absence. The Steward shall keep their alternate informed of all matters pertaining to their respective areas.
- G. District Steward shall notify the Secretary-Treasurer of the death of any member of any member's immediately family as defined in the National Agreement.
- H. District Steward shall attend all Local General Council meetings and report the status of his district.
- I. Any Steward that misses four or more regularly scheduled Local General Council or General Membership meeting in one year will be subject to loss of their position, as decided by the Local General Council, with the exception of such steward being on the disability rolls.
- J. For attendance purposes Chief Steward's year begins December 1st.
- K. Seniority preference will be asked by the Local Union for all Stewards. Seniority preference will be limited to shift assignment only.
- L. No member shall be eligible to act as District Steward unless they have been a member in good standing for at least one year immediately prior to their nomination.
- M. Perform such other additional duties as may be assigned by the Local, the Local Executive Board, and President or required by the policies or Constitution of the Union.

ARTICLE 13

NOMINATIONS AND ELECTIONS OF OFFICERS, STANDING COMMITTEES AND STEWARDS

Section 1- Officers Election Eligibility

- A. Effective January 1, 1991 officers shall be elected by ballot no later than October 31st, every 3 years to take office November 1st. Officers elected shall hold office for a term of three years unless removed for cause or by their successors being elected to office.
- B. No member shall be eligible to be nominated to any offices unless they are employed in the corresponding divisions or facility.
- C. Only bona fide members of the Local Union who are in good standing and have twelve months continuous service with the Union prior to nomination and who are not engaged in a supervisory capacity with the power to hire and fire shall be eligible for office or to serve on the Negotiating Committee.
- D. Installations of Local Officers shall be conducted according to the provisions for installation of Local Union officers as outlined in the applicable section of the CWA Constitution.

Section 2- Nominations for Officers

- A. At the regular meeting held in August, the Recording Secretary shall announce to the membership that nomination for officers shall be held at the next regular meeting.
- B. Three tellers shall be nominated and elected for the Election Committee as the first order of business at the September General Membership meeting and shall serve for three years.
- C. Nominations shall take place for officers at the September General Membership meeting after the Election Committee has been selected.
- D. Nominations shall be taken in the following order: President, Vice President, Recording Secretary, Secretary-Treasurer, three Trustees and Sergeant-At-Arms. Nominations for such offices may come from any member in good standing in the Local Union.
- E. Nominations shall be taken from members for two Executive Board Members.
- F. It will be permissible to give a short introductory speech concerning the nominee by the person making the nomination.
- G. It will not be necessary to second any nomination.
- H. No member shall nominate more than one person for the same office.
- I. It will be permissible to nominate a person who is not present providing the party making the nomination will vouch for his/her acceptance. A certified letter will be sent the next following working day to all nominees who were not present and must be returned in five days.
- J. If a nominee's eligibility is in question they shall be notified and given a right to prove their eligibility. The Election Committee will handle proceedings regarding eligibility of candidates under the guidance of the Executive Board.

Section 3- Election Committee

- A. Immediately following their election, the tellers shall choose and elect their own Chairperson. At which time the copies of the election procedure shall be given to each teller and any other business pertinent to the election.
- B. The Chairperson shall designate a date within one week for a meeting of the Committee
- C. On the third Tuesday in September the Election Committee Chairperson will notify the Recording Secretary to have an appropriate number of ballots printed and notify the membership of the names of all candidates and the offices to which they have been nominated, the date, hours and place of the election.
- D. Such notice shall be posted at each location not less than fifteen days prior to the election.
- E. Also the Recording Secretary may make arrangements to have a notice inserted in an issue of the IUE NEWS prior to the election setting forth the date, hours and place of the election and the offices at stake. In that event, it shall be the duty of the Recording Secretary to forward to the IUE NEWS the most recent home address of each member.

- F. The Election Committee shall also conduct any referenda submitted to the membership
- G. A member shall not be permitted to serve on the Election Committee if they are a candidate for any office of the Local or delegate to the CWA Convention.
- H. All question concerning the conduct and challenges of elections shall be determined by the Election Committee, subject to the right of appeal to the governing body and membership of the Local in accordance with Article 15 of the CWA Constitution.

Section 4- Voting Eligibility for Officers Elections

- A. Any member on the active rolls, as of the last available check off list, shall be eligible to vote.
- B. During an election, anyone claiming voting privilege, but whose name does not appear on the registration list, shall be permitted to make out ballots. These ballots shall then be sealed in an envelope bearing the voter's name and badge number and will be considered contested ballots.
- C. Election of officers must be conducted without manipulation or taint and in compliance with the requirements of applicable federal law.

Section 5- Voting Procedure

- A. The Election Committee will decide how voting is done, either by voting machines or ballots, where practical with the approval of the Executive Board.
- B. Not less than fifteen days prior to the General Election of the Local, the Election Committee shall have posted on all Union Bulletin Boards a sample ballot. Absentee ballots will be available to any eligible voter who is on disability, furlough or vacation upon request in writing. All requests must be addressed to IUE/CWA Local 82130 Union Hall to the attention of the Election Committee Chairperson. It is the obligation of the member that the Local receive his/her absentee ballot before the date of the election. If voting machines are not available the following procedure will be utilized:
- C. The Local will obtain a post office box to be used for the sole purpose of receiving election ballots.
- D. No later than the first day in October an envelope shall be mailed to each eligible member. Each envelope shall contain two ballots. One ballot will consist of the nominations for all general offices. The second ballot will be the nominee for Vice President, and two Executive Members.
- E. The envelope shall also contain a blank envelope and a second envelope addressed to the Local election postal box number.

Section 6- Tabulating Procedure

- A. On Monday, prior to the Local's regular scheduled meeting in October, the Election Committee shall meet at the Union office at 9:00 A.M. for the purpose of picking up

ballots from the postal box and counting the ballots. A minimum of three election committee persons shall be present to pick up the ballots from the post office.

- B. Before any envelopes are open, the Committee shall check the name appearing on each against the check off list. A check mark shall be placed beside each name for which there is an envelope. If more than one envelope is found for any one member, they shall be held out as challenged ballots. Any envelopes bearing a name which does not appear on the list at all shall be checked for eligibility.
- C. When all envelopes have been checked the eligible ones shall be counted. This count shall agree with the number of check marks on the list, taking into account any changes due to disposition of contested or challenged ballots. The envelopes shall then be opened and the blank envelopes removed and placed in a ballot box unopened.
- D. The ballot envelopes shall then be removed, opened and the votes counted. The results shall be tabulated and the winners determined. The tabulation list shall be signed by each teller, certifying that the election was honest and the results correct. Any teller not willing to thus certify the election shall present his/her views at the next General Membership meeting. The ballots shall be saved until presented and approved by the General Membership.
- E. The Election Committee will be cleared at 7:00 A.M. There will be no less than three tellers with the ballots at all times.
- F. In the event voting machines are used, an Election Committee Member must accompany the voting machine vendor at all time during and after the closing of the polls and until the results of each machine are turned over to the Election Committee.

Section 7- Ballots

- A. Sample ballots shall be posted on all bulletin boards.
- B. Candidates shall be listed in alphabetical order.
- C. Ballot #1. Offices shall be listed in the following order: President, Recording Secretary, Secretary-Treasurer, Trustees (vote for three), and Sergeant-At-Arms.
- E. Ballot #2. Offices shall be listed in the following order: Vice President, Executive Board Members, as applicable.
- F. Ballot #1 shall say, "The President shall, by virtue of his office, be a delegate to all bodies to which the Local sends delegates".
- G. Ballot #2 shall say, "Vice President will be a delegate and/or alternate to the IUE/CWA Convention, CWA District Meetings and also (if necessary) to State (or provincial) and Local AFL-CIO Council".

Section 8- Election of Stewards

- 1. General
 - A. During the month of November the Districting Committee shall conduct nominations and elections of Stewards in the plants.

- B. The newly elected Stewards shall take office as of December 1st.
 - C. The elections shall be held promptly at the advertised time.
 - D. Each Steward shall appoint an alternate immediately after his election.
 - E. Once the ballots are counted no other members shall be allowed to vote.
 - F. Any challenge to a Steward or Chief Steward election will be forwarded, in writing, to the Local Executive Board within ten days of the challenged election. The decision of the Executive Board will be final.
2. District Stewards
- A. District Stewards shall be elected every two years at properly advertised meetings of the Local members in the departments they are to represent.
 - B. All members shall be notified in writing at least two days prior to the election of a District Steward by their District Steward or alternate.
 - C. Any member in good standing with at least one year of continuous service with the Local Union will be eligible to be nominated provided his job is in the district as designated by the Districting Committee.
 - D. A member may submit an absentee ballot sealed in an envelope signed on the outside by the member and their Chief Steward before the election of a District Steward if unable to attend.
 - E. Filling vacancies of District Stewards occurring between elections shall be determined by the Chairperson of the Districting Committee subject to the approval of the Executive Board.
3. Chief Stewards
- A. Chief Stewards and their Alternate shall be elected every two years at a properly advertised meeting, by the Districting Stewards in the plant, shift or area in which such Chief Stewards would be deemed necessary by the Districting Committee.
 - B. The Districting Committee shall notify each elected steward in writing at least two days prior to the election.
 - C. The District Stewards or any member in good standing with at least one year of continuous service who has held the position of steward or officer with the Local Union will be eligible to be nominated provided his job is in the plant, area or shift as designated by the Districting Committee.
 - D. A steward may submit an absentee ballot sealed in an envelope signed on the outside by the steward and the Chairperson of the Districting Committee before the election, if unable to attend.
 - E. Filling vacancies of any Chief Steward or alternate occurring between elections shall be determined by the Executive Board.
 - F. The number of Chief Stewards and area of their jurisdiction will be determined by the Districting Committee, subject to membership approval.

Section 9- Challenge of Elections

- A. Any member may challenge an election in the Local on the grounds that its outcome may have been affected by a violation of the provisions of this Article or of applicable federal law.
- B. Challenges shall be presented to the Chairperson of the Election Committee, in writing, within forty-eight hours after the results of the election are posted.
- C. The Election Committee shall conduct an investigation and render its decision within 14 days after the written challenge is submitted.
- D. Appeals from the decision of the Election Committee may be taken within five days thereof, by the challenger or any nominee in accordance with the applicable provisions of the CWA Constitution.

ARTICLE 14

STRIKES

Section 1- Rules

- A. It shall be the duty of the Local President or any other officer acting in that capacity to notify the President of the International immediately if a strike is proposed or pending.
- B. No strike may be called without the approval by a majority of the members present at any membership meeting. Notice of a meeting for that purpose must be posted on bulletin boards at least two days prior to said meeting.
- C. Picket captains will be responsible for conduct on the line assignment of personnel and verification of attendance as scheduled.
- D. To be eligible for strike benefits, members will be required to perform picket duty (or other duties as determined by the Plant Committee) in accordance with the IUE/CWA and District rules at the time of the strike.
- E. Picket Duties committee will be responsible for determining eligibility of their plant personnel for strike benefits. Appeals from decisions of this committee may be taken to the Local Executive Board.

Section 2- Strike Sub-committees

- A. Standing Sub-committees will be established as follows:
 - 1. Financial Sub-committee
 - 2. Debt Assistance Sub-committee
 - 3. Fund Raising Sub-committee
 - 4. Commissary Sub-committee
 - 5. Job Finding Sub-committee
 - 6. Picket Duties committee
- B. The Executive Board will appoint a chairperson for each of the standing sub-committees. Chairpersons shall be responsible for their committees to the Executive Board and will

appoint their committee members subject to the approval of the Executive Board, during the course of a strike, as they deem necessary.

C. Sub-Committee Duties:

1. Financial- responsible for all money related to the Strike Insurance Fund as well as all other monetary transactions required during the course of a strike.
2. Debt Assistance- responsible for contacting creditors in order to make arrangement for possible postponement, reduction or adjustment of accounts for the duration of the strike.
3. Fund Raising- responsible for making arrangements to gain support and financial donations from other Local Unions and business establishments. Investigate conditions under which soliciting of business establishments is allowed, arrange for clearance and prepare a letter of authorization for solicitors. Maintain a complete record of amount of money contributed as well as all contributors. This information, along with the money, is to be turned over to the Financial Sub-Committee.
4. Commissary- responsible for organizing and operating the commissary and strike kitchen. Contract wholesale houses to determine where food can be purchased at lowest possible prices. In conjunction with the Financial Sub-committee decide on the size and content of food orders.
5. Job Funding- responsible for meeting with officers of the State Employment Office and with leaders of other Unions, to discuss possibilities of temporary and part-time employment opportunities.
6. Picket Duties committee- responsible for assigning picket duties, scheduling, picket captains and other duty assignments for persons who cannot walk picket duty because of medical or other justifiable reasons.

ARTICLE 15

CHARGES, TRIALS AND APPEALS

Section 1- Charges

- A. Members of this Local may be fined, suspended and/ or expelled, in the manner provided in these bylaws, and for any of the acts enumerated in Article 19 of the Union Constitution.
- B. If any member of this Local is accused of an offense against the Constitution and By-laws, or general good and welfare of the Local or the International Union, he or she shall be given a fair trial.
- C. The offense of which he or she is charged shall be presented in writing to the President of the Local by the members making the charge, who, at the time, must be a member in

good standing of IUE/CWA, AFL-CIO, and CLC. The accused shall receive adequate notice in writing of the charges against him.

Section 2- Trials

- A. Any accused member, including officers, of this Local shall be tried under the provision of the Locals bylaws and Article 20 of the Union Constitution.
- B. Any charge brought against any member for acting against the good and welfare of the Local will be heard by the Local Executive Board and Appeals to their decision may be taken to the District Executive Board.
- C. A trial committee of five members shall be elected by the members present at the next membership meeting of the Local following the submission of the charges.
- D. The Trial Committee shall record the testimony and make recommendations as the disposition of the case to the next regular membership meeting of the Local, which shall then vote on the recommendation.
- E. A trial conducted by the Local General Council rather than a trial committee would meet the requirements of the International Constitution as long as such a trial has the other Constitution elements such as notice, right to defend, and a two-thirds finding required for guilt and punishment.

Section 3- Appeals

- A. If found guilty, the defendant shall have the right to appeal to the District Council, which shall have the power to select from its body a committee to investigate the facts and hold hearing as deemed necessary. The accused may take an appeal to the Executive Board of the International Union and from there to the ensuing International Conventions. The decision of the Local shall be final until otherwise decided by a higher body. If the Local does not finally act on charges within sixty days after the charges have been filed with the Local, the plaintiff shall have the right of appeal after a trial is held.

ARTICLE 16

RECALL OF LOCAL OFFICERS

Any elected officer of this Local may be recalled in accordance with the provisions of the Local bylaws and the Union Constitution.

ARTICLE 17

AMENDMENTS TO LOCAL BYLAWS

- A. After adoption, these bylaws may be amended by either of the following methods:

1. Majority vote of the members present in the local meeting, if the proposed amendment has been introduced to the Bylaws Committee using Article 10, Section 3.9 guidelines.
 2. Referendum of the membership.
- B. The Bylaws Committee and President shall submit proposed revision to CWA prior to vote by membership for review.
- C. The Local shall, upon amending its by-laws, provide a copy of the amendment to the following:
1. The District office and any other IUE/CWA representatives affected
 2. The International Headquarters office
 3. The Department of Labor, Office of Labor Management Standards
 4. The Internal Revenue Service
 5. Any state agencies requiring a copy of such amendments

ARTICLE 18

REFERENDUM OF THE LOCAL

- A. The local Election Committee shall submit any question(s) to a referendum of the membership when directed to do so by governing body of the Local or by action of a regular or special membership meeting.
- B. Questions submitted to referendum shall be determined by a majority vote of those voting on the question.

ARTICLE 19

ADOPTION

These Bylaws shall be adopted upon the approval of a majority of the members voting upon their adoption in a membership meeting.

These Bylaws adopted **April 15, 1955**

Revised Bylaws Adopted **January 26, 2008**