

Bylaw changes to provide gender neutrality, obsolete voting requirements, Telecommuters with election equality and new candidate responsibility

Page 3-- Article VII Authority of Executive Board Page 3 Section 3 (f) (Gender neutral corrections)

Existing Bylaws.

(f) Remove Stewards upon evidence of negligence and/or inefficiency. A Steward who has been removed by the Executive Board may appeal to the membership by submitting to the Local Secretary within 30 days a written notice of his/her appeal. He/She may then appeal at the regular membership meeting following his/her compliance with the above.

Proposed ByLaw changes in **BOLD** letters..

(f) Remove Stewards upon evidence of negligence and/or inefficiency. A Steward who has been removed by the Executive Board may appeal to the membership by submitting to the Local Secretary within 30 days a written notice of **their** appeal. **They** may then appeal at the regular membership meeting following **their** compliance with the above.

Section 4 – Fiduciary Responsibility Page 3 Section 4(c)

Existing Bylaws.

(a) The Local President and all members of the Executive Board have the responsibility to ensure all monies expended by this Local are in accordance with the Local By-Laws.

(b) The Local President must report to the Local Membership the Union Paid time (UA) expended to all officers and members. This report will be given during the President's Report at the Membership Meeting.

(c) The Secretary-Treasurer will include in his/her Monthly printed report to the Membership the total monies paid per member/officer in a separate area/page of the report. The report will be a total paid to each member/officer for the month reported.

Gender neutral corrections in **BOLD** letters.

Section 4 – Fiduciary Responsibility(a) The Local President and all members of the Executive Board have the responsibility to ensure all monies expended by this Local are in accordance with the Local By-Laws.

(b) The Local President must report to the Local Membership the Union Paid time (UA) expended to all officers and members. This report will be given during the President's Report at the Membership Meeting.

(c) The Secretary-Treasurer will include in a Monthly printed report to the Membership the total monies paid per member/officer in a separate area/page of the report. The report will be a total paid to each member/officer for the month reported.

Existing Bylaws Page 3

ARTICLE IX --- LOCAL DELEGATES TO INTERNATIONAL CONVENTION AND DISTRICT MEETINGS

Section 1 -- Nomination

A. Delegates and alternate delegates to the CWA Convention shall also serve as delegates to the District Meeting held in conjunction with the CWA Convention and shall be nominated only by petition three months in advance of the CWA Convention.

Proposed Bylaw Page 3 Section 1. Added attendance requirement in **BOLD**

A. Delegates and alternate delegates to the CWA Convention must attend (1) one CWA Local 3108 meeting per (3) three year election cycle to Qualify as a candidate for delegates or alternate delegate. A Virtual meeting over the Internet Protocol (IP) will satisfy this requirement.

B. Delegates and alternate delegates to the CWA Convention shall also serve as delegates to the District Meeting held in conjunction with the CWA Convention and shall be nominated only by petition three months in advance of the CWA Convention.

Existing Bylaw changes Page 4 B Section 2 -- Election.

- A. Delegates and Alternate Delegates to the CWA Convention and the District Meeting shall be elected by the membership by plurality.
- B. Voting shall be conducted by first class mail or manual balloting, with ballot being mailed to members' last known address. Manual balloting shall be from 8:00 A.M. to 7:00 P.M. on the date and place established by the Nomination and Election Committee Chairman.
  - (1) Absentee Ballots will be available upon request to the Local Office.
  - (2) Ballots shall contain names of candidates in alphabetical order.
  - (3) Write-in votes will not be accepted

Proposed removal of obsolete Bylaw Page 4 B Section 2 -- Election requirement. XXX Denotes removed verbiage.

- A. Delegates and Alternate Delegates to the CWA Convention and the District Meeting shall be elected by the membership by plurality.
- B. Voting shall be conducted by first class mail (XXXXXXXXXX) with the ballot being mailed to members' last known address. XXX.
  - (1) Absentee Ballots will be available upon request to the Local Office.
  - (2) Ballots shall contain names of candidates in alphabetical order.
  - (3) Write-in votes will not be accepted

Existing Bylaws page 9 A3(c) change 20 signatures to 5 to provide fairness for Members Working at Home.

- ARTICLE XIV --- NOMINATION AND ELECTION OF LOCAL OFFICERS AND MEMBERS  
OF THE EXECUTIVE BOARD

Section 1 -- Nominations

- A. Beginning with the elections held in 1972, Local Officers and members of the Executive Board shall be nominated only by petition in the month of September of every third year.
  - (1) A Nomination Committee, consisting of five (5) members, shall be selected by the Local in August of every third year.
  - (2) The membership shall receive due notice of offices to be filled and the time, place, and proper form of submitting petition for nomination.

- (a "Due Notice" shall be by mail, and at least fifteen (15) days prior to nominations.
- (3) Petition for nomination may be on a standard form available upon request at the Local Office, or it may be drawn on a plain sheet of paper. Petitions must contain the following:
- (a) Title of office sought.
  - (b) Name of candidate.
  - (c) The signatures of at least twenty (20) members in good standing of the Local.
  - (d) A signed and dated statement by the candidate: "I will serve, if elected. I have received a copy of the election rules for CWA Local 3108. I understand the rules, and if I have any problems, I understand that I should contact a member of the Election Committee for clarification. The breaking of these rules could result in the election being over-turned and charges being brought against violators. Each substantiated infraction of the rules could result in no less than a \$100.00 fine being assessed per infraction."
- (4) All petitions must be received at the Local Office no later than at the close of the first business day following September 14th of each election year.

Proposed Bylaws page 9 A3(c) change 20 signatures to 5 to provide fairness for Members Working at Home. Changes are in **BOLD**.

Section 1 -- Nominations

A. Beginning with the elections held in 1972, Local Officers and members of the Executive Board shall be nominated only by petition in the month of September of every third year.

**B. To qualify to run for office you must be a member in good standing and have attended (1) one CWA Local 3108 meeting per (3) three year election cycle. A Virtual meeting Over the Internet Protocol will satisfy this requirement. Retired members in good standing are not Eligible to run for President or Vice President.**

- (1) A Nomination Committee, consisting of five (5) members, shall be selected by the Local in August of every third year.
- (2) The membership shall receive due notice of offices to be filled and the time, place, and proper form of submitting petition for nomination.
- (3) Petition for nomination may be on a standard form available upon request at the Local Office, or it may be drawn on a plain sheet of paper. Petitions must contain the following:
  - (a) Title of office sought.
  - b) Name of candidate.
  - (c) The signatures of at least **Five (5)** members in good standing of the Local.
  - (d) A signed and dated statement by the candidate: "I will serve, if elected. I have received a copy of the election rules for CWA Local 3108. I understand the rules, and if I have any problems, I understand that I should contact a member of the Election Committee for clarification. The breaking of these rules could result in the election being over-turned and charges being brought against violators. Each substantiated infraction of the rules could result in no less than a \$100.00 fine being assessed per infraction."
- (4) All petitions must be received at the Local Office no later than at the close of the first business day following September 14th of each election year.

Existing Bylaws page 10 Section 3 C Gender neutral correction.

Section 3 -- Local Election Committee

A. The nomination and election of Local Officers, members of the Executive Board, and delegates to the CWA Convention shall be conducted under the supervision of the Election Committee. This Committee shall have the authority and responsibility to see that nominations and elections are conducted in accordance with the Union Constitution and these By-Laws, with reasonable opportunity for each member to nominate and vote for the candidate of their choice.

(1) "Reasonable opportunity" shall mean to comply with any existing Federal, State, or local law, and also comply with any existing article of the CWA Constitution and Local By-Laws governing such action.

B. The Election Committee shall also conduct any referenda submitted to the membership.

C. A member shall not be permitted to serve on the Election Committee if he/she is a candidate for any office of the Local or delegate to the CWA Convention or District Meeting.

Proposed Bylaw change page 10 Section 3 C in **BOLD**.

A. The nomination and election of Local Officers, members of the Executive Board, and delegates to the CWA Convention shall be conducted under the supervision of the Election Committee. This Committee shall have the authority and responsibility to see that nominations and elections are conducted in accordance with the Union Constitution and these By-Laws, with reasonable opportunity for each member to nominate and vote for the candidate of their choice.

(1) "Reasonable opportunity" shall mean to comply with any existing Federal, State, or local law, and also comply with any existing article of the CWA Constitution and Local By-Laws governing such action.

B. The Election Committee shall also conduct any referendum submitted to the membership

C. 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 or District Meeting.

Section 4 – General Provisions

A. The nomination of a person for the office of President shall also constitute the nomination of the same person as a delegate to all CWA State, District and International Conventions held during the term of office for which the election is being held. In the Event he/she is unable to serve in this capacity, the line of succession will be followed.

Proposed Bylaws page 10 Section 4 A Gender neutral in **BOLD**.

Section 4 – General Provisions

A. The nomination of a person for the office of President shall also constitute the nomination of the same person as a delegate to all CWA State, District and International Conventions held during the term of office for which the election is being held. In the Event **the President** is unable to serve in this capacity, the line of succession will be followed.

Existing Bylaws page 11 Section 1 A and page 12 section 2 A **Gender neutral**

ARTICLE XV -- SALARIES AND VACATIONS

Section 1 A, -- Salaries

A. The Local President shall be a full time or part-time Officer. The Local President shall receive a

salary in the amount equal to 15% above the current rate for the highest salaried wage scale/base averaged from the two major contracts this Local represents. Any time paid by his/her Bargaining Unit Company as a result of Contract provision shall be deducted from wages paid by the Local. The Local President shall be furnished with the same Hospitalization, Dental and Vision Plan that is provided by his/her Bargaining Unit, with premiums paid directly to the company carrying the coverage for that Unit, unless provided by the Company. The Local President shall be eligible for the same number of vacation weeks, excused work days, optional holidays, and other such time off specified in the Bargaining Unit Contract from which he/she previously worked.

## Proposed Bylaws

### ARTICLE XV -- SALARIES AND VACATIONS changes in **BOLD**

#### Section 1 -- Salaries

- A. The Local President shall be a full time or part-time Officer. The Local President shall receive a salary in the amount equal to 15% above the current rate for the highest salaried wage scale/base averaged from the two major contracts this Local represents. Any time paid by their Bargaining Unit Company as a result of Contract provision shall be deducted from wages paid by the Local. The Local President shall be furnished with the same Hospitalization, Dental and Vision Plan that is provided by the President's Bargaining Unit, with premiums paid directly to the company carrying the coverage for that Unit, unless provided by the Company. The Local President shall be eligible for the same number of vacation weeks, excused work days, optional holidays, and other such time off specified in the Bargaining Unit Contract from which the President previously worked.

Existing Bylaws page 12, 2, A

### ARTICLE XV -- SALARIES AND VACATIONS

#### Section 2 -- Vacation Eligibility

- A. The Local President shall have vacation privileges based on his/her seniority accrued within the Company from which he/she originated, as per the following progression schedule:

One week of vacation after completion of six months net credited service.

Two weeks of vacation after completion of one year net credited service.

Three weeks of vacation after completion of seven years net credited service.

Four weeks of vacation after completion of fifteen years net credited service.

Five weeks of vacation after completion of twenty-five years net credited service.

Proposed Bylaw change page 12, 2,A changes in **BOLD**.

- A. The Local President shall have vacation privileges based on the President's seniority accrued within the Company from which the President originated, as per the following progression schedule:

One week of vacation after completion of six months net credited service.

Two weeks of vacation after completion of one year net credited service.

Three weeks of vacation after completion of seven years net credited service.

Four weeks of vacation after completion of fifteen years net credited service.

Five weeks of vacation after completion of twenty-five years net credited service.

Existing Bylaws page 12 sections C

ARTICLE XVII -- EXPENSES AND SAVINGS PLAN

- A. Per Diem shall be paid at the maximum IRS allowable rate and shall not exceed the maximum IRS City allowable rates (as distributed by the IRS annually).
- B. Travel allowances shall have the prior approval of the Local President.
- C. Effective January 1, 1979, the Local shall start a Savings Plan for the President, inasmuch as he/she cannot participate in the Company Savings Plan. The President's Savings Plan will be based on the Company plan he/she is on leave from, or has worked for.
  - (1) All penalties of the Savings Plan will be consistent with that of those savings plans offered by the Company and the Union.
- D. All out of town expenditures and meetings must be approved by the Membership by majority vote at the Monthly Membership Meeting prior to sending the Local President or Delegate to the event. This Article does not apply to the Local President as an automatic delegate to the CWA National Convention and District 3 Meetings.
- E. Those meetings that arise in between Membership Meetings and cannot be brought to the Membership for approval must be approved by a majority vote of the Executive Board Members.

Proposed Bylaws page 12 section C. Gender neutral in **BOLD**.

ARTICLE XVII -- EXPENSES AND SAVINGS PLAN

- A. Per Diem shall be paid at the maximum IRS allowable rate and shall not exceed the maximum IRS City allowable rates (as distributed by the IRS annually).
- B. Travel allowances shall have the prior approval of the Local President.
- C. Effective January 1, 1979, the Local shall start a Savings Plan for the President, inasmuch as **the President** cannot participate in the Company Savings Plan. The President's Savings Plan will be based on the Company plan **the President** is on leave from, or has worked for.
  - (1) All penalties of the Savings Plan will be consistent with that of those savings plans offered by the Company and the Union.
- D. All out of town expenditures and meetings must be approved by the Membership by majority vote at the Monthly Membership Meeting prior to sending the Local President or Delegate to the event. This Article does not apply to the Local President as an automatic delegate to the CWA National Convention and District 3 Meetings.
- E. Those meetings that arise in between Membership Meetings and cannot be brought to the Membership for approval must be approved by a majority vote of the Executive Board Members.

Existing Bylaws page 14 section 3

ARTICLE XXIV -- COVERAGE OF THE LOCAL UNION OFFICE

Existing Bylaws.

Section 3 -- Coverage

It shall be the responsibility of the Local President to ensure coverage of the Local Union Office should he/she be absent for a period longer than twenty-four (24) hours.

Proposed Bylaws changes in **BOLD**.

Section 3 -- Coverage

It shall be the responsibility of the Local President to ensure coverage of the Local Union Office should the **President** be absent for a period longer than twenty-four (24) hours.