

LOCAL 6222



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PREAMBLE

Experience has shown us that the overwhelming economic disadvantage of the unorganized worker inevitably leads to the suppression of all such workers; for an industry, as in all other forms of endeavor, power corrupts. Our only protection and our only future depends upon our Union; for in our Union, there is strength and dignity for each of us. We, therefore, pledge ourselves to build and support our Union and guide ourselves with these our By-Laws.

ARTICLE I NAME, SCOPE, AND AFFILIATION

This Local shall be known as Communications Workers of America, Local 6222, AFL-CIO, and all business conducted by this Local shall be in accordance with these By-Laws and the constitution of the Communications Workers of America.

ARTICLE II JURISDICTION

The jurisdiction of Local 6222 shall be that assigned by the International Union as it appears on the Charter, as amended from time to time by the Executive Board of the International Union. Jurisdiction over any particular group of employees may be asserted by Local 6222 by a majority vote by those members present and voting at any membership meeting.

ARTICLE III PURPOSE

Our goals are governed by the considerations set forth in the Preamble of these By-Laws and the Constitution of the International. In pursuing these goals, we strive to coordinate the activity and enlist the cooperation of all workers within the jurisdiction of the Local, and through such coordination and cooperation to more efficiently represent our members, and to better serve our community and our nation.

We seek an end to unjust laws, both State and Federal, and we seek just and equitable legislation which will serve all workers without discrimination.

We seek to affiliate with legitimate Union Councils at all levels and to cooperate with all progressive groups or organizations outside the Union that share our goals.

We seek to educate our members in unionism, and to share with each other our knowledge and training.

We seek last, but not least, to provide one another aid and comfort; to stand together in all matters of collective bargaining.

ARTICLE IV MEMBERSHIP

(A) Membership in CWA Local 6222 shall be open to any person after obtaining application and approval from the Membership Committee. No person shall be denied membership on the basis of race, creed, color, national origin, age, sex, political belief, religion, handicap, or sexual orientation.

(B) Application: Membership in the Local shall be obtained after payment of the Local initiation fee of \$2.00 and upon approval of any Membership Committee authorized to accept or reject membership in behalf of the Local, subject to the right of the Local to overrule the decision of a Membership Committee. However, the Local's portion of the initiation fee may be waived for organizing purposes subject to the approval of the CWA International Executive Board, in accordance with the Constitution.

(C) Reinstatements:

1. Any person otherwise eligible for membership in this Local who has been disciplined or expelled from the Union, shall not be admitted to membership in this Local until he/she has been restored to good standing by recommendation of the Local by which he/she was disciplined or expelled.
2. Members who cancel their dues or are expelled from this Local for failure to pay dues, assessments, or initiation fees shall pay, in addition to any fines or assessments due and owing, a reinstatement fee of \$2.00 per month for each of the first twelve (12) months and \$3.00 per month for each of the next twelve (12) months the member is, or was, out of the Local.

3. Application for reinstatements shall be presented by the Membership Committee at a regular meeting and a two-thirds majority vote of those present and voting shall be required for acceptance. If accepted by the Local, all fines, assessments and reinstatement fees shall be paid within thirty (30) days of the membership meeting. However, the Executive Board, for good cause shown, may extend the time for payment of fines, assessments and reinstatement fees up to twelve (12) full months from the date due or waive the reinstatement fee during special organizing drives.

(D) See CWA Constitution, Article V. Section 3.

ARTICLE V DUES AND ASSESSMENTS

(A) Each member of the Local shall pay minimum membership dues of two hours pay per month in accordance with Convention action.

NOTE: Changed to 2 1/4 hours pay per month by CWA Convention action June 1990, effective January 1991.

(B) Special assessment may be levied in cases of emergency or when income from dues and initiation fees is inadequate to finance necessary expenses of the Local. Before a special assessment shall be levied, the reason for the assessment shall be given to membership subject thereto, and approval secured at a regular membership meeting by a majority vote of those present and voting on the question.

(C) Except for Convention action, dues shall not be increased without a referendum of the membership and approval secured by a majority vote of the members voting on the question. Voting shall be by mail ballot.

(D) It shall be the responsibility of the members to inform the Secretary-Treasurer of the Local if their dues are incorrect. In no instance shall a refund exceed the difference between actual and proper dues rates for more than ninety (90) days.

ARTICLE VI DUTIES OF THE MEMBERS

(A) To support and abide by the Communications Workers of America's Constitution and By-Laws of the Local.

(B) To vote their convictions in all Local elections and matters submitted to a vote, and abide by the will of the majority, subject to the rights of appeal.

(C) To bring to the attention of the Local any violation of the Communications Workers of America's Constitution and the Local By-Laws, or any unsatisfactory working conditions, or any action by members which is detrimental to the welfare of the Local, the Union, or its members.

(D) To attend general membership and group meetings, and to keep Stewards and Officers informed of changes in name, address, and telephone numbers.

(E) To help organize and sign new members whenever possible.

(F) To support all programs of the Union.

ARTICLE VII MEETINGS

(A) Local membership meetings shall be held monthly on the first Thursday of each month, and they shall be called to order at 7:30 P.M. Any number of members present at a Local Membership Meeting shall constitute a quorum. The meeting shall adjourn no later than 9:00 P.M., except by a majority vote of those members present and voting. Meeting dates may be changed or cancelled by the Executive Board, subject to membership approval.

(B) Notice of Local meetings shall be given seven (7) days in advance.

(C) Special meetings of the Local may be called by the Executive Board, or by a petition of fifty (50) members presented to the Secretary-Treasurer with not less than four (4) days notice.

(D) A group meeting may be called by a District Steward, a Chief Steward, or any Officer with not less than four (4) days notice. Any Officer may attend any group meeting if he or she so chooses.

(E) There shall be monthly meetings of the Executive Board with the Officers.

(F) A majority of the Executive Board members shall constitute a quorum.

(G) There shall be monthly meetings of the District and Chief Stewards with the assigned Officers and quarterly meetings with all the Officers.

ARTICLE VIII

CONDUCT OF MEETINGS

(A) Membership meetings of this Local shall be conducted in accordance with these By-Laws and the Communications Workers of America's Constitution. On questions where Local By-Laws or the Constitution does not clearly apply, "newly revised Robert's Rules of Order" shall govern.

(B) When a member intends to make a motion to table, warning of the maker's intent must be given, and the motion to table shall not be made until the introducer of the motion is given three (3) minutes to speak on the motion if he desires. A motion to table shall require a two-thirds majority vote.

(C) A vote will not be taken on any issue until at least one member has an opportunity to speak for and one against the motion.

(D) No person shall speak beyond a reasonable period of time, not to exceed five (5) minutes at one time on a question on the floor.

(E) The order of business at a Local meeting shall be as follows:

1. Call to order
2. Appointment of Sergeant-At-Arms
3. Appointment of Parliamentarian - From among the dues paying members present.
4. Reading of Minutes
5. Reading of Communications
6. Reports of Officers
7. Reports of Committees
8. Reports of Delegates
9. Unfinished Business
10. New Business
11. Good and Welfare
12. Adjournment

(F) The order of business may be suspended by a two-thirds vote of those present and voting.

(G) Motion to adjourn requires a two-thirds vote of those present and voting.

ARTICLE IX OFFICERS AND THEIR DUTIES

(A) The Officers of the Local shall include a President, three Vice Presidents, and a Secretary-Treasurer.

(B) The term of office for Local Officers shall be for three (3) years, and newly elected Officers shall take office no later than December 31st of the election year.

(C) A person elected to an office of the Local, after meeting all qualifications, shall be duly installed upon taking the following oath:

“Do you hereby accept the office of _____, Local 6222, Communications Workers of America, with the full knowledge of the responsibilities and duties of such office? Do you promise to faithfully discharge all duties according to the By-Laws and rules of this Local, the Communications Worker of America’s Constitution, and the policies of the Union? Do you further promise to give to your successor in office all books and records in your possession? Will you at all times endeavor to serve your Local and the Union to the best of your ability, so help you God?”

(D) Duties of the President:

1. Except for vacations, illness, or absence for Union business, the President shall preside at membership meeting and meetings of the Executive Board,
2. The President shall be responsible for carrying out policies of the Local in accordance with the By-Laws and mandates of the members;
3. The President or designated Vice President shall be responsible for appealing grievances to the higher levels of the Company.
4. The President shall have such additional duties as may be assigned by the Local or the Executive Board, or required by the Constitution and policies of the Union.

(E) Duties of the Vice Presidents: The Vice Presidents shall work under the directions of the President, and shall perform such duties as may be assigned by the President or the Executive Board of the Local.

(F) Duties of the Secretary-Treasurer:

1. The Secretary-Treasurer shall maintain a record of the Local membership, and be responsible for the minutes of all Local and Executive Board meetings.
2. The Secretary-Treasurer shall be custodian of all assets of the Local.
3. The Secretary-Treasurer shall pay all bills approved for payment by the President, maintain adequate records of the same, and make a monthly report at each Local meeting.
4. The Secretary-Treasurer shall furnish the Communications Workers of America District Vice President and Secretary-Treasurer with two copies of any change in the Local By-Laws.
5. The Secretary-Treasurer shall be responsible for furnishing the Communications Workers of America's Secretary-Treasurer with all forms which are required by State and Federal laws.
6. The Secretary-Treasurer shall perform other duties as may be assigned by the President or Executive Board of the Local.
7. The Secretary-Treasurer shall work with the Finance Committee to present the yearly budget to the Executive Board for approval.

ARTICLE X NOMINATIONS AND ELECTIONS OF OFFICERS

(A) Candidates for office in the Local shall be nominated at the regular membership meeting in the month of September of every third year, beginning in 1972.

(B) Before any member is eligible for nomination as a Local Officer, they must have attended six (6) out of the last twelve (12) regular membership meetings. They may be excused for vacation, illness of themselves or an immediate family member, bearevment of an immediate family member, other Union business, attending an out-of-town Company school, or for being required to work evenings or nights because of lack of seniority, provided our Union is notified priopr to the meeting.

(C) To – Elections of Local Officers shall be by electronic secret ballot vote of the membership.

(D) Officers shall not be eligible to serve on the Election Committee.

(E) Nomination and election for the office of President, Vice President, and Secretary-Treasurer shall also be considered as nomination and election as Delegates to the CWA National Convention.

(F) A special election may be called by the Executive Board to fill any vacant office or newly created office.

(G) All elections of Officers will be handled in compliance with the CWA Constitution and Federal Election Laws.

(H) Individuals seeking Officer status shall be ineligible to run for more than one (1) position at a time.

ARTICLE XI RECALL OF LOCAL OFFICERS

An elected Officer of this Local may be recalled in accordance with the provisions of Article XX, Section 2, and Article XXII, Section 9, of the CWA Constitution.

ARTICLE XII EXECUTIVE BOARD

- (A) The Executive Board shall consist of the Officers (5) , one (1) member from the Printing Sector, one (1) member from AT&T Mobility Retail, one (1) member from Mobility WFH, one (1) member from DirecTV Call Center, one (1) member from AT&T Marketing Business, one (1) member from AT&T I/R Craft, one (1) member from AT&T Construction, one (1) member from AT&T Inside Craft and Clerical, one (1) member from Out-of-Towns, one (1) member from Mobility Fraud, one (1) member from ASI, one (1) Retired Member, one (1) member from AT&T Switching, and one (1) member from AT&T Uverse, and one (1) member from AT&T Entertainment Services.

(B) Executive Board members and alternates shall be nominated at the regular membership meeting in the month of September of every third year, beginning in 1972.

(C) Before any member is eligible for nominations to an Executive Board position, they must have attended six (6) out of the last twelve (12) regular membership meetings. They may be excused for vacation, for illness of themselves or an immediate family member, bereavement of an immediate family member, other Union business, attending an out-of-town Company school, or for being required to work evenings or nights because of lack of seniority, provided our Union is notified prior to the meeting.

(D) The election shall be by mailed secret ballot vote of the membership. Ballots shall be returned no later than the first day of November of each election year.

(E) The term of office for the Executive Board members shall be for three (3) years, and the newly elected Board members shall take office no later than December 31st of the election year, concurrent with those of the Local Officers.

(F) Executive Board members shall attend every Executive Board meeting and one of the other meetings (Local meeting or group meeting) each month. The membership shall be advised in a Local meeting of the failure of any Executive Board member to comply with this Article.

(G) Executive Board members shall not be eligible to serve on the Election Committee.

(H) All Elections of the Executive Board members will be handled in compliance with the CWA Constitution and Federal Election Laws.

ARTICLE XIII STEWARD SYSTEM

The Steward System shall be as follows:

(A) The Steward System for all Departments shall serve geographical areas and groups as determined by the Executive Board and approved by the membership.

(B) District Stewards, Chief Stewards, and Job Stewards shall be elected by the particular group or unit by balloting within the group or unit.

1. The President may appoint a Chief or District Steward at those locations where attempts have been made to conduct an election and the members do not choose to do so, or to fill temporary vacancies.
2. The District and Chief Stewards may appoint Job Stewards at those locations where attempts have been made to conduct an election and the members do not choose to do so, or to fill temporary vacancies.
3. Any time a District or Chief Steward is on an extended absence or disability (excluding vacation) to exceed two weeks, the Executive Board shall be empowered to fill the vacancy until the elected person returns to work.
4. When a District Steward is on vacation or other business for one week or more, his/her replacement will be a Chief Steward whenever possible.

(C) Elections of District, Chief, and Job Steward shall be every three (3) years, beginning in 1971. They shall assume their positions on the first day in January following the elections, and they shall serve for a term of three (3) years.

(D) Nominations of District and Chief Stewards shall be conducted by a Local Officer at the particular meeting. If only one person is nominated for the particular Steward's position, he/she shall be declared elected unanimously. If there are two nominees for any particular Steward's position, the election shall be by secret ballot poll vote. Voting shall begin at this meeting, and it shall continue at a polling place at a later date, not to exceed thirty (30) days. If there are more than two nominees for any particular position, their number will be reduced to two (2) by secret ballot of those present and voting in the group meeting. The two nominees receiving the highest number of votes shall be placed on the secret ballot poll vote. If no protest is raised at the next Local membership meeting, the ballots may be destroyed.

(E) District and Chief Stewards must attend three (3) monthly meetings: the Local membership meeting, District and Chief Stewards meeting, and the particular group meeting. The only exception would be group meetings for any group that does not have a monthly meeting. If a District or Chief Steward works nights by their own choice, they shall be required to attend all three (3) monthly meetings without lost time being paid by the Union. If a District or Chief Steward is forced to work nights because of seniority, they shall be required to attend all three (3) monthly meetings with necessary lost time being paid by the Union. A District or Chief Steward may be excused from only six (6) regular membership meetings, only six (6) District and Chief Stewards meetings, only six (6) group meetings in the calendar year except for reasons covered in Article XIII, Paragraph B, Section 3, and for illness of themselves or an immediate family member, other union business, bereavement of an immediate family member, or attending an out of town company school, and the Union must be notified prior to the meeting. Their office may be declared vacant if subsequent required meetings are missed, subject to review of the Executive Board and the membership. District and Chief Stewards are excused while on vacation.

1. The only exception to this Article will be the District Stewards that represent out-of- towns.
2. Out-of-Town District Stewards must attend quarterly meetings.

(F) A person elected or appointed a District or Chief Steward, after meeting all qualifications, shall be duly installed upon taking the oath of office as shown in Article IX, Paragraph C.

(G) Nominations of Out-of-Town District and Job Stewards shall be made at a called meeting of that particular group every three (3) years. Voting at this meeting may be by show of hands, provided all members of the groups are afforded an opportunity to be present. If, because of scheduled hours, this is not possible, any other method may be devised which affords all members of the groups an opportunity to vote. In any Steward¹'s election, a majority vote of those voting is required to be elected.

(H) A person elected or appointed to District or Job Steward in Out-of-Town locations; after meeting all qualifications, shall be duly installed upon taking the oath of office as shown in Article X, Paragraph C, or upon signing an affidavit signifying the same.

(J) When a District, Chief, or Job Steward is upgraded to a management title, even though temporary, he/she shall immediately be relieved of the position and an election be held to replace him/her.

(K) All Stewards shall be required to participate in and carry out all Union programs adopted by the Executive Board or membership. To fail to do so could result in their removal from office by the Executive Board, subject to the right of the membership to overrule such action.

(L) District Stewards will report directly to the Vice President of their assignment. Chief Stewards will report directly to District Stewards. Job Stewards will report directly to Chief Stewards or District Stewards where there are no Chiefs.

(M) All Stewards shall be required to attend first and second day Basic Unionism Schools the first year after their election.

(N) No individuals shall hold more than one (1) District or Chief Steward position at the same time.

(O) Individuals shall only be eligible to run in one (1) District or Chief race at a time.

ARTICLE XIV RECALL

(A) District, Chief, and Job Stewards may be recalled in the following manner:

1. A written petition calling for a recall vote shall be signed by at least 20% of the members entitled to vote on the Executive Board member or particular Steward. This petition shall also set out the alleged reason for the recall, stating offenses and dates.
2. The petition shall be filed with the Local Secretary-Treasurer.
3. After the Secretary-Treasurer has received the recall petition, the Secretary-Treasurer will then submit the petition to the Executive Board. The Executive Board will investigate the charges and publish the findings to the membership, at least seven (7) days prior to the recall election.
4. A meeting of the group entitled to vote shall be called as soon as possible for the purpose of voting on the recall petition.
5. An affirmative vote of two-thirds of the members voting on the recall petition shall be required.
6. Anyone so removed shall not be eligible for any office within the Local for ninety (90) days from the date of the removal.

ARTICLE XV LOCAL COMMITTEES

(A) The Local shall establish the following standing committees: Budget, By-Laws and Rules, Community Services, Education, Technology, Election, Finance, Legislative, Membership, Organizing, Picket, Equity, Public Relations, Strike Policy, Women's, Retiree Committee, and such other committees as may be necessary for the well being of this Local.

(B) The Finance Committee shall consist of five (5) members in good standing and able to attend committee meetings.

(C) The Picket Committee shall consist of the District and Chief Stewards who shall elect a Director from among their number. The Strike Policy Committee shall consist of the Executive Board members and the Director of the Picket Committee. The Budget, By-Laws and Rules, and Membership Committees shall consist of the Executive Board.

(D) Members of standing committees shall be members in good standing of this Local; able to attend committee meetings and be approved by a majority vote of the Executive Board, subject to the right of the membership to overrule such approval.

(E) A member of any committee of the Local may be removed by a majority of the Executive Board, subject to the right of the membership to overrule the action of the Executive Board. A committee member may also be removed by action of the Local membership in a regular membership meeting.

(F) Terms of the Committee members shall be for three (3) years concurrent with the District and Chief Steward's term of office.

(G) Members of a given committee shall elect one of their number to serve as Director and one as Co-Director. These elections are subject to the approval of the Executive Board.

(H) The Membership Committee shall accept all applications for membership except those applicable under Article IV, Paragraph C.

(I) Direct financial assistance to any member shall be by the approval of the President, or by two-thirds of the Community Services Committee present and voting.

(J) Each standing committee shall, by the February Executive Board meeting each year, submit in writing committee objectives to the Executive Board for approval. Such approval shall be by majority vote, subject to the right of the Local membership to overrule such approval.

(K) A member of the Election Committee shall be excused from any election in which he/she is a candidate.

ARTICLE XVI VACANCIES

(A) In the event of a vacancy in the office of the President, the Vice President with the most seniority (as an Officer) shall serve as the President until an election shall be held. Nominations for President shall be made at the next regular membership meeting following a vacancy in the office of the President. The election shall be conducted by mailed secret ballot vote of the membership. The member elected shall serve as President until the next regular election.

If a Vice President is elected as President, the vacancy shall be filled by appointment by the Executive Board, subject to the approval of the membership, and shall assume all the responsibilities of that office until an election shall be held.

Vacancies in the offices of Vice Presidents and Secretary-Treasurer shall be filled by an election in the same manner as successor to the President is chosen.

(B) Vacancies on the Executive Board shall be filled by the Alternate for the particular group where the vacancy occurs.

If there should not be an Alternate, the Executive Board shall designate a successor having the same constitutional qualifications as the member whose place he shall serve until the next regular election.

(C) Vacancies in the positions of District Stewards, Chief Stewards, and Job Steward, shall be filled in the same manner as the original election.

(D) Vacancies of Committee Director and Co-Director shall be by the Committee Rule, subject to the approval of the Executive Board.

ARTICLE XVII GOVERNING AUTHORITY

(A) The affairs of the Local shall be governed by its' membership in the following manner:

1. By adhering to the provisions of the CWA Constitutions and By-Laws of the Local.
2. By the Local meetings as the highest authority of the Local, subject to

the right of referendum of the membership.

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3. By the Executive Board of the Local exercising authority between Local meetings, in accordance with Local By-Laws and the mandates of the members, and subject to the right of appeal to the Local meeting, the referendum, and the recall.

4. By the Local Officers between Executive Board meetings and Local meetings, in accordance with Local By-Laws and the mandates of the membership, subject to the right of appeal to the Executive Board, the Local meeting, the referendum, and the recall.

5. By the President as the principal Executive Officer of the Local, who shall have the authority to carry out the policies of the Local in accordance with the Local By-Laws and the mandates of the members, subject to the right of appeal to the Executive Board, the Local meeting, the referendum, and the recall.

(B) The Executive Board shall have the authority to:

1. Call special meetings of District, Chief, or Job Stewards.

2. Select a Certified Public Accountant to audit the financial records at the end of each fiscal year.

3. Assign to the Officers and/or Executive Board members supervision of the various committees.

4. Hire the personnel which may be necessary to carry out the objectives of the Local, and to fix compensation of such personnel within the limitations of the budget approved by the Local. The Board shall not hire anyone who is a relative of an Officer, Executive Board member, District Steward, Chief Steward, Committee Director, or Co-Director.

5. Approve expenditures not included in the budget up to \$1,000.00 without Local's approval, and emergency Building Maintenance expenditures without membership approval.

6. Interpret these By-Laws, except as they may be interpreted by a two-thirds vote of members present in a Local meeting.

7. Remove District, Chief, and Job Stewards upon proof of negligence, inefficiency, or failure to fulfill their Oath of Office.

A person who has been removed by the Executive Board may appeal to the membership by submitting to the Local Secretary-Treasurer, within thirty (30) days, a written notice of his appeal. He may then appeal at the regular membership meeting following his compliance with the above.

Anyone so removed shall not be eligible for any office within the Local for ninety (90) days from the date of removal.

8. Recommend the establishment of additional groups when it is considered necessary to better serve the members, and such action will be within the

limitations of the budget.

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ARTICLE XVIII GRIEVANCES

(A) In general, grievances will be processed by the District or Chief Steward of the particular group. The Chief Steward where practicable, may delegate to the Job Steward authority to process grievances within their jurisdiction. In such cases, the grievance shall be referred to the District Steward or Chief Steward, who shall proceed with the grievance through proper channels.

(B) In any grievance meeting at any level of Management, or any informal grievance, there shall be no less than two representatives of the Union.

(C) In any meeting, formal or informal, with Management at the Division level, the meeting shall be arranged by a Local Officer and there shall be at least one (1) Local Officer present; however, the President may designate a representative to replace an Officer.

ARTICLE XIX REFERENDUM

The Election Committee shall conduct all referendum submitted to the membership.

The Committee shall not dispose of any ballots until ordered to do so by the Local, or as may be allowed by law.

ARTICLE XX CWA CONVENTIONS

(A) Subject to membership approval, all delegate positions, other than all Officers who are automatic, shall be an equal number of inside and outside members

1. The President shall have the authority to limit the number of automatic Delegates and elected Delegates if finances deem it necessary. (Intent: This action will be referred to Executive Board and Membership prior to nominations of Delegate.)

(B) Delegates and Alternates to the Convention shall be nominated in the February Membership meeting. Notices of the meeting shall state that nominations for CWA Convention Delegates and Alternates, and voting thereon, will take place. Nominations may be made by any member of this meeting in accordance with the allocation as proposed by the Executive Board and approved by the membership. The election shall be by secret poll vote.

(C) Before any member is eligible for nomination as a Delegate or Alternate to the CWA Convention, they must be a member in good standing and be current on their dues, and they must have attended six (6) out of the last twelve (12) regular membership meetings. They may be excused for vacation, illness, other Union business, attending an out-of-town Company school, or for being required to work evenings or nights because of lack of seniority, provided our Union is notified.

(D) Nominations shall be made from the floor and the names written on the blackboard. Nominations for one position at a time will be made. Speeches for nominees shall not exceed two (2) minutes.

(E) The Election shall be by secret ballot poll vote. Voting shall begin in this meeting and it shall continue at a polling place designated by the Election Committee at a later date, not to exceed thirty (30) days. When there are more than two (2) nominees for a particular position, all names will be placed on the ballot and an election will be held. A plurality vote shall determine the winner with the next runner up the Alternate.

(F) The Election Committee, at the conclusion of the voting, shall count the ballots as soon as possible and notify the Secretary-Treasurer of the results. The Secretary-Treasurer will notify the Executive Board of the official election results.

(G) The Secretary-Treasurer shall certify the CWA Convention Delegates to the Secretary-Treasurer of the Union, and the number of votes allocated as equally as possible among Delegates.

(H) All elections of CWA Convention Delegates will be handled in compliance with the CWA Constitution and Federal Election Laws.

ARTICLE XXI FINANCES

(A) For work authorized by the Local, payment shall be made for expenses incurred for meals, travel, lodging, and car expenses in amounts that are reasonable and necessary as determined by the Executive Board.

The number of people attending conventions and conferences at Local expense, shall not exceed that provided in the budget adopted by the Local.

(B) There will be no lost time paid at a premium rate.

(C) Motions made in membership meetings involving expenditures of money shall not be voted on until the next meeting, after proper notification to the membership.

(D) A Certified Public Accountant shall audit the books at the close of each fiscal year, beginning October 1st and ending September 30th, and the report shall be made available to the membership at the next Local meeting.

(E) All Local Officers who handle Union funds will be bonded in an amount that is set forth by the Labor Management Reporting and Disclosure Act or the Communications Workers of America Convention.

(F) When any committee has exhausted its annual allotment of funds, it shall not make any further expenditures until the membership approves additional funds. Any funds remaining in committee at the end of the year will be carried over to the next year.

(G) Stipends

1. Local President shall receive a stipend of \$300.00 per month.
2. Local Vice-Presidents shall receive a stipend of \$300.00 per month.
3. Local Secretary/Treasurer shall receive a stipend of \$300.00 per month.
4. Executive Board Members shall receive a stipend of \$25.00 per month unless they are also a District or Chief Steward.
5. District Stewards shall receive a stipend of \$160.00 per month unless they are also on the Executive Board and then they will receive \$165.00 per month.
6. Chief Stewards shall receive a stipend of \$150.00 per month unless they are on the Executive Board and then they will receive \$155.00 per month.
7. Any member who receives a stipend from Local 6222 each month must attend 6 out of the last 12 Membership Meetings. No stipend will be received during any month the member is not in compliance. The member may be excused for illness of themselves or an immediate family member, vacation, bereavement of an immediate family member, other union business, attending an out of town company school, or for being forced to work evenings or nights because of lack of seniority, provided our union is notified prior to the meeting.

ARTICLE XXII GENERAL PROVISIONS

(A) All motions passed in meetings which establish a policy of the Local or constitute a mandate to the Officers or Executive Board, shall be recorded separately from the minutes, and such record maintained in the Local files.

(B) There shall be no roll call vote of any group or department on any question; however, recommendations from a group or department will be considered.

(C) The Secretary-Treasurer shall send flowers in the event of the death of a member or

death in the immediate family of a member or members in good standing. In the event of a death where there are multiple members in the deceased's immediate family, the Secretary-Treasurer shall send upon request a commemorative gift in honor of the deceased to each member in good standing who is an immediate family member of the deceased. Immediate family shall consist of father, mother, husband, wife, and children. The amount of money spent shall be reasonable in the judgment of the Secretary-Treasurer.

(D) There shall be no proxy voting; all poll votes shall be from 9:00 A.M. to 9:00 P.M.

(E) Any group withdrawing from the jurisdiction of the Local shall have no claim to property or assets of the Local, nor be responsible for any liabilities of the Local.

(F) Local Officers shall not be denied or deprived of any benefits while serving as Local Officers, which would normally be provided by the principal employer.

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(G) Any member eligible to represent this Local in any elected capacity, excluding Job Stewards, must have attended six (6) out of the last twelve (12) regular membership meetings. They may be excused for vacation, illness of themselves or an immediate family member, other Union Business, attending an Out-of-Town Company school, or for being required to work evenings or nights because of lack of seniority, provided our Union is notified prior to the meeting.

(H) Effective January 1, 2003, Local Officers shall be paid the difference between their employer's pay and/or their monthly pension annuity as provided by the principal employer from their established salary.

ARTICLE XXIII CHARGES, TRIALS, AND APPEALS

(A) Members of this Local may be fined, suspended, or expelled for any of the acts enumerated in Article XIX of the CWA Constitution.

(B) Any accused person shall be tried under the provisions of Article XX of the CWA Constitution.

(C) A member or Officer of this Local, upon being found guilty by a Local Trial Court, may appeal as provided in Article XX, Section 4 of the CWA Constitution.

(D) A Trial Court of this Local shall consist of a Prosecutor, a Presiding Officer, and not less than three (3) nor more than seven (7) Jurors. Jurors shall be selected at random from the master membership list, according to a number drawn between one (1) and twenty-four (24), which shall designate the position on the page; i.e. the number drawn is 10; therefore, the tenth (10th) person on each page would be selected. One hundred (100) names will constitute a Jury List. Each person on that list would then be sent a letter informing them they had been chosen, and explaining the duties of the office. Any

of those chosen who could not serve would be required to give their reason at that time. Jurors shall hold no office above Job Steward.

(E) A Prosecutor and an alternate, and a Presiding Officer and an alternate, shall be appointed by the Executive Board for terms of three (3) years. Panel members elected in 1978 and thereafter shall serve three-year terms.

(F) If the Prosecutor determines that probable cause does exist, the trial shall be held speedily with due notice to the accused.

(G) It shall be the duty of the Secretary-Treasurer to arrange the time and place of the trial, to keep a faithful record of the proceedings, and to give notification of decisions and penalties, if any, to the accused within five (5) days after the close of the trial.

(H) The members of the Trial Court shall be bound to render a decision and impose penalty without bias or prejudice, based on the evidence presented. The decision of the jury must be unanimous before any member shall be removed from office, expelled from the Union, or fined more than the total of four (4) months' dues.

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(I) Duties of the Presiding Officer shall be:

1. Preside over the Trial Court during submission of evidence by the Prosecutor, witnesses and accused, and over the Trial Court when they retire to render a decision.
2. Present the case before the Trial Court.
3. Conduct the proceedings according to parliamentary law.
4. Present the rules governing trials and appeals.
5. Administer the oath to the accused and witnesses.
6. Assume no jurisdiction or judicial authority and remain neutral in words and actions at all times.

(J) Trial procedure shall be as follows:

1. Accused persons shall be tried separately.
2. Witnesses shall be called as needed and not be spectators during trials.
3. All witnesses shall testify under oath, and the accuser shall be required to attend the trial to act as witness.
4. The members of the Trial Court shall be permitted to further question the accused and witnesses on points of information and clarification.
5. Spectators may attend trials, but must remain silent and not participate in the proceedings in any way.

ARTICLE XXIV STRIKES

(A) A strike called by and affecting only this Local may be terminated by a majority vote of the members present and voting, in a meeting called for the purpose, upon direction of the Executive Board and of the Union, or by the CWA Convention.

(B) The Strike Committee shall establish and maintain a strike organization in a strike emergency, and shall establish policy for conduct of a strike, so long as such policy does not conflict with policies of the International. The Strike Policy Committee shall have authority to terminate any strike within the jurisdiction of this Local. Local strikes shall be conducted in accordance with rules and procedures as determined by the National Executive Board.

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ARTICLE XXV AMENDMENTS

(A) Proposed amendments to these By-Laws may be submitted only in the months of June and July in the regular Local meeting; except that in circumstances of an emergency nature, the Local by a three-fourths majority vote of those members present and voting in a membership meeting shall declare an emergency and submit amendments as desired.

(B) Proposed amendments, emergency or otherwise, submitted in a regular meeting may be clarified or amended in the 1st meeting. Discussion and voting on the proposed amendment, as amended, shall be done at the next regular meeting.

(C) A majority vote of those present and voting shall be required to effectuate the proposed amendments.

(D) Amendments and appeals adopted in a meeting shall become effective not less than thirty (30) days following the meeting.

(E) When the By-Laws Committee advises of intention to submit proposed amendments in a regular meeting, the notice of the meeting shall so state. Notices of the second meeting, when proposed amendments will be voted on, shall also state what amendments are to be voted on.

(F) Whenever a referendum on a dues increase has been approved by a majority vote, Article V, Paragraph A, shall be considered as automatically amended to provide for the new dues amount.

ARTICLE XXVI ADOPTION

The By-Laws shall be adopted upon the approval of a majority of members voting upon their adoption in a membership meeting.

(November 2025)

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