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Article I – NAME

This Local shall be known as Local 6508, Communications Workers of America.

Article II – JURISDICTION

Jurisdiction of the Local shall be the jurisdiction assigned by the Union and appearing on the face of the Local Charter.

Article III – OBJECTS

The objects of Local 6508 shall be to represent and serve the workers within its jurisdiction in accordance with the By-Laws of the Local and the Constitution and policies of the Union.

Article IV – LOCAL STRUCTURE

The structure of the Local shall consist of the following:

1. The Membership
2. The Officers
3. Executive Board
4. Chief Stewards
5. Stewards
6. Committees

Article V – MEMBERSHIP

Section 1- Eligibility:

Any person eligible to membership in the Communications Workers of America, as defined in the Article V, Section 1 of its Constitution, shall be eligible for membership in this Local if performing within the Local's assigned jurisdiction, or if employed on a part time or full time basis by the Union.

(Article V, Section 1 – Union Constitution)

- (a) All persons engaged in the communications field and other fields of endeavor, both public and private sectors, excepting those excluded by law, shall be eligible for membership in the Union.
- (b) All persons who are officers of labor organizations representing workers within the jurisdiction of the Union shall be eligible for membership in the Union.
- (c) Members of the Union who are on leaves of absence from their employment or who are employed on a full-time or part-time basis by the Union or a Local or who are or may be retired for any reason may continue to be active members.
- (d) No person, otherwise eligible for membership, shall be denied membership in the Union because of sex, race, color, creed or nationality.
- (e) No person, otherwise eligible for membership in this 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.

Section 2 – 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 on behalf of the Local, subject to the right of the Local to overrule the decision of the Membership Committee.

Section 3 – Transfer:

The transfer of membership from this Local to the jurisdiction of another Local and from another Local to the jurisdiction of this Local shall be made in accordance of Article V, Section 3 of the Union Constitution.

(Article V, Section 3 – Union Constitution)

- (a) The Executive Board shall establish rules and procedures for the transfer of the membership of a member of the Union who changes employment from the jurisdiction of one Local to another.
- (b) The transferred member shall not be required to pay an initiation fee if the transfer is initiated not later than thirty (30) days after the effective date of the change of employment.
- (c) The member shall be granted such transfer of membership if the member is in good standing.
- (d) All Locals shall be supplied with certificate of transfer forms by the Union.
- (e) Members of the Local who are or may be retired for any reason, or who are, or who may be on leaves of absence, may continue to be active members or to assume the status of associate members. In the event that any such person elects to become an associate member, the person shall lose voting privileges but shall not be required to pay dues.

Section 4 – Member in Good Standing:

A Member in Good Standing shall be described as a dues paying member whose dues have been checked off under a collective bargaining agreement and who has not been suspended, fined or expelled.

Article VI – LOCAL DUES AND ASSESSMENTS

Section 1 – Local Membership Dues:

Each member of the Local shall pay membership dues in the amount approved by the membership. Membership dues may be changed only by a majority vote 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, provided the question has **been mailed postage prepaid** to each member at

his or her last known address at least seven (7) days in advance of the meeting. Membership dues established by the Local shall not be less than the minimum dues established by the Convention. The amount of dues approved by the membership shall be on file with the Secretary-Treasurer of the Local.

Section 2 – Local Special Assessments:

The membership of this Local may levy a special assessment in the same manner as provided for changing Local dues. However, any special assessments levied shall be in compliance with Article VI, Section 3 of the Union Constitution.

(Article VI, Section 3 – Constitution)

- (a) Locals may levy a special assessment in cases of emergency or when income from dues and initiation fees is inadequate to finance necessary expenses of the Local.
- (b) Before a Local may levy a special assessment it shall:
 - (1) Give the 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, after reasonable notice of the intention to vote upon such question, or by majority vote of the members in good standing voting in a membership referendum conducted by secret ballot.

Section 3 – Non-Payment of Dues, Fines and Assessments:

A member in default without good cause, in the payment of any installment of dues or any fine or assessment for sixty (60) days from the date of such amount become due, shall be automatically suspended from the rights of membership and if the default continues without good cause for an additional thirty (30) days, after notice in writing from the Local Secretary, shall be automatically expelled from the Union. “Good Cause” shall be that which the governing body of the Local determines to be good cause.

Article VII – 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 meeting and by referendum of the membership.
- (b) By actions and decisions of the Executive Board between membership meetings. The Executive Board shall consist of the President, Executive Vice-President, Secretary-Treasurer and Chief Stewards.
- (c) The actions and decisions of the Executive Board may be overruled by the membership in a Local meeting or by referendum.

Article VIII – LOCAL MEETINGS

Regular meetings of this Local shall be held on the third Monday of each month in Little Rock and the Tuesday following that Monday meeting in South Arkansas. The location of the Tuesday meeting will be at the discretion of the President. Special meetings may be called by a majority vote of the Local Officers, or by a petition signed by 10% of the members. Upon receipt of a proper petition the Local Officers shall call a special meeting to be held within ten (10) days.

Article IX – LOCAL DELEGATES AND INTERNATIONAL CONVENTION

- A. The President shall be a delegate and Chairman of the delegation in the event there is more than one delegate.
- B. The Secretary-Treasurer shall be the second delegate in the event there is more than one delegate.

- C. The Executive Vice-President shall be the third delegate in the event the Local sends more than two delegates.
- D. All alternates in the event the Local sends any alternates, shall be elected by a plurality vote, secret ballot.
- E. The number of delegates and alternates shall be designated by the membership each year following the provision of the Union Constitution. Convention votes shall be assigned to each delegate following the provisions of the Union Constitution.
- F. All alternates, to be eligible candidates, shall be defined as in Article XV, Section 4, Paragraph D in the Local By-Laws
- G. It shall be the duty of the Secretary-Treasurer of the Local to certify the Local Delegation to the International Convention to the Secretary-Treasurer of the Union within the time limits specified in the Union Constitution.

Article X – LOCAL COMMITTEES

Section 1 – Local Committees

- A. The Local shall have the following regular Committees:
 - 1. Education Committee
 - 2. Election Committee
 - 3. Organizing Committee
 - 4. Legislative Committee
 - 5. Membership Committee(s)
 - 6. Community Service Committee
 - 7. Publications Committee
 - 8. Ways & Means Committee
 - 9. Health & Safety Committee
 - 10. Equities Committee
 - 11. Women’s Committee
- B. Committee Chairpersons shall be appointed by the President subject to the approval of the Executive Board. These

appointments will be subject to the right of the Local membership to overrule.

- C. The Chairperson of the Committee shall appoint members to the Committee subject to the right of the Executive Board to overrule such appointments.
- D. Vacancies on Committees shall be filled in the same manner as the original appointments.
- E. A Chairperson or any member of any Local Committee may be removed by majority vote of the Executive Board, subject to the right of the Local to overrule the action of the Executive Board. A Committee Chairperson or any Committee member may also be removed by action of the Local in a membership meeting.

Section 2 – Duties of the Committees

- A. Education Committee...The Education Committee shall assist in developing the Local's Education program and with the Local's Officers and Stewards, be responsible for effectuating the Union's and Local's Education programs. The Education Committee will also administer and be responsible for the Local 6508 Scholarship Fund.
- B. Election Committee...The Election Committee shall conduct all nominations and elections and referenda of this Local.
- C. Organizing Committee...The Organizing Committee shall assist the Local Officers and Stewards in organizing all members within the Local's jurisdiction.
- D. Legislative Committee...The Legislative Committee shall assist in developing and pursuing the program of the Union and the Local in the Legislative field. It shall be responsible for the Local's program to register each qualified voter.
- E. Membership Committee...The Membership Committee or Membership Committees shall accept or reject membership

applications in accordance with the By-Laws and rules of the Local and the Constitution and policies of the Union.

- F. Community Services Committee...The Community Services Committee shall encourage equitable labor representation on agency boards and committees, stimulate labor participation in formulating agency policies and programs, develop techniques and methods to interpret for union members' agency programs and practices, assist union members, their families, and other citizens in a time of need, plan for union participation in civil defense and disaster relief programs and operations, help in the development of health and welfare services such as blood banks and multiple screening, coordinate fund raising drives through voluntary federation wherever possible for voluntary health and welfare services, cooperate with other agencies in dealing with and in solving social welfare problems, and participate in all genuine efforts designed to improve work standard and practices.
- G. Publications Committee...The Publication Committee shall be responsible for the periodic publication of a Local 6508 Newsletter and also responsible for the mailing of the Local Newsletter to the members' last known address. The frequency of publication of the Local Newsletter will be determined by the Executive Board subject to the right of the Local membership to overrule such decisions.
- H. Ways and Means Committee...The Ways and Means Committee shall present to the Local the budget for each calendar year.
- I. Health & Safety Committee...The Health & Safety Committee shall assist in developing and pursuing the program of the Union and the Local in the field of Health & Safety.
- J. Equities Committee...The Equities Committee shall work cooperatively with the Local Executive Board, Committees and Stewards to maintain fair and equitable representation for all members: therefore continuing the Local's policy of non-discrimination.

- K. Women's Committee...The Women's Committee shall assist in developing and pursuing the program of the Union and the Local in the field of Women's issues. They shall formulate strategies and programs to help the Women of this Local in dealing with the Union, co-workers, and managers.

Article XI – ORDER OF BUSINESS

- 1. Call to Order.
- 2. Action on minutes of previous meeting.
- 3. Report of Officers.
- 4. Report of Committees.
- 5. Old Business.
- 6. New Business.
- 7. Good and Welfare.
- 8. Adjournment at or before 9:30 p.m.

The order of business may be suspended by a majority vote of the members present.

Article XII – LOCAL OFFICERS

- A. The officers of the Local shall be:
 - 1. President
 - 2. Executive Vice-President
 - 3. Secretary-Treasurer
 - 4. Chief Stewards

Article XIII – DUTIES OF LOCAL OFFICERS AND STEWARDS

Section 1 - Duties of the President

- A. The Local President shall preside at meetings of the Local and shall be responsible for the conduct of the Local including:

1. The prosecution of grievances and appealing them to higher levels of the union, if not satisfactorily settled.
2. The President shall report on all current grievances to the Local and Executive Board at their regular monthly meetings.
3. Member ex officio of all committees of the Local.
4. The President shall be Chairperson of the Executive Board.
5. The President shall be the Chairperson of the Local Bargaining Committee and shall appoint members to the committee.

Section 2 - Duties of the Executive Vice-President

- A. The Executive Vice-President shall work under the direction of the President and shall perform such duties as assigned by the President and the Local.
- B. Shall be responsible for Chief Stewards and process all grievances (formal or informal) brought to him or her and such other duties as they may be assigned by the President of the Local.

Section 3 - Duties of the Secretary-Treasurer

- A. Maintain the record of the Local membership and shall keep minutes of all Local meetings and meetings of the Executive Board.
- B. Furnish both the District Director and the Secretary-Treasurer of the Union with two (2) copies of any changes in the Local By-Laws within ten (10) days after such changes are made.
- C. Be responsible for furnishing the Secretary-Treasurer of the Union with all proper forms signed by Local Officers which are required by State and Federal Laws immediately upon their execution.

- D. He or she and any other person who handles Local funds or property shall be bonded in accordance with the CWA Constitution and any State or Federal Laws and shall be custodian of all assets of the Local and shall make a report to each membership meeting.
- E. He or she shall cause the payment of all bills approved by the Local and Executive Board.
- F. All checks written, on the Local's bank account or savings account or any other monies disbursed by the Local, shall be countersigned by the President or Executive Vice-President of the Local.
- G. He or she shall perform such duties as may be assigned by the President of the Local.
- H. The Secretary-Treasurer shall keep all election records and ballots for a period not less than one (1) year or as prescribed by law.
- I. The Secretary-Treasurer shall report the expenditures and revenues since the previous meeting in each membership meeting.

Section 4 - Duties of the Chief Stewards

- A. The Chief Stewards of the Local will be:
 - 1. Two (2) Chief Stewards to represent all bargained for employees in the Metropolitan Little Rock Area Outside Workforce.
 - 2. Two (2) Chief Stewards to represent all bargained for employees as assigned by the Local's Governing Authority in the Metropolitan Little Rock Area Inside Workforce.

3. One (1) Chief Steward to represent all bargained for employees in the Conway/Morrilton Area.
4. One (1) Chief Steward to represent all bargained for employees in the South Arkansas Area.
5. Shall report to the Executive Vice-President.
6. Be responsible for the Stewards in his or her group and process all grievances (formal or informal) brought to him or her by Stewards in his or her group and such duties as may be assigned by the President of the Local.

Section 5 - Duties of the Stewards

- A. This Local shall have as many Stewards as deemed necessary by the Executive Board.
- B. The Stewards of the Local shall work under the direction of their assigned Chief Steward or Executive Vice-President. They shall also perform such duties and responsibilities as may be assigned by the President of the Local.

Article XIV – CONDUCT OF MEETINGS AND QUORUM

- A. Membership meetings of this Local shall be conducted under these BY- LAWS and RULES of the Local and in conformity of the Union Constitution. On questions where the Local By-Laws, the Local Rules or the Union Constitution do not clearly apply, ROBERT’S RULES OF ORDER shall govern.
- B. Due notice of the membership meeting shall be posted on bulletin boards or published in the Local Newsletter at least seven (7) days prior to the regular or special meeting. Members present at a Local membership meeting shall constitute a quorum.
- C. A majority of the officers or a majority of the members of a committee shall constitute a quorum for these bodies.

Article XV – NOMINATION AND ELECTION OF LOCAL OFFICERS

Section 1 – Nominations:

- A. Officers of Local 6508 shall be nominated from the floor at a special meeting held in Little Rock in September of the election year solely for the purpose of such nominations and the term of office shall continue until the next regular election. “Reasonable Opportunity” must be given members in good standing for nominating candidates of their choice. ”Alternate Method” --nomination of candidates may be by acclamation from the meeting floor of the meeting. “Alternate Method”— nomination of candidates shall be made by a nominating committee selected by the Local. The nominating committee shall make its report to the membership and its report may be amended by nominations from the meeting floor. Reasonable notice shall consist of announcements of nominations of officers at Local regular (or special) meeting and notification in Local publication.
- B. Chief Stewards are to be nominated by the group they serve and elected by that group.

Section 2 – Local Elections:

- A. Election of Officers shall be by secret ballot in the month of October every third year beginning in 1975. Ballots for the October election shall be mailed to each member in good standing at his or her last known home address at least fifteen (15) days prior to the election.

This amendment is to comply with the Constitution.

- B. All candidates except those elected by acclamation shall appear on a secret ballot, and the candidate receiving the majority vote shall be declared the elected official for such office. In case of a tie, succeeding secret ballots shall be taken until the tie is broken. The ballots mailed for a tie breaker shall occur no sooner than 11 days but no later than 30 days after the original

ballots were counted, to allow for any challenges that may be presented.

- C. The Election Committee shall cause an election ballot to be mailed to each eligible member of the local not later than fifteen (15) days following the nominations. The ballots shall contain the names of the candidates for each office and shall show the voter how the member is to indicate their choice. The ballots shall be enclosed in an envelope. Enclosed in the envelope shall be a plain envelope and a return stamped envelope addressed to the Election Committee. Each member shall indicate their choice for each office, seal the ballot in the plain envelope, print or place a printed label with voter's name on it in the upper left hand corner of the return stamped envelope and send via U.S. Mail to the Election Committee on or before the time the meeting to count the ballots is called to order.
- D. Check against the membership register the names of the voters appearing on the return stamped envelope.
- E. Remove the plain envelope from the return stamped envelope bearing the names of the qualified voters.
- F. Place the plain envelopes in the designated boxes, shuffling the envelopes thoroughly.
- G. Open the ballots one by one and tally the results.
- H. Notify the President of the successful candidate for each office.
- I. Notify the candidates of the results of the specific office, for which they were a candidate, prior to the announcements at the next Membership Meeting.
- J. The term of office shall be for three (3) years.

Section 3 – Local Election Committee:

- A. The nomination and election of Local Officers 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 in good standing to vote.
- B. The Election Committee shall also conduct any referenda submitted to the membership. The Election Committee shall turn all election and referenda ballots over to the Local Secretary-Treasurer after certification to the Local and they shall be kept for at least one (1) year.
- C. A member shall not be permitted to serve on the Election Committee if they are a candidate for any office in the Local.
- D. The Election Committee shall provide in writing the rules governing the Local Election of officers to all declared candidates or their designated representative at the conclusion of the nominating meeting.

Section 4 – General Provisions:

- A. There is no provision for write in candidates on the ballot.
- B. The candidates for each election, except for Chief Steward elections, receiving the majority of the votes cast shall be declared the elected official to represent his or her position. If a candidate for any office has no opposition the candidate will be declared elected by acclamation at the nomination meeting. If more than the required Chief Stewards are nominated from the group they are to represent, the candidates shall be elected by a plurality secret ballot.
- C. Only active members of the Local in Good Standing shall be eligible to vote or hold office.

- D. To be an eligible candidate the candidate must have attended fifty percent (50%) of the regular monthly meetings held in Little Rock or in South Arkansas in the twelve (12) months prior to the Special Nominating Meeting unless provisions to be excused for illness of the member, involuntary assignment out of town, involuntary assigned night tours, funeral in immediate family, or official Union business. The request for an excused absence must be made to a member of the Executive Board prior to the missed meeting.
- E. No elected officer of the Local shall be qualified to take office unless and until he or she has executed all compliance forms necessary to permit the Local and the Union to exercise its full rights under State and Federal Laws.
- F. The order of nomination and of election of Local offices, if conducted in a Local meeting shall be as follows:
 - 1. President
 - 2. Executive Vice-President
 - 3. Secretary-Treasurer
 - 4. Chief Stewards
- G. The term of office shall be for three (3) years.
- H. The officers shall take office on January 1 following the election year if in compliance with Paragraph E. of this section.

Section 5 – Vacancies:

In case of a vacancy in the office of the President, the Executive Vice-President shall immediately assume all responsibilities of the office. Vacancies in other Local offices shall be filled either by appointment of the governing body of the Local, subject to the approval of the appointment by the Local membership within sixty (60) days or by elections in the same manner as that required for regular elections and within sixty (60) days.

Article XVI – STRIKES

The calling, conducting and terminating of strikes shall at all times be carried on in compliance with the rules prescribed by the Communications Workers of America and its Constitution. However, a strike called by and affecting only this Local may be terminated either upon:

1. Approval of a majority of the Local Officers.
2. By a majority vote of the membership present in a membership meeting
3. Upon direction of the Executive Board of the Union.

Article XVII – BARGAINING ITEMS

1. Bargaining items complete with supporting documentation shall be submitted **in writing** to the Local Bargaining Committee or **in writing** at a regular membership meeting.
2. **If time permits**, no bargaining item shall be submitted to the Bargaining Committee of the Union unless first approved by the majority voting at a regular membership meeting called for the purpose of discussing and approving bargaining items.

Article XVIII –CHARGES, TRIALS AND APPEALS

Section 1 – Charges:

Members of this Local may be fined, suspended or expelled in the manner provided in the Constitution for any of the following acts:

- A. Making false material statements or withholding material information when applying for membership.
- B. Willfully refusing to pay dues or assessments properly established or fines properly imposed or other valid financial obligations to the Union or Local.

- C. Willfully violating the Constitution of the Union, Local By-Laws or Rules.
- D. Disobeying or willfully failing to comply with any lawful decision or order of the Union or Local.
- E. Working without proper Union authorization, during the period of a properly approved strike in or for an establishment which is being struck by the Union or Local.
- F. Instigating or knowingly participating in an unauthorized strike or slow down.
- G. Willfully violating the adopted standards as to wages, hours or working conditions.
- H. Misappropriating money or property of the Union or Local.
- I. Willfully supporting or assisting any other labor organizations in connection with a claim of jurisdiction in conflict with the jurisdiction of the Union.
- J. Taking court action against the Union or Local thereof without first exhausting all remedies provided in the Constitution for appeal. This action should not exceed a four (4) month lapse of time.
- K. Willfully supporting or assisting in any action directed at circumventing a legal grievance without first exhausting all procedures as set forth in the Union Constitution or the Local By-Laws.
- L. For such other offenses, equally serious, which tend to bring the Union or Local thereof into disrepute.
- M. The manner provided in the Constitution for filing charges against a member is as follows:

1. Charges made against a member of the Union or an officer of the Local shall be in writing, signed and sworn to by the accuser and filed with the recording officer of the Local of which the accused is a member. In the event the accused is such recording officer, the charges shall be filed with the President of the Local.
2. Charges must be submitted within sixty (60) days of the time the accuser becomes aware of the alleged offense.
3. Charges shall contain an allegation of the facts constituting the offense with which the accused is charged and the approximate date or dates said offense is alleged to have occurred
4. A copy of such charges shall be mailed by registered returned mail and/or delivered to the accused.

Section 2 – Non-Immunity:

No member of the Union shall be immune from penalty for committing any of the offenses set forth in this article by reason of the position of office the member may hold in the Union or any Local thereof. Accused must be notified of the charge within sixty (60) days of the offense.

Section 3 – Trials:

Any accused person shall be tried under the provisions of Article XX of the Union Constitution.

(Article XX – Section 3 (a), - Union Constitution)

- A. The By-Laws or Rules of a Local shall specify the manner in which an accused person shall be tried and must conform with the following standards:
 1. An unbiased court, composed of not less than three or more than seven persons, who shall be members of the Local, not parties to the proceeding, shall be selected by the governing body of the Local using a random selection

process. The court shall be bound to render a decision and impose a penalty, if the accused be found guilty, without bias or prejudice, based on all the evidence presented;

2. A prosecutor, who is a member of the Local, but not an accuser, shall be appointed by the governing body of the Local to assist the accuser in the trial and presentation of evidence. If, after investigation, the prosecutor is of the opinion that there is not probable cause to believe that a violation punishable under this article has been committed, the prosecutor shall report the findings in writing to the governing body of the Local with a recommendation that the charge not be prosecuted. Copies of the findings and recommendations shall be delivered to the accuser and the accused, The recommendation shall become final unless appealed by the accuser within thirty (30) days after receipt using the procedures established pursuant to Article IX, Section 7, of this Constitution.
3. If the prosecutor determines that probable cause does exist, the trial shall be held speedily with due notice to the accused;
4. The accused shall have the right to select a member of the Local as counsel, the right to produce witnesses and present documentary evidence and to be heard on the accused's own behalf. The accused shall have the opportunity to cross-examine witnesses;
5. All witnesses shall testify under oath;
6. A decision shall be reached and written Notice of the decision and penalty, if any, shall be given to the person charged within five (5) days after the close of the trial. The requirement of such notice shall be satisfied by personal service or certified mail receipt;

7. A faithful and accurate record of the proceedings shall be made;
8. The Local may suspend the accused pending the final decision on the appeal.

Section 4 – Appeals:

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 Union Constitution.

(Article XX, Section 4 (a) – Union Constitution)

- A. A member or officer of a Local upon found guilty by a Local court may appeal as provided in this Section:
 1. Have the right to refer the matter to a membership meeting of the Local, within thirty (30) days after being found guilty by a court, which may affirm or reverse the decision or reduce the penalty; provided that where a Local membership meeting is held by sections, units, or areas, the appeal shall be to the governing body of the Local;
 2. Have the right to appeal from the final decision of the Local to the Executive Board of the Union within thirty (30) days after such final decision of the Local;
 3. The appeal to the Executive Board of the Union shall be directed, in writing, to the Secretary-Treasurer of the Union, who shall obtain the record of the case. The Executive Board shall review the case and affirm or reverse the decision or reduce the penalty or return the case for a new trial;
 4. Have the right to appeal from the decision of the Executive Board of the Union to the next Convention by giving notice of appeal in writing within thirty (30) days after the decision to the Secretary-Treasurer of the Union.

If the Executive Board has failed to render a decision in thirty (30) days preceding the Convention, the accused may appeal directly to the Convention which may affirm or reverse the decision or reduce the penalty.

Section 5 – Determination of Appeal:

- A. Decision on appeal shall be determined by majority vote.

Section 6 – Local Trial Court:

- A. A trial court of the Local shall be composed of not less than three (3) or more than seven (7) persons who are members of this Local and not parties to the proceedings.
- B. Members of the trial court shall be elected by the members in a membership meeting of the Local.

Article XIX – RECALL OF LOCAL OFFICERS

An elected officer of this Local may be recalled in conformity under the provisions of Article XXI, Section 2 and Article XXII, Section 10 of the Union Constitution.

(Article XXI, Section 2 – Union Constitution)

- A. A petition for recall of an Officer of a Local:
 - 1. May be preferred by twenty percent (20%) of the membership of a Local;
 - 2. Shall be in writing and signed by the accusing member;
 - 3. Shall contain the description of the offense or offenses as specified in Article XIX, Section 1, and the approximate dates thereof;

4. Shall be submitted within sixty (60) days from the time the accusing member became aware of the alleged offense or offenses;
5. Shall be filed with the recording officer of the Local provided, however, that a petition directed against the recording officer shall be filed with the President of the Local. Should both the recording officer and the President of the Local be involved as either accuser or accused the petition shall be filed with the Local election committee;
6. Should the officer or the election committee receiving the petition determine that the offense or offenses described are too vague or frivolous to warrant submission to a referendum, a report and recommendation to that effect shall be presented in writing to the governing body of the Local. Copies of the report and recommendation shall be served on all petitioners and the accused. Unless reversed by the governing body or appealed by one or more of the petitioners within thirty (30) days after receipt, the recommendation shall be final. If appealed, the procedures of Article IX, Section 7, shall apply.

(Article XXII, Section 8 – Union Constitution)

Local officers shall be recalled by an affirmative vote of two thirds (2/3) of the members voting on the question in a referendum which shall be conducted in accordance with Article XV, Section 4 (a), of the Constitution.

Article XX – AMENDMENT OF THE LOCAL BY-LAWS

After adoption, these By-Laws may be amended by either of the following methods:

- A. By majority vote of the members present in a Local meeting if the proposed amendment has been introduced at a previous membership meeting or has been advertised to the membership by use of Bulletin Boards, Local Publications or U.S. Mail postage prepaid at least seven (7) days in advance of the meeting.
- B. By referendum of the membership.

Article XXI – REFERENDUM OF THE LOCAL

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

Article XXII – FISCAL YEAR AND AUDIT

- A. The fiscal year of this Local shall be from October 1 to and including September 30th of the succeeding year.
- B. The financial record of this Local shall be audited by a Certified Public Accountant (or a Committee selected by the Local) at the end of each fiscal year. The results of such audit shall be available for inspection by any member at the Local office.

Article XXIII – OATH OF OFFICE

A person elected to the office of the Local after meeting all other qualifications, shall be duly installed after taking the following oath:

“I (give name) do hereby accept the office of (name of office) of Local (give Local number) Communications Workers of America, with full knowledge of the responsibilities and duties of said office.”

“I do hereby solemnly pledge on my sacred word of honor, that I will faithfully discharge the duties of this office to which I have been elected to the best of my ability and will at all times support the objectives of this Local in accordance with the By-Laws and Rules of the Local and the Constitution and policies of the Union.”

“I further promise that I will turn over to my successor in office all papers, books, monies and other properties of this Local that may be in my possession. I shall at all times endeavor to serve our Local and the Organization I represent, so help me God.”

Article XXIV – STATE AND FEDERAL LAW

Any article contained herein which is inconsistent with existing State and Federal Law shall be of no force or effect.

Article XXV – TRUSTEES

The Executive Board shall appoint, at the beginning of each new term of office, three (3) Trustees to the Local, who are Local members; with the approval of the membership. In the event the Executive Board is unable to perform its duties, the Trustees of the Local shall perform those duties until that time the Executive Board can assume those duties or until an Election can be held.

Article XXVI – ADOPTED AND AMMENDED

Adopted: December 1, 1952
Amended: October 17, 1957
March 15, 1960
March 20, 1961
December 16, 1963
June 17, 1965
September 4, 1965
September 21, 1970
March 20, 1972
July 28, 1975
April 19, 1976
October 15, 1979
April 19, 1982
August 16, 1982
March 19, 1984
May 21, 1984
April 19, 1988
July 1, 1990
September 20, 1994
March 23, 1998
September 21, 1999
January 17, 2007