COMMUNICATIONS WORKERS OF AMERICA

LOCAL 2106 BY-LAWS

As of June 18, 2014

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ARTICLE I
NAME
The Local shall be known as Local 2106, Communications Workers of America.

ARTICLE II
JURISDICTION
Jurisdiction of this 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 2106 shall be to represent and serve the workers within its jurisdiction in accordance with the Bylaws and Rules 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) Membership
(2) Officers
(3) Committees
(4) Executive Board

ARTICLE V
MEMBERSHIP
Section 1 – Eligibility
Any Person eligible for membership in the Communications Workers of America, as defined in Article V of its Constitution, shall be eligible for membership in this Local, if performing work within the Local’s assigned jurisdiction, or if employed on a part-time or full-time basis by the Union.

Section 2 – Application
Membership in the Local shall be obtained after the 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 override the decision of the membership committee.

Section 3 – Transfers
The transfer of membership from this Local to the jurisdiction of another Local or to the jurisdiction of this Local from another Local shall be made in accordance with Article V of the Union Constitution.

Section 4 – Termination
Withdrawal from the Union can be obtained only by submitting a registered letter to the Local President and in accordance with the CWA Constitution.

ARTICLE VI
LOCAL DUES AND ASSESSMENTS
Section 1 – Local Dues
Each member of the Local shall pay minimum membership dues of two and one quarter hours pay per month in accordance with Convention action (Article VI, Section 1). Membership dues may be increased by a majority secret ballot
vote in a meeting where a quorum is present, if the question has been advertised on bulletin boards at least seven (7) days in advance of the meeting, or by a notice mailed postage prepaid to each member at least seven (7) days in advance of the meeting.

Section 2 – Local Assessments
The membership of this Local may levy a special assessment only in the same manner as provided for changing Local dues. However any special assessments levied shall be in compliance with Article VI of the Union Constitution.

ARTICLE VII
GOVERNING AUTHORITY

Section 1
The affairs of the Local shall be governed by its membership in accordance with the Constitution and Policies of the Union in the following manner:
(a) Through action taken in membership meetings or by a referendum of membership.
(b) By actions and decisions of the Local Officers or Executive Board between membership meetings.

Section 2
(c) General membership meetings of this Local shall be held the second (2nd) or the third (3rd) Wednesday of every month in Salisbury AND as deemed necessary, at a location on the upper shore, all at the discretion of the Local officers, or as requested by Membership.

ARTICLE VIII
LOCAL DELEGATES TO INTERNATIONAL CONVENTION

Section 1
Local delegates to the CWA Convention, District Meetings and special meetings shall be the Local President as chairperson of the delegation.

Section 2
Other delegates and/or alternates to the CWA Convention, District Meetings and special meetings shall be the:
Local Executive Vice President
Local Secretary
Local Treasurer
In order as required. Additional delegates or alternates shall be elected by the membership voting by secret ballot conducted not less than thirty (30) days in advance of the Union Convention and all members shall be given a reasonable opportunity to vote. This election will take place at the general membership meeting or a special meeting.

Section 3
The Local shall determine the convention votes assigned to each delegate following the provisions of the Union Constitution. If it is not possible to assign votes to the delegates, the extra vote(s) shall be assigned to the chairperson.

ARTICLE IX
COMMITTEES

A. The following committees will be the regular committees of the Local:
1. Education Committee
2. Election Committee
3. Organizing Committee
4. Legislative-Political Committee
5. Membership Committee or Committee
6. Community Services Committee
7. By-Laws Committee
8. Finance Committee
9. Entertainment Committee
B. Members of all committees shall be appointed by a major vote of the Local officers, subject to the right of the Local membership to overrule such appointments.

C. Vacancies on committees shall be filled in the same manner as the original appointment.

D. A member of any Local committee may be removed by majority vote of the Local officers, subject to the right of the Local to overrule the action of the Local officers. A committee member may also be removed by action of the Local in a membership meeting.

E. Duties of Committees:
   1. Membership – The Membership committee or Membership Committees shall accept or reject membership applications in accordance with the Bylaws and rules of this Local and Article V of the CWA Constitution and Policies of the Union.

   2. Legislative Committee – The Legislative Committee assist in developing and pursuing the program of the Union and the Local in the Legislative fields. It shall be responsible for the Local’s program to register each qualified voter.

   3. Organizing Committee – The Organizing committee shall assist the Local officers and members in organizing all non-union employees within the Local’s jurisdiction.

   4. Election Committee – The Election Committee shall conduct all nominations and elections and referenda of this Local.

   5. Education committee – The Education committee shall assist in developing the Local’s educational program and, with the Local Officers, be responsible for effectuating the Union’s and Local’s education programs.

   6. Community Services – The Community Services Committee shall assist in developing all Community Service programs.

   7. Bylaws Committee – The Bylaws Committee shall be charged with the responsibility for all proposed changes to the Local’s Bylaws. After consideration shall report to the membership its findings and make recommendations which may be necessary to promote and achieve the objectives of the Local and the Union.

   8. Finance Committee – The Finance Committee shall help in overseeing all financial matters of the Local and work with the Treasurer.

   9. Entertainment Committee – The Entertainment Committee will be responsible for planning and executing all social functions of the Local.

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**Article X**

**Order of Business**

A. The orders of business at Local meetings shall be as follows:
   1. Call to order
   2. Reading and acting on minutes of previous meeting
   3. Treasurer’s report
   4. Report of committees
   5. Unfinished business
   6. New business
   7. Good of the Local
   8. Adjournment

B. The order of business may be suspended by a two-thirds (2/3) vote of the members present.
ARTICLE XI
Local Officers, Chief Stewards, Stewards and their duties

Section 1 – Local Officers
A. The Officers of the Local shall be:
   1. Local President
   2. Local Executive Vice President
   3. Local Secretary
   4. Local Treasurer
   5. Executive Board – Consisting of the above officers and eight (8) elected members. Four (4) members of the Executive Board to be elected from the Lower Shore (defined as East of the Nanticoke River) and four (4) members of the Executive Board to be elected from the Upper Shore (defined as West of the Nanticoke River)

B. The duties of the Local Officers shall be as follows:
   1. The Local President shall:
      a. Be responsible for the conduct of all Local business;
      b. Preside at Local Membership meetings, Local Officers meetings, and Executive Board meetings;
      c. Prosecute grievances and appeal them to higher levels of the Union when not satisfactorily settled;
      d. Approve all bills to be paid and counter sign all checks drawn on the Local’s treasury; and
      e. Perform whatever additional duties as may be required by the policies or Constitution of the Union;
   2. The Executive Vice President shall:
      a. In case of a vacancy in the office of Local President;
      b. immediately assume all responsibilities of that office;
      c. And perform whatever other duties that may be assigned by the Local or the Local President.
   3. The Local Secretary shall:
      a. Maintain record of all Local membership;
      b. Record and maintain the minutes of all the meetings of the Local, or Local officers, and Executive Board;
      c. Furnish the District Vice President and Secretary-Treasurer of the Union with copies of any change in these Bylaws within ten (10) days after such changes are made;
      d. To certify the Local delegates to the Union Convention to the Secretary-Treasurer within the time limits specified in article VIII of the Union Constitution; and
      e. Perform whatever other duties that may be assigned by the Local, or the Local President.
   4. The Local Treasurer shall:
      a. Be custodian of all the assets of the Local;
      b. Report to each membership meeting on the financial status of the Local;
      c. Be bonded, as must any other person who handles Local funds or other property, in accordance with the Union Constitution or any State or Federal Law;
      d. Cause the payments of all bills, approved by the Local President and co-signed by any other officer of the Local; and
      e. Perform such other duties as may be assigned by the Local President.
   5. The Executive Board shall:
      a. Act as an advisory body on matters concerning the Local; and
      b. Perform other duties as may be assigned by the Local or the Local President.

Section 2 – Local Chief Stewards and Stewards
A. The Local shall have as many Chief Stewards as may be appointed by the Local President, subject to the right of the Local membership to overrule such appointments.
   1. The duties of Local Chief Stewards shall be as follows:
      a. Work under the direction of the Local President:
      b. Perform such duties as may be assigned by the Local President
      c. Make weekly worksite visits in their designated geographic areas.

B. The Local shall have as many Stewards as may be appointed by the Local President, subject to the right of the membership to overrule such appointments.
   1. The duties of the Stewards shall be as follows:
      a. Work under the direction of the Chief Stewards
      b. Perform such other duties as may be assigned by the Local President
ARTICLE XII
Conduct of Meetings, Other Local Business and Quorum

A. Membership meetings and any other business of this Local shall be conducted by these Bylaws and rules of the Local and its conformity with the Union Constitution. On questions where the Bylaws, the Local rules or the Union Constitution do not apply, Robert’s Rules of Order shall govern.
B. Only members in good standing may participate in a meeting.
C. Three members present at a Local membership meeting shall constitute a quorum.
D. Two officers or a majority of the members of a Committee shall constitute a quorum for those bodies.

ARTICLE XIII
Nominations of Local Officers and Election

Section 1 – Nominations
A. Local offices shall be nominated in the month of September of each election year.
B. The election of a person to the office of President, Executive Vice President, Secretary and Treasurer shall be automatically constitute their election as delegates to the CWA Convention (regular or special), District Meetings and special meetings. In the event more than one delegate is sent from the Local, the Local President will be the chairperson of the delegation.
C. Nominations shall be made from the floor by those present at the membership meeting in accordance to Article XV Section 5 of the CWA Constitution.
D. These nominations must have prior approval by the candidate.

Section 2 – Elections
A. Election of Local officers shall be by secret ballot of the membership in the month of October of each election year.
B. The ballot shall be conducted by United States mail.
C. The term of office shall be 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 Bylaws, with reasonable opportunity for each member to nominate and vote for the candidate of their choice.
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.
D. All questions concerning the conduct and challenges of elections shall be determined by the Election Committee, subject to the right of appeal to the governing board or membership of the Local.

Section 4 – General Provisions
A. The nominee for Local President, Local Executive Vice President, Local Secretary, Local Treasurer, and Executive Board nominees in any election receiving a majority of the votes cast shall be declared elected. If no nominee has a majority on the first ballot, the vote shall be taken again and two (2) nominees having the greatest number of votes on the first ballot shall be nominees on the second ballot.
B. Only members of the Local in good standing shall be eligible to vote or hold office.
C. The term of office shall be three (3) years beginning with the election of 1972.
D. The officers shall take office in January.
E. No write in votes are permitted.

Section 5 – Vacancies
A. A vacancy in the office of Local President shall be filled by the Local Executive Vice President. Vacancies in other offices shall be filled in the same manner as that required by Article XV of the Union Constitution.
ARTICLE XIV
Strikes

The calling, conduct, and termination of strikes affecting this Local shall at all times be carried on in compliance with the rules prescribed by the Union and Article XVIII of its Constitution.

ARTICLE XV
Charges, Trials and Appeals

Section 1 – Charges
Members of this Local may be fined, suspended or expelled, in the manner provided in these Bylaws for any of the acts enumerated in Article XIX of the Union Constitution.

Section 2 – Trials
Any accused member, including Officers, of this Local shall be tried under the provisions of Article XXI of the Union Constitution.

Section 3 – Appeals
A member or Officer of this Local, upon being found guilty by a Local trial court, may appeal as provided in Article XXI of the Union Constitution.

Section 4 – Local Trial Court
A trial court of this Local shall be composed of seven (7) persons, who are members of this Local and not parties to the proceedings, and who shall be selected by the governing body of the Local.

ARTICLE XVI
Recall of Local Officers

Any elected officer of this Local may be recalled in accordance with the provision of Article XX and XXII of the Union Constitution.

ARTICLE XVI
Amendments to Local Bylaws
After adoption, these Bylaws may be amended by either of the following methods:
  a. Majority 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 or U.S. Mail, postage prepaid, at least seven (7) days in advance of the meeting or ;
  b. Referendum of the membership.

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

ARTICLE XIX
Fiscal Year and Audit
A. The fiscal year of this Local shall be from October 1st of each year to and including September 30th of the succeeding year.
B. The financial records shall be audited by a Certified Public Accountant annually. The results of such audit shall be made available for the inspection of any member of the Local.
ARTICLE XX
Compensation for Local Officers

A. The officers of this Local shall receive compensation every month as determined by the Executive Board and subject to approval of the membership. Minimum salaries to be:

1. President $200.00
2. Executive Vice President $150.00
3. Secretary $150.00
4. Treasurer $0.00

This provision will not take effect until October 1, 2000.

B. In the event of the extended absence of the Local Officer of two weeks or more, those persons assuming the duties will be compensated accordingly.

ARTICLE XXI
Oath of Office

Each elected officer of the Local, after meeting all other qualifications, shall be duly installed upon taking the following oath:

“I (give name) hereby accept the office (name of office) of Local (give Local no.) Communications Workers of America, with full knowledge of the responsibilities and duties of such office. I promise to faithfully discharge my duties according to the Bylaws and rules of the Local and the Constitution and policies of the Union. I further promise to give my successor in office all books and records in possession. I shall at all times endeavor to serve my Local and Union to the best of my ability, so help me God.

ARTICLE XXII
Adoption

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

These Bylaws adopted 4/6/70

Amended 5/14/80
Amended 11/12/80
Amended 7/8/87
Amended 10/01/97
Amended 9/13/00
Amended 12/21/00
Amended 2/5/01
Amended 6/18/14