



BYLAWS OF CWA LOCAL 6001

ARTICLE I – NAME

The Local shall be known as Local 6001, Communications Workers of America.

ARTICLE II – JURISDICTION

Jurisdiction of this Local shall be the jurisdiction assigned by the Communications Workers of America and appearing on the face of the Local charter.

ARTICLE III – OBJECTIVES

The Objective of Local 6001 will be to represent and serve the workers within its jurisdiction in accordance with the Bylaws, Rules of the Local and the CWA 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 Delegate Assembly
3. The Officers; President, Executive Vice President, Vice President, Secretary, Treasurer
4. The Executive Board
5. Area Representatives of the Local, defined as follows:
 - A. Area 1: DFW Airport
 - B. Area 2: DFW Reservations
 - C. Area 3: Premium Services
 - D. Area 4: Texas Airport Stations (ELP, SAT, AUS, IAH)
 - E. Area 5: MOKA Airport Stations (MCI, STL, OKC, TUL)
6. The Committees

ARTICLE V – MEMBERSHIP

1. Eligibility

- A. 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 the Local if performing work within the Local's assigned jurisdiction, or if employed on a part-time or full-time basis by the Local.

1. Applications

- A. Each application eligible for membership shall be accompanied by a dues deduction authorization card.
- B. Any question of eligibility of a potential member will be referred to the Membership Committee.
- C. Any member who changes their status from agency fee payer (or any type of Objector) to active member will be eligible to vote 90 days after the Local receives their member dues authorization form.

1. Transfers

- A. Transfers of membership from this Local to the jurisdiction of another Local or from another Local to the jurisdiction of this Local shall be made in accordance with Constitution, Article V, Section 3.

4. Termination

- A. The termination of membership in this Local shall be in accordance with the Constitution, Article V, Section 4.

5. Membership Conduct

- A. Any member who voluntarily supplies information to the Company (employer) on another member that subsequently causes disciplinary action being invoked shall be subject to the procedures set forth in Article XIX of the CWA Constitution, "Charges against Members." This would not include situations where withholding such information could be harmful or cause harm to another.
- B. Every member or employee of the Local shall be required to exhaust all internal remedies provided for in these Bylaws and Rules and the CWA Constitution before instituting or initiating any legal action or other legal proceedings. This requirement of exhaustion of internal remedies must be fulfilled by every member or individual and it shall be the obligation of every member or individual to exhaust all internal remedies before initiating any proceeding of any kind in any forum against the Local Union, its subordinate, or Officers thereof.

ARTICLE VI – LOCAL DUES AND ASSESSMENTS

1. Each member of the Local shall pay dues in accordance with the CWA Convention.
2. Membership dues that exceed the minimum dues established by the CWA convention may be authorized by secret ballot referendum, or by adaption of the Delegate Assembly.
3. The membership of this Local may levy 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, Section 3 of the Union Constitution.
4. If a member has been expelled and is permitted to rejoin, or if an employee has been a nonmember or an agency dues payer and applies to become a member, the initiation fee shall be \$50 plus any applicable fines and back dues. The Executive Board may grant a one- time amnesty of back dues.

ARTICLE VII – GOVERNING AUTHORITY

The affairs of the Local shall be governed by the membership in accordance with the Constitution and polices of the CWA in the following manner:

1. Through action taken in the Delegate Assembly or by secret ballot referendum of the membership. Such action by the members will be the highest governing authority of the Local.
2. By actions and decisions of the Executive Board, between the Delegate Assembly.
 - A. The actions and decisions of the Executive Board, between the Delegate Assembly, may be over-ruled though action taken in the Delegate Assembly or by referendum of the membership.
3. By actions and decisions of the Local Officers, between the Executive Board meetings.
 - A. The actions and decisions of the Local Officer, between the Executive Board Meetings, may be over-ruled through action taken in the Executive Board Meetings, or the Delegate Assembly, or by referendum of the membership.
4. The President of the Local will have the power to act on matters authorized in these Bylaws, by the Executive Board, or by the Delegate Assembly.

ARTICLE VIII- DELEGATE ASSEMBLY, MEETINGS, QUORUM AND DUE NOTICE

Section 1: The Delegate Assembly

- A. The Delegate Assembly will be a regularly occurring meeting of Delegates elected by the members. Delegates acting in the Delegate Assembly will have powers to make decisions and determine polices except those reserved to the full membership.
- B. The Delegate Assembly will meet biennially in even-numbered years at a place and time designated by the Executive Board.
- C. A Special Delegate Assembly may be called by the Executive Board or by petition of 30% of the membership of the Local. The Secretary of the Local will notify all members of the date and place of a Special Delegate Assembly within 30 days of receipt of a valid petition by members or direction by the Executive Board.

Section 2: Delegate Assembly Call

- A. The Local will notify all members of the date and place of the Delegate Assembly not later than 90 days in advance of the opening of the Delegate Assembly.
- B. The Call to a Delegate Assembly must include the date, time, and place of the Delegate Assembly.
- C. The Call to a Delegate Assembly must include the process of electing Delegates to the Assembly.
 - 1. The election notice for the Delegate Assembly must include the eligibility requirements, the procedures for nomination and election of Delegates, the schedule and deadline of the election procedure.
 - 2. Delegate elections will be conducted in accordance with the general election procedures established in these Bylaws.
 - A. If a Delegate Assembly position becomes vacant due to resignation, transfer, removal, or any other reason, the vacancy shall be filled first by an elected alternate delegate for that location. If no alternate is available, the Local Officers shall appoint a member in good standing from the effected location.
 - B. If a delegate position becomes vacant and no alternate is available for that area or location, a delegate from the same area shall assume the additional votes represented by the vacant position.

Section 3: Composition of the Delegate Assembly

- A. Locations with 15 to 49 members will elect one delegate.
- B. Locations with 50 members or more will elect one additional delegate for each 50 members.
- C. Locations with fewer than 15 members will be considered to comprise one location for the purpose of electing Delegate Assembly delegates.

01-49	1 Delegate
50-99	2 Delegates
100-149	3 Delegates

- D. Members at the following departments will be considered as separate locations for the purposes of electing Delegate Assembly delegates:
 - 1. Club/Premium Services
 - 2. Tower/planners at hub airports
 - 3. Reservations agents

- E. For the purpose of roll-call votes, each delegate will carry one vote for each member that they represent. Delegate votes from locations with more than one delegate will be divided evenly among the delegates from that location.
 - 1. In the event of an uneven number of delegates selected, the delegate elected with the highest number of votes will cast the uneven votes.
- F. The Executive Board members will serve as voting delegates and will carry one vote each in the case of roll call votes.

Section 4: Conduct of the Delegate Assembly

The President of the Local will serve as chair of regular and special Delegate assemblies.

- A. The President will appoint a parliamentarian and other such officials, and temporary committees, of a Delegate Assembly as needed.
- B. The President will prepare an agenda and provide copies to all delegates at least 14 days before the beginning of a Delegate Assembly.
- C. The Delegate Assembly will be conducted according to Robert's Rules of Order.
- D. Voting of the Delegates will require a show of hands, division of the house or with a roll call vote with each delegate having one vote.
- E. All Local 6001 Committees will be required to provide a report to the Delegate Assembly.

Section 5: Quorum

- A. A quorum of a delegate assembly is defined as the number of duly elected and seated delegates present.
- B. Any member of the local in good standing may attend the Delegate Assembly as an observer.

Section 6: Regular Informal Membership Meetings held by Area Representatives

- A. Regular Informal Membership meetings shall be held quarterly.

ARTICLE IX: EXECUTIVE BOARD

- 1. The membership of the Executive Board shall consist of:
 - A. The President
 - B. The Executive Vice President
 - C. The Vice President
 - D. The Secretary
 - E. The Treasurer
 - F. Area Representatives
 - i. Two (2) Area Representatives for Areas 1 and 2
 - ii. One (1) Area Representatives for Areas 3, 4, and 5

2. The Executive Board shall meet not less than four (4) times per calendar year.
3. The President shall call special Executive Board meetings:
 - A. At the President's discretion.
 - B. Within seven (7) calendar days after receipt or written request from a majority of the Executive Board members.
 - C. If the President fails to act within the specified time, the Secretary shall call a meeting within forty-eight (48) hours.
4. The Executive Board shall have the authority to:
 - A. To conduct the business of the Local.
 - B. To present a proposed budget to the Local Finance Committee for final approval by the membership or Delegate Assembly.
 - C. Take such action as the membership may empower on any matters referred to them.

ARTICLE X – DUTIES OF LOCAL OFFICERS, AREA REPRESENTATIVES, CHIEF STEWARDS AND STEWARDS

The Officers of the Local shall be the President, Executive Vice-President, Vice President, Secretary and Treasurer.

1. The Local President:
 - A. Presides over meetings of the Executive Board and the Local membership meetings and shall be responsible for the conduct of the Local.
 - B. Shall be responsible for signing legal documents and contracts for the Local as directed by the Executive Board.
 - C. To further the process of grievances not satisfactory settled at the Second Step (2nd) and appeal them to higher levels.
 - D. Approve all bills/vouchers to be paid and countersign all checks drawn on the Local treasury.
 - E. Supervise all Local committees and the selection of committee members. Shall be an ex-officio officer of all committees and at all meetings of the Local.
 - F. Develop and oversee training of all Local Officers, Area Representatives and Stewards.
 - G. Shall represent the Local and be the chairperson of the Local delegation at all regular or special conventions and all official CWA meetings, conferences and other activities.
 - H. Shall appoint all Chief and Job Stewards to assure maximum representation for all members. Shall have the authority to remove appointed Chief and Job Stewards for violation of the Bylaws and Rules or CWA Constitution.

- I. Shall, in-between meetings of the Executive Board have the obligation of asserting the authority and performing the duties of the Executive Board of the Local.
- J. Shall administer the day to day affairs of the Local in accordance with these Bylaws and Rules and the CWA Constitution.
- K. Shall assume the responsibility for furthering the principles and objectives of the Union and the Local.
- L. Shall perform other such duties as may be directed by the Executive Board or Delegate Assembly.
- M. Shall be bonded in accordance with the law.
- N. Hold no other elective office in the Local.
- O. Suffer no loss of pay or benefits.

2. The Local Executive Vice President:

- A. Shall work under the direction of the Local President and perform such duties as assigned by the Local President, Executive Board, or membership.
- B. Shall assume all duties of the Local President in the event of the absence of the Local President.
- C. Countersign checks and approve expense vouchers.
- D. Shall be a delegate at any regular or special convention.
- E. Attend all meetings of the Executive Board and membership.
- F. Shall work with the Vice President, Area Representatives, Chief Stewards and Job Stewards to maintain a grievance log of all grievances filed for and on behalf of all members.
- G. Shall be bonded in accordance with the law.
- H. Hold no other elective office in the Local.
- I. Shall suffer no loss of pay or benefits.

3. The Local Vice President:

- A. Shall work under the direction of the Local President and perform such duties as assigned by the Local President, Executive Board, or membership.
- B. Coordinate with and supervise the activities of the Area Representatives.
- C. Preside at meetings of the Local Area Representatives.
- D. Shall work with the Executive Vice President, Area Representatives, Chief Stewards and Job Stewards to maintain a grievance log of all grievances filed for and on behalf of all members.
- E. Shall be a delegate at any regular or special convention.
- F. Shall be bonded in accordance with the law.
- G. Hold no other elective office in the Local.
- H. Shall suffer no loss of pay or benefits.

4. The Local Secretary:

- A. Shall work under the direction of the Local President and perform such duties as assigned by the Local President, Executive Board, or membership.
- B. Record and maintain the minutes of all meetings of the Local and the Local Executive Board and shall furnish all Local Executive Board members with a copy of these minutes within a reasonable length of time.
- C. Process all new membership enrollments.
- D. Maintain an accurate and current combined membership file of all members and non-members records of the Local membership; including the Local Executive Board, Chief Stewards and Job Stewards.
- E. Certify the Local delegates to the Union Convention to the Secretary-Treasurer of the Union within the time limits specified in Article VIII of the Union Convention.
- F. Shall be a delegate at any regular or special convention.
- G. Shall be bonded in accordance with the law.
- H. Hold no other elective office in the Local.
- I. Shall suffer no loss of pay or benefits.

5. The Local Treasurer:

- A. Shall work under the direction of the Local President and perform such duties as assigned by the Local President, Executive Board, or membership.
- B. Shall be the custodian responsible for all financial records and assets of the Local.
- C. Causes the proper filing of all reports or filings required by Federal, State or Local Law and furnish copies to the Secretary-Treasurer of the Union as required.
- D. Pays all bills and vouchers approved by the Local President.
- E. Work with the Finance Committee to prepare a proposed budget for each year and present it to the Executive Board for final approve from the membership.
- F. Shall be a delegate at any regular or special convention.
- G. Shall be bonded in accordance with the law.
- H. Hold no other elective office in the Local.
- I. Shall suffer no loss of pay or benefits.

6. The Local Area Representatives:

- A. Shall work under the direction of the Local President and perform such duties as assigned by the Local President, Executive Board, or membership.
- B. Perform such duties that may be assigned by the Executive Vice President or Vice President.
- C. Shall perform advisory functions for Chief Stewards/Job Stewards of their respective area on all matters concerning the good and welfare of the members.

- D. Coordinate and preside over quarterly informational meetings in their respective areas. There should be no less than four (4) meetings a year.
- E. Shall work with the Executive Vice President, Vice President, Chief Stewards and Job Stewards to maintain a grievance log of all grievances filed for and on behalf of all members.
- F. Shall assist the Chief Steward and Job Stewards with the investigation and handling of all grievances when needed.
- G. Shall recommend new Job Stewards to the President.
- H. Shall keep all Stewards informed as to the actions taken by the Executive Board.
- I. Hold no other elective office in the Local.

7. Chief Stewards:

- A. Shall work under the direction of the Local President and perform such duties as assigned by the Local President, Executive Board, or membership.
- B. Perform such duties that may be assigned by the Area Representative.
- C. Shall work with the Executive Vice President, Vice President, Area Representative and Job Stewards to maintain a grievance log of all grievances filed for and on behalf of all members.
- D. Shall be responsible for the duties of the Stewards in their respective work areas.
- E. Shall fill any vacancies of the Stewards' ranks until vacancy is filled by appointment from the Local President.
- F. Shall require the aid of all Stewards and Union members in the matter of grievances.
- G. Shall attend all membership and special meetings within the Local unless duly excused by the Area Representative.

8. Job Stewards

- A. Shall work under the direction of the Local President and perform such duties as assigned by the Local President, Executive Board, or membership.
- B. Perform such duties that may be assigned by the Chief Steward.
- C. Shall see that the members in their own particular unit are notified of meetings, referenda, special programs, etc. as might occur.
- D. Shall contact all new or transferred employees in their unit with the purpose of obtaining their application for membership as soon as possible.
- E. Shall investigate and process any grievances that might occur in their jurisdiction and refer the same to higher authority when necessary.
- F. Shall keep an up-to-date grievance log of all grievances filed.
- G. Shall attend all membership and special meetings within the Local unless duly excused by the respective Chief Steward.

ARTICLE XI – COMMITTEES

A. The Local shall have the following regular committees:

- Bylaws Committee
- Education Committee
- Civil Rights & Equity Committee
- Legislative Committee
- Organizing Committee
- Retired Members' Committee
- Community Service Committee
- Election Committee
- Finance Committee
- Membership Committee
- Publications Committee
- Women's Committee
- Health & Safety Committee

B. Members of all committees shall be appointed by a majority vote of the Executive Board, at the recommendation of the committee chair once the member has met the committee guidelines.

C. Chairperson(s) of all committees shall be selected by majority vote of the individual committees and rotated so that members of a committee may share this responsibility, if desired, and at the discretion of the committee.

D. Vacancies of the committees shall be filled in the same manner as the original appointment, adhering to budget constraints.

E. A member of any Local committee may be removed upon the recommendation of the Executive Board and/or individual committee for violating the Bylaws and/or the CWA Constitution.

F. All Committees shall meet at the direction of the Executive Board, committee chairperson, or the membership. Committee reports shall be presented at the Delegate Assembly and/or Informational Membership Meetings. The chairperson of each committee shall provide the Local President, Secretary and Treasurer with a report of the committee meeting.

G. An Executive Board member or officer will not be a member of any policy-making committee. (i.e. Bylaws, Finance Committees) or Election committee)

H. Duties of the committees:

1. Bylaws Committee: shall meet annually within sixty days after the convention to discuss and propose amendments to the existing bylaws.
2. Community Service Committee shall promote and direct, with the approval of the Local, any civic project which may benefit the Local and/or community. The committee shall also plan and conduct entertainment programs, social functions, and like endeavors as instructed by membership action. At the direction of the membership, any fund-raising projects for any purpose, other than legislative, i.e. Cope, will be the responsibility of this committee.

3. Education Committee: shall be responsible, along with Local officers, for developing and carrying out the Local's education programs, such as:
 - i. Special and regular education programs, classes, speakers, debates, movies, etc. for members
 - ii. Short programs at membership meetings
 - iii. Steward training
 - iv. New member orientation programs
 - v. Sponsoring scholarship or essay contests
 - vi. Regular reports to the membership on activities
4. Election Committee: shall conduct all nominations, elections, and referenda of this Local. No member of the Election Committee shall run for a Local office. The committee will follow Department of Labor and CWA Education Department guidelines, and ballots and all other election records will be turned over to the Local Secretary to be retained for one (1) year.
5. Civil Rights and Equity Committee: shall ensure fair and equitable representation for all members.
6. Finance Committee: shall audit the financial records of the Local at the end of each fiscal year. A report of such audit will be given to the Local, together with a budget for the forthcoming year. A special audit may be requested at any time by the chairperson of the Finance committee, the Executive Board, or the membership. The financial records of the Local shall be open for inspection by any member upon request to the President and Treasurer. The Finance Committee shall have the responsibility of safeguarding the financial interest of the Local and to report all findings to the Delegate Assembly.
7. 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.
8. Membership Committee: shall accept or reject membership applications in accordance with the Bylaws and the rules of this Local and the Constitution and policies of the Union. The committee can be overruled by a majority vote of the membership. The chairperson of the Membership Committee shall include in his/her committee report an announcement and presentation to the Local of all new members.
9. Organizing Committee: shall assist the Local officers and stewards in organizing all members within the Local's jurisdiction.

10. Publications Committee: shall endeavor to provide factual, informative and relevant comments and information on matters of interest to the membership. They shall be responsible in assisting the officers of the Local on distributing pertinent information on matters of interest to the membership.

11. Retired Members' Committee: shall assist the Union in all community activities and functions for retired members. The committee shall consist of at least one (1) dues paying member as a liaison.

12. Women's Committee: shall develop programs and recommendations in an effort to organize, educate, inform, and lobby on behalf of women and family issues and concerns.

13. Health & Safety Committee: shall study workplace health & safety issues and coordinate the Local's efforts in joint Union/Management health & safety programs.

ARTICLE XII – NOMINATIONS AND ELECTIONS OF LOCAL OFFICERS, EXECUTIVE BOARD MEMBERS AND CONVENTION DELEGATES

Section 1 - Nominations:

- A. Local Officers shall be nominated the months of September, October, November or December every three (3) years.
- B. Notice of nominations and positions to be filled shall be posted not less than 7 days prior to the nominations.
- C. Nominations will be accepted by petition bearing the signatures of at least 10 members in good standing, who are eligible to vote for the position sought by the nominee, and clearly stating the name of the person being nominated, must be received by the deadline established by the Election Committee.
- D. No member shall be nominated for office in the Local who has not attended at least two (2) Informational Membership meetings, either of the Local or of the Local from which they may have transferred, or a combination of meetings of both Locals, or the Delegate Assembly, in the twelve (12) months immediately preceding the meeting at which the nominations are made. Members who, on the day of an Informational meeting are scheduled/forced to work thus preventing them from attending; are on sick leave; are on detail out of town; fulfilling a Union assignment or by a reason excused by their respective Labor agreement (i.e. funeral, military, jury duty, etc.) shall be credited with having attended the meeting provided proof is furnished to the Local within thirty (30) days of the regular meeting missed.
- E. If there is only one nominee for an office that nominee will be elected by acclamation.

Section 2 – Elections

- A. Election of Local Officers shall be by secret ballot of the membership during the months of September, October, November or December..
- B. Notice and ballot for the offices of President, Executive Vice President, Vice President, Secretary, Treasurer and Area Representatives shall be sent by U.S. mail to each member in good standing to his/her last known address. The notice shall also state that a vote cast for the Officer's positions is also a vote cast for that Officer to serve as a delegate or alternate to the CWA Convention held during the term of office for which the election is being conducted.
- C. All members in good standing of the Local will vote for the office of President, Executive Vice President, Vice President, Secretary and Treasurer.
- D. All members in good standing of their respective areas as defined in Article 4 will vote for the offices of Area Representative(s).

Section 3 – General Provisions

- A. Only members in good standing of the Local shall be eligible to nominate, vote or hold elective office.
- B. The nominee in any election receiving the majority of the votes cast shall be declared elected. If no one nominee has a majority of the first ballot, the votes shall be taken again and the two nominees having the greatest number of votes on the first ballot shall be the nominees of the second ballot.
- C. Ballots will indicate votes cast for President, Executive Vice President, Vice President, Secretary and Treasurer will also constitute a vote for such candidate to serve as first, second, third, fourth and fifth delegates to any general or special convention and official meetings during the term of office.
- D. No elected Officer or Area Representative 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 the State and Federal Laws, these Bylaws and the CWA Constitution.
- E. The term of office for Local Officers shall be three (3) years or until their successors have been duly elected and qualified, as per the Constitution, Article XV, Section 3.
- F. The term of office will commence with the oath of office to be administered on January 1st of every third year.
- G. Any Officer or Area Representative elected in mid-term will only fill the remainder of the term of office.

Section 4 – Election Committee

- A. The nomination and election of Local Officers and Area Representatives 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 Federal Law, the CWA Constitution and these bylaws, with reasonable opportunity for each member to vote for the candidate of his/her choice.
- B. The Election Committee shall conduct any referenda submitted to the membership. The Committee shall not dispose of any ballots or election records for one (1) year.
- C. A member shall not be permitted to serve on the Election Committee if he or she is a candidate for any office or delegate to the CWA Convention.
- D. The Election Committee shall prepare election ballots, listing the nominees for each office. The ballot, along with the voting instructions, shall be mailed not less than fifteen (15) days prior to the elections to the eligible members. The instructions shall include: marking, mailing, voting deadline, counting place, date and time. The Election Committee may also hire a Union printer or Company to prepare ballots and/or conduct the election.
- E. Any questions concerning the conduct and challenges of elections shall be determined by the Election Committee, subject to the right of appeal to the Executive Board and Membership of the Local in accordance with Article XV of the CWA Constitution.

Section 5 – Vacancies

- A. A vacancy in the office of President shall be filled by the Executive Vice President, who shall immediately assume all responsibilities of that office.
- B. Vacancies in the other offices shall be filled by appointment from the Executive Board within sixty (60) days of the vacancy, subject to approval of Local membership, said appointment to serve in this capacity until the next regularly scheduled Local election and until the successor is duly elected and qualified.

ARTICLE XIII – LOCAL DELEGATES TO INTERNATIONAL CONVENTIONS AND OFFICIAL MEETINGS

- A. The President shall be the first delegate and chairperson of the delegation to any general or special conventions and official meetings held during his/her term of office.
- B. The Executive Vice President shall be the second delegate to any general or special conventions and official meetings held during his/her term of office.
- C. The Vice President shall be the third delegate to any general or special conventions and official meetings held during his/her term of office.
- D. The Secretary shall be the fourth delegate or 1st Alternate to any general or special conventions and official meetings held during his/her term of office.
- E. The Treasurer shall be the fifth delegate or 2nd Alternate to any general or special conventions and official meetings held during his/her term of office.

- F. Additional delegates and alternates to any general or special conventions and official meetings shall be elected subject to Article VIII, Section 4, Paragraph (A) of the Union Constitution, by secret ballot of the membership, on a plurality vote, not more than 120 or less than 30 days in advance of the general, special convention or official meeting, at a regular or special meeting.
- G. The International shall determine the convention votes assigned to each Local delegate in accordance with Article VIII, Section 4, Paragraph (d) of the Union Constitution.
- H. It shall be the duty of the Local Secretary to certify delegates to the convention within the time limits specified in Article XIII, Section 6, of the Union Constitution.

ARTICLE XIV – CHARGES, TRIALS AND APPEALS

Section 1 - Charges

- A. Members of this Local may be fined, suspended, or expelled for any of the acts enumerated in Article XIX of the Union Constitution.
- B. Any of the following shall be a ground for charges against a Local Member:
 - 1. Committing or causing the commission directly or indirectly of acts against the interest and welfare of the Local or Union.
 - 2. Malicious attack against the Local, its Officers or against a fellow Member.
 - 3. Gross misconduct unbecoming of a Local Member.
 - 4. Willful violation of any provisions of the Local Bylaws or rules, regulations, measures and resolution of the Local.
 - 5. Members may be suspended or expelled for any of the acts enumerated in Article XIX of the Constitution.
- C. Willful refusal to pay the fine will subject the member or members to suspension or expulsion.

Section 2 - Trials

- A. Any accused person shall be tried under the provision of Article XX of the Union Constitution.

Section 3 - Appeals

- A. 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.

Section 4 - Trial Court

- A. A trial court of the Local shall be composed of five (5) persons who are members of this Local and are not parties to the proceeding. Members of the trial court shall be selected by the governing body of the Local.

ARTICLE XV – REFERENDUM OF THE LOCAL

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

ARTICLE XVI – AMENDMENTS TO LOCAL BYLAWS

- A. After Adoption, these Bylaws and Rules may be amended by a majority of the members voting in a referendum of the Local.

ARTICLE XVII – FISCAL YEAR AUDIT

- A. The fiscal year of this Local shall be October 1 to and including September 30 of the succeeding year.
- B. The financial records of this Local shall be audited by the finance committee and a certified public accountant at the end of each fiscal year.
- C. A statement of the findings of the audit shall be signed by all members of the committee and inserted into the minutes of the following meeting.

ARTICLE XVIII – OATH OF OFFICE

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

“I (give name) hereby accept the office of (name of office) of Local 6001, 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, CWA Constitution. I further promise to give my successor in office all books and records in my possession. I shall at all time endeavor to serve my Local and the Union to the best of my abilities, I so swear or affirm. “

ARTICLE XIX – ADOPTION

Any changes to their adoption must be approved by the majority of the members voting by referendum via secret ballot.

These Bylaws shall be considered adopted and in full force, effective immediate, upon their approval by a majority vote of the members in good standing.

BYLAWS Adopted:

Revised Bylaws Adopted October 2022

Revised Bylaws Adopted June 2026

Revised Bylaws Adopted _____

Revised Bylaws Adopted _____

Revised Bylaws Adopted _____

Revised Bylaws Adopted _____