

Communications Workers of America

Local 6139

BY-LAWS

ARTICLE I NAME

This Local shall be known as Local 6139, Communications Workers of America.

ARTICLE II JURISDICTION

Jurisdiction of Local 6139 shall be the jurisdiction assigned by the Union and appearing on the face of the Local Charter.

ARTICLE III OBJECTIVES

The objectives of Local 6139 shall be to represent and serve the workers within its jurisdiction in accordance with the By-laws and rules of the Local and the Constitution and policies of the Union.

ARTICLE IV LOCAL STRUCTURE

The structure of Local 6139 shall consist of the following

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

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 submitting an application for membership, and upon the approval by the membership at any membership meeting.

Section 3. Transfers

The transfer of a membership of this Local 6139 to the jurisdiction of another local and from another Local to the jurisdiction of this Local shall be made in accordance with Article V, Section 3 of the Union Constitution.

ARTICLE VI LOCAL DUES AND ASSESMENTS

Section 1. Local Dues

Each member of the Local shall pay dues in an amount established by the Local membership. Membership dues may be changed only by the majority 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, if the question has been advertised on a bulletin board at least seven (7) days in advance of the meeting or by notice mailed postage prepaid to each member at least seven (7) days in advance of the meeting.

Section 2. Local Special Assessments

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

ARTICLE VII GOVERNING AUTHORITY

Section 1. Membership

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:

1. Through action taken in a membership meeting or by referendum of the membership.
2. Through actions and decisions of the Executive Board between membership meetings.
3. Through actions and decisions of the Local Officers between meetings of the Executive Board.
4. The actions and decisions of the Executive Board and Officers of the Local between Local meetings may be overruled by the membership in a Local meeting or by referendum.

Section 2. Executive Board

The Local Executive Board consists of the following:

1. Elected Officers
2. Four (4) Elected Executive Board Members

ARTICLE VIII LOCAL MEETINGS

Regular meetings of this Local shall be held on the first Tuesday of each month. Special meetings may be called by a majority vote of the Local Officers, or a petition signed by twenty-two (22) members. Upon the receipt of a proper petition, the Local Officers shall call a special meeting to be held within ten (10) days.

ARTIVLE IX ALTERNATE DELEGATES TO THE INTERNATIONAL CONVENTIONS

- A. Alternate delegates to all conventions shall be elected by the membership voting by secret ballot at a Union meeting prior to the convention.
- B. The local shall determine the Convention votes assigned to each delegate in accordance with Article VIII of the Union Constitution.
- C. It shall be the duty of the Secretary-Treasurer of the Local to certify the Local delegates to the Union Convention to the Secretary-Treasurer of the Union within the time limits specified in Article VII of the Union Constitution.
- D. The President shall serve as a delegate and chairperson of the delegates to all conventions held during the term of office for which he/she is elected per Article XIV of these By-laws.
- E. The Vice-Presidents shall serve as delegates to all conventions held during the office for which he/she is elected per Article XIV of these By-laws.

ARTICLE X LOCAL COMMITTEES

- A. The local shall have the following committees:
 - 1. Education Committee
 - 2. Election Committee
 - 3. Organizing Committee
 - 4. Legislative Committee
 - 5. Membership Committee
 - 6. Community Services Committee
 - 7. Equity Committee
 - 8. By-laws Committee
- B. Members of all committees shall be appointed by a majority vote of the Local Officers, subject to the right of the Local to overrule such appointments.
- C. Vacancies on committees shall be filled in the same manner as original appointments.
- D. A member of any local Committee may be removed by a 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 the committees
 - 1. Education Committee: The Education Committee shall assist in developing the Local's education program and, with the Local

- Officers, be responsible for effectuating the Union and the Local's education program.
2. Election Committee: The Election Committee shall conduct all nominations and elections and referenda of this Local.
 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. 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.
 5. Membership Committee: The Membership Committee or Committees shall accept or reject membership application in accordance with the By-laws and rules of this Local and Article V of the CWA Constitution and policies of the Union.
 6. Community Services Committee: The Community Services Committee shall assist in developing all community services programs.
 7. Equity Committee: The Equity Committee shall address issues which concern the denial of equal rights to individuals because they are members of a minority group. The issues are racism, sexism, ageism, rights of the handicapped, gay rights, religious prejudice, sexual harassment, and comparable worth.
 8. By-Laws Committee: The By-Laws Committee shall review and recommend changes and additions to the By-laws.

ARTICLE XI ORDER OF BUSINESS

- A. The order of business of a local meeting shall be as follows:
 1. Call to order
 2. Roll Call (optional)
 3. Reading and action on minutes of previous meetings
 4. Reading and actions on Financial Report
 5. Report of Officers
 6. Report of Committees
 7. Unfinished Business
 8. New Business
 9. Adjournment
- B. The order of business may be suspended by a two-thirds (2/3) vote of the members present.

ARTICLE XII LOCAL OFFICERS, STEWARDS, EXECUTIVE BOARD MEMBERS AND THEIR DUTIES

Section 1. Local Officers

- A. The Officers of the Local shall be:
 - 1. Local President
 - 2. Local Vice President
 - 3. Local Secretary-Treasurer

- 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, Local Executive Board, and Local Officer's meeting.
 - c. Prosecute grievances and appeal them to higher levels of the Union when not satisfactorily settled.
 - d. Supervise all local committees.
 - e. Approve all bills to be paid.
 - f. Perform whatever additional duties may be assigned by the Local or required by the policies of the Constitution of the Union

 - 2. The Local Vice President shall:
 - a. Work under the direction of the Local President.
 - b. Perform whatever duties may be assigned by the Local, the Executive Board, or the Local President.

 - 3. The Local Secretary-Treasurer shall:
 - a. Maintain record of the Local Membership.
 - b. Record and maintain the minutes of all meetings of the Local, the Local Executive Board, or Local Officers.
 - c. Furnish the Vice President and the Secretary-Treasurer of the Union with copies of any changes in these By-laws within ten (10) days after such changes are made.
 - d. Be custodian of all assets of the Local.
 - e. Report to each membership meeting on the financial status of the Local.
 - f. 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.
 - g. Cause payments of all bills approved by the Local President.
 - h. Perform such other duties as may be assigned by the Local, Local Executive Board, or the Local President

Section 2. Local Stewards

- A. The stewards of the Local shall be:
 - 1. District
 - 2. Chief
 - 3. Local

- B. The duties of the Local Stewards shall be as follows:
1. District Steward
 - a. Work under the direction of the Local President
 - b. Perform whatever duties may be assigned by the Local, the Local Executive Board, or the Local Officers.
 2. Chief Steward
 - a. Work under the direction of the Local President.
 - b. Perform whatever duties may be assigned by the Local, the Local Executive Board, or the Local Officers or the Local District Steward.
 3. Local Steward
 - a. The Local shall have as many Local Stewards as may be appointed by the Local President subject to the right of the membership to overrule such appointments.
 - b. Work under the direction of the Local President.
 - c. Perform whatever duties may be assigned by the Local, the Local Executive Board, the Local Officers, District Stewards, or Chief Stewards.
- C. All Stewards of CWA Local 6139 are strongly encouraged to attend monthly membership meetings.

Section 3. Executive Board Members

- A. The duties of the Executive Board Members shall be as follows:
1. Be responsible for making decisions and taking action on behalf of the local membership between local meetings on all matters concerning the good and welfare of its members.

ARTICLE XIII CONDUCT OF MEETINGS, OTHER BUSINESS, AND QUORUM:

- A. Membership meetings and other business of this Local shall be conducted under the By-laws and rules of the local and in conformity with the Union Constitution. On questions where the Local By-laws, the Local Rules, or the Local Constitution do not clearly apply, Robert's Rules of Order shall govern.
- B. The number constituting a quorum of Local meetings shall be any number of members present at a Local membership meeting, provided that due notice has been given the membership of the Local. "Due Notice" shall mean a notice of at least seven (7) days prior to the meeting.
- C. A majority of the officers, or majority of the members of a committee shall constitute a quorum for those bodies.

ARTICLE XIV NOMINATIONS AND ELECTIONS OF LOCAL OFFICERS STEWARDS AND EXECUTIVE BOARD MEMBERS

Section 1. Nominations

1. The Local President, Vice President, and Secretary-Treasurer shall be nominated from the floor in the month of September at a regular or called meeting. Beginning with nominations in September 1972, Officers shall be nominated every three (3) years.
2. The nomination of a person for the office of president shall also constitute the nomination of the same person as a delegate and chairman of delegates to all conventions held during the term of office for which the election is being conducted.
3. The nomination of a person for Vice-President constitutes the nomination of the same person as a delegate to any of the conventions held during the term of office for which the election is being conducted.
4. The nominations of a person for Secretary-Treasurer constitutes the nomination of the same person as an alternate to any of the conventions held during the term of office for which the election is being conducted.
5. Executive Board members shall be nominated from the floor in the month of September at a regular or called meeting. Beginning with nomination in September 1996, Executive Board members shall be nominated every three (3) years.
6. Notice of nominations must be advertised at least fifteen (15) days prior to the regular or called meeting.
7. Chairperson of the Election Committee must receive from each nominee, for any office, verbal or written consent at the time of the nomination.
8. In the event that more than four (4) nominees seek the office of Executive Board members, the four (4) nominees receiving the most votes shall be declared elected. In the event of a tie for the fourth position, a run off election will be held to determine the winner.

Section 2. Elections

1. Election of Local Officers and Executive Board members shall be by secret ballot of the membership in the month of October. Beginning in October 1972, elections shall be held every three (3) years. Notice of election shall be mailed to each member at his last known address not less than fifteen (15) days prior to the election. Such notice must specify the time and place of the election and the offices to be filled. Elections may be conducted by United States mail or balloting by use of established polling places and ballot boxes.
2. A vote cast for a candidate for the office of President shall also constitute a vote for such candidate to serve as a delegate and chairperson of delegates to all conventions held during the term of office for which the election is being conducted provided said candidate is elected.
3. A vote cast for a candidate for Vice President constitutes a vote for the same candidate to serve as a delegate to all conventions held during the term of office for which the election is being conducted provided said candidate is elected.

4. A vote cast for a candidate for Secretary-Treasurer constitutes a vote for that same candidate to serve as an alternate to all conventions held during the term of office for which the election is being conducted provided said candidate is elected.
5. District and Chief Stewards shall be elected by the members in their respective departments in the month of February.
6. Executive board members shall be elected in the month of October. Beginning in October 1996, they shall be elected every three (3) years.
7. If only one person is nominated for any of the Local Offices said person shall be elected by acclamation.

Section 3. Local Election Committee

1. The nomination and election of Local Officers and Executive Board Members shall be conducted under the supervision of the Election Committee. The committee shall have the authority and responsibility to see that nominations and elections are conducted in accordance with the Union Constitution, Federal Law, and these By-laws, with reasonable opportunity for each member to nominate and vote for the candidate of their choice.
2. The Election Committee shall also conduct any referendum submitted to the membership.
3. A member shall not be permitted to serve on the election committee if he is a candidate for any office of the Local.
4. All questions concerning the conduct and challenges of elections shall be determined by the Election Committee, subject to right of appeal to the Executive Board and the Local 6139 Membership.

Section 4. General Provisions

1. The nominee in any election receiving the majority of the votes cast shall be declared elected. If no one nominee has a majority on the first ballot, the vote shall be taken again and the two nominees having the greatest number of votes on the first ballot shall be nominees on the second ballot.
2. Only members of the Local in good standing shall be eligible to vote or hold office.
3. Nominees to be candidate for one office only.
4. Position of names on the ballot by drawing.
5. Beginning in 1973, the term of office shall be for three (3) years.
6. Beginning in 1973, the Officers shall take office at the regular meeting in the month of January every three (3) years.
7. All members in good standing with Local 6139 are qualified to be nominated for the office of President, Vice President, Secretary-Treasurer, or Executive Board Member, under Article XIV, Section 1 of these Bylaws.

8. In the event that more than four (4) nominees seek the office of Executive Board members, the four (4) nominees receiving the most votes shall be declared elected.
9. No write ins.

Section 5. Vacancies

1. Should a vacancy occur in the office of Local President, the Executive Board shall appoint the Vice President to serve the un-expired term of President, subject to the approval of the membership
2. Vacancies in other Local offices shall be filled either by appointment of the governing body of the Local, subject to approval of the appointment by the Local membership within sixty (60) days or by election in the same manner as that required for regular elections and within sixty (60) days.

ARTICLE XV 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 XVI CHARGES, TRIALS, AND APPEALS

Section 1. Charges

Members of this local may be fined, suspended, or expelled in the manner provided in these By-laws, 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 XX, Section 4 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.

Section 5. Reinstatement of Expelled Members

Members of the Union expelled for non-payment of assessments or fines shall upon making applications for reinstatement, be investigated by a committee of six (6) persons, who will make recommendations to the membership. In no case shall an expelled member be reinstated for less than One Hundred Dollars (\$100) fine plus assessments. Method of payment shall be determined by the committee.

ARTICLE XVII RECALL OF OFFICERS

Any elected officer of this Local may be recalled in accordance with the provisions of Article XXI, Section 2 and Article XXII, Section 8 and 9 of the Union Constitution.

ARTICLE XVIII ADMENDMENTS TO LOCAL BY-LAWS

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

- A. 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 or United States mail, postage prepaid at least seven (7) days in advance.
- B. Referendum of the membership.

ARTICLE XIX REFERENDUM OF THE LOCAL

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

ARTICLE XX 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 of this Local shall be audited by a Certified Public Accountant, or by a committee selected by the Local, at the end of each fiscal year. The results of such an audit shall be made available for the inspection of any member of the Local.

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 of (name of office) of Local 6139, 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 By-laws 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 my possession. I shall at all times endeavor to serve my Local and the Union to the best of my ability so help me God.

ARTICLE XXII ADOPTION

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

ARTICLE XXIII FINANCES

- A. Payment of vouchers will include three (3) officers' signatures. One for approval of the voucher and two (2) to sign the check.
- B. Local officers will be paid a monthly salary along with a travel expense. The amounts to be determined by the Executive Board, subject to approval by the membership.
- C. Any members requested to attend an Executive Board Meeting shall not experience lost wages. Mileage will be reimbursed to those members whose work location is twenty (20) miles or more from the site of the meeting.
- D. All checks on the local shall have two (2) Local Officers' signatures.

These By-Laws Adopted

12-02-50

Revised By-Laws Adopted

01-04-72

Revised By-Laws Adopted

09-05-72

Revised By-Laws Adopted

08-01-78

Revised By-Laws Adopted

08-01-85

Revised By-Laws Adopted

08-04-87

Revised By-Laws Adopted

08-07-87

Revised By-Laws Adopted

01-05-88

Revised By-Laws Adopted

03-01-88

Revised By-Laws Adopted

06-07-88

Revised By-Laws Adopted

11-07-89

Revised By-Laws Adopted

11-16-89

Revised By-Laws Adopted

12-07-89

Revised By-Laws Adopted

07-08-91

Revised By-Laws Adopted

05-04-93

Revised By-Laws Adopted

03-05-96

Revised By-Laws Adopted

06-06-00

Revised By-Laws Adopted

08-01-00

Revised By-Laws Adopted

04-02-02

Revised By-Laws Adopted

02-06-07

Revised By-Laws Adopted

03-06-07

Revised By-Laws Adopted

12-04-07

Revised By-Laws Adopted

08-13-08

Revised By-Laws Adopted

10-22-10

Revised By-Laws Adopted

12-07-10

Revised By-Laws Adopted

07-05-11

Revised By-Laws Adopted

09-04-18