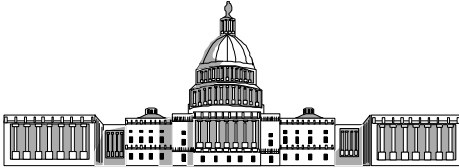


# NEWSLETTER

*Communication Workers of America*  
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## **CWA Members at Center of Inaugural Events**

CWA and the entire union movement are playing a big part in Presidential inaugural events in Washington, D.C., from answering President-elect Obama's call for the National Day of Service to spotlighting the Employee Free Choice Act around the city.

Millions of people attending the inauguration will see giant banners calling for passage of the Employee Free Choice Act hanging on buildings, including CWA headquarters and other union buildings in the heart of inaugural activities.

For the first time in inaugural parade history, an all-union float will carry union members as part of the American Workers Contingent. Some 23 CWAers will participate as part of the union group marching in the parade.

CWA also has answered President-elect Barack Obama's call for community service on Jan. 19, the National Day of Service that honors Dr. Martin Luther King, Jr. CWA locals, districts and headquarters employees are taking part in a nation-wide union food drive, with locals establishing collection sites at union meeting and worksites and delivering the goods collected to local food banks and pantries.

CWA Executive Vice President Annie Hill said the growing economic crisis has hit working families especially hard and food bank inventories nationwide are dangerously low. "We must step in to help in every way we can."

Some locals are joining with other groups in their communities to focus even more attention on the cause. Local 4025 in Upper Peninsula, Mich., is teaming up with a radio station to promote its food drive, others are hosting special events to attract donors and volunteers.

Many locals also are accepting monetary donations for food banks in lieu of canned goods. Steve Abbott, CWA Local 7108, pointed out that "every dollar donated can be turned into almost \$13 worth of food."

CWA also has agreed to work with AT&T in 30 cities to collect food. Drives will begin Jan. 12-19 in six cities with the greatest need: Sacramento, Chicago, Atlanta, Washington, D.C., Hartford, Conn., and Dallas, and will continue Jan. 19 through Jan. 27 in the remaining cities.

# Proposed Changes to the Local By-Laws of CWA Local 4671

~~strike through~~ = current language to be deleted and/or modified

**bold/underlined** = new and/or modified language

.....either before and/or after words indicates additional unchanged current language, left as is.

All current Articles of the By-Laws not identified are proposed to remain "as is"

Primary reasons for changes and modifications: to accurately reflect who we are after our December 2005 merger of four Locals into one and to adequately assure that Local business and rank and file input, control and democracy will prevail in an effort to strengthen our union and our Local and gain maximum position with our employers whom we hold contracts with. Our size is now "statewide" and reflecting that in our Bylaws is paramount.

Example: Some common and frequent changes include: ~~Unit~~ to **Area**, ~~General~~ to **Local**

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Article VIII: (table of contents) ~~UNIT~~ **AREA** AND ~~GENERAL~~ **LOCAL** MEMBERSHIP MEETINGS

ARTICLE IV - LOCAL STRUCTURE: **(4) Chief Stewards** **(5) Job Stewards** ~~(4)~~ **(6)** Committees

ARTICLE V – MEMBERSHIP Section 2 - Application

A member who voluntarily resigns from the Union and reapplies for membership will be accepted only after an initiation fee of \$100 is paid to the Local. This initiation fee may be waived by recommendation of the Membership Committee at a ~~General~~ **Local** Membership Meeting.

ARTICLE VI -LOCAL DUES AND ASSESSMENTS Section 1 - Local Dues

.....in a ~~General~~ **Local** Membership meeting where a.....

Section 3 - Fines

Executive Board members shall be assessed ~~\$5.00~~ **25% of their respective monthly union salary** for each absence at ~~General Membership or~~ Executive Board Meetings, unless previously excused by the Local President. Such assessments shall be deducted from the Executive Board member's salary ~~or expense allowance~~. An Executive Board Member who is absent without being previously excused from three ~~(3)~~ **(2)** consecutive ~~General Membership and/or~~ Executive Board meetings shall be automatically suspended from office, **pending review and reinstatement by the Executive Board**.

ARTICLE VII - GOVERNING AUTHORITY Section 1 - Membership

(a) Through action taken in ~~General~~ **Local** Membership meetings of all ~~Units~~ **Areas** or by referendum of the membership.

(b) Through actions and decisions of a majority of the Executive Board between ~~Units~~ **Local** Membership Meetings.

(d) The actions and decisions of the Executive Board, **and/or** Officers of the Local between ~~General~~ **Local** Membership meetings may be overruled by a majority of the membership ~~in all Unit meetings or~~ by referendum.

Section 2 - Executive Board The Local Executive Board shall consist of the following:

President, Vice President, Secretary, Treasurer and one ~~Area Union Rep~~ **Chairperson** **from each of the following areas: North, South, East, West, and Call Center with respective memberships to be determined by the records of the Local Secretary.** ~~Portage, Reedsburg (Public Employees), Sun Prairie, Dodgeville, Edgerton (Public Employees), and Walworth.~~ **Representation duties may be assigned to another Executive Board member by the Local President with the approval of a majority of the Executive Board members. This is subject to appeal by the respective membership.**

ARTICLE VIII - ~~UNIT~~ **AREA** AND ~~GENERAL~~ **LOCAL** MEMBERSHIP MEETINGS

Regular **Area** meetings of this Local shall **may, at the discretion of the Area Union Rep,** be held as close to the second Wednesday of the month as possible. ~~General~~ Local Membership meetings shall **may** be held quarterly throughout the Local. ~~Special Unit or Special-General~~ **Local** membership meetings may be called by a majority vote of the Executive Board, Local Officers, or by a petition signed by ~~twenty (20) members~~ **25% of the membership**. Upon receipt of a proper petition a ~~Special Unit or Special-General~~ Local Membership meeting shall be held within ~~fifteen (15)~~ **twenty five (25)** days after proper notification of the.....

ARTICLE IX - LOCAL DELEGATES TO NATIONAL CONVENTION

(c) It shall be the duty of the Secretary ~~Treasurer~~ of the Local to.....

(d) .....may also be removed by action of the Local in a General **Local** Membership meeting.

(8) ....shall be chaired by the Local Secretary ~~Treasurer~~ and will.....

(15) .....of the Scholarship will be determined **at the discretion of the Scholarship Committee subject to Executive Board approval.** ~~by the approved budget of the fiscal year.~~ **A random drawing will be held to determine scholarship winners.**

~~At the July General Membership meeting or a General Membership meeting as close to July as possible.~~

Article XI - ORDER OF BUSINESS (a)..... (4) Reading and Action.....

ARTICLE XII - LOCAL OFFICERS, **AREA UNION REPS, CHIEF STEWARDS, UNIT CHAIRPERSONS, JOB STEWARDS** AND THEIR DUTIES

Section 1 - Local Officers (a)..... (3) Local Secretary ~~Treasurer~~ **(4) Local Treasurer** (b)..... (1).....

(b) .....meetings, General **Local** Membership meetings, and upon request, at Unit **Area** Membership meetings.

(d) .....by request of Unit Chairpersons **Area Union Reps**

(f) Approve all bills to be paid, and countersign all checks drawn on the Local Treasury and

**(3) The Local Secretary shall -**

**(a) Maintain a record of the Local Membership**

**(b) Maintain the minutes of all meetings of the Local and record the Local Executive Board meetings**

**(c) Furnish the District Vice President and Secretary-Treasurer of the Union with copies of any changes in these Bylaws within ten (10) days after such changes are made**

**(d) Perform such other duties as may be assigned by the Local, the Local Executive Board, or the Local President.**

**(4) The Local Treasurer shall -**

**(a) Be custodian of all assets of the Local**

**(b) Report via Area Reps to the membership of 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 payment of all bills approved by the Local President, Local Executive Board and Local and perform such other duties as may be assigned by the Local, the Local Executive Board, or the Local President.**

Section 2 - Unit Chairpersons **Area Union Reps**

(a) A Unit Chairperson **Area Union Reps** shall be elected in a the month of November to hold office for three (3) years or until a successor is elected, by the members of each Unit **Area** which has been established by the Executive Board on an area or work group basis.

(b) Unit Chairpersons **Area Union Reps** shall preside over all meetings of their respective **Chief Stewards and other Area Meetings as they deem appropriate.**

(c) Unit Chairpersons **Area Union Reps** shall appoint as many **Chief** Stewards in each of their respective Units **Areas** as they deem necessary to proper Unit **Area** operation.

(d) Unit Chairpersons **Area Union Reps** shall be members of the Executive Board and shall work under the direction of the President and perform such other duties as may be assigned by the Executive Board or the members of their respective Unit **Area**.

Section 3 - Local **Chief** Stewards

~~(a) The Local shall have as many Stewards as may be appointed by the Unit Chairpersons, subject to the right of the Local membership to overrule such appointments.~~

The duties of Local **Chief** Stewards shall be as follows:

(a) Work under the direction of the ~~Unit Chairperson~~ **Area Union Rep** and perform whatever duties as may be assigned by the Local Executive Board or the ~~Unit Chairperson~~ **Area Union Rep**

**(b) Chief Stewards will conduct membership meetings under the direction of their Area Union Reps**

**Section 4 - Duties of Job Stewards**

**(a) The Job Stewards are appointed and unappointed at the discretion of the Area Union Rep and shall conduct all Local and Area business as determined and directed by the Area Union Rep, Local, the Executive Board, and the Local President.**

ARTICLE XIII - CONDUCT OF MEETINGS, OTHER LOCAL BUSINESS AND QUORUM

(b) The number constituting a quorum for ~~Unit~~ **Area** meetings or General **Local** Membership meetings.....of the Local or ~~Unit~~ **Area**.

ARTICLE XIV - NOMINATION AND ELECTION OF LOCAL OFFICERS AND UNIT AREA REPS CHAIRPERSONS

Section 1 - Nominations

~~Local Officers and~~ **Area Union Reps** ~~Unit Chairpersons~~ shall.....every (3) years **at their respective Area Meetings**. Local Officers shall be..... Local General Membership Meeting. ~~Unit Chairpersons shall be nominated at the respective Unit October meeting.~~

SECTION 2 - Elections

Election of Local Officers and **Area Union Reps** ~~Unit Chairpersons~~ by the members in the **Local or Area** shall be by secret ballot..... Elections will ~~may~~ be conducted **in the** ~~by either of the following~~ **manner:** ~~methods~~

(1) Ballot conducted by U.S. Mail

~~(2) Balloting by use of established polling places and ballot boxes.~~

(2) There shall be no "write in" votes in the election of Local Officers, **Area Union Reps**, ~~Unit Chairpersons~~, or Convention Delegates.

(4) re-number to (3)

Section 4 - General Provisions

(4) The Officers and **Area Union Reps** ~~Unit Chairpersons~~ shall take office.....

ARTICLE XVIII - AMENDMENTS TO LOCAL BYLAWS

After adoption, these Bylaws may be amended by a majority vote of the members present at a **Local** ~~Monthly~~ Membership, ~~General Membership~~ or Special **Local** Membership meeting in the following manner:

(a) Motion must be posted on the Local's bulletin boards forty-five (45) days in advance and printed in **1 (one)** ~~two (2)~~ consecutive issues of the Local's official publication (newsletter).

ARTICLE XIX - REFERENDUM OF THE LOCAL

(a) The Local Election Committee.....or Special **Local** Membership Meeting.

ARTICLE XXII - COPE AND UNION CHARITIES

(a) The Local shall.....at the first General **Local** Membership Meeting.....

~~(b) The Local shall hold one raffle a year for Union Charities. The raffle will be held after January 1<sup>st</sup> and end not less than sixty (60) days before the national Convention. The proceeds of this raffle will be applied to the quota for all Union charities.~~

These Local By-laws were recommended for adoption by the Local Executive Board on 01-08-09.