

BY LAWS LOCAL 6215

October 27, 1977
August 30, 1984
October 25, 1985
June 28, 1988
October 1, 1990

April 7, 2003
February 25, 2010
January 30, 2014
November 19, 2019*

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April 30, 1975
June 28, 1988

ARTICLE I - NAME

This Local shall be known as Industrial Local 6215, Communications Workers of America - AFL CIO.

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October 6, 1971
January 30, 2014*

ARTICLE II - JURISDICTION

Section 1. This Local shall have the jurisdiction of all communications work and workers engaged therein, as provided by the Charter issued by the Communications Workers of America - AFL-CIO, or its components.

Section 2. Nothing shall preclude modification, revision or combining jurisdiction of a group, or groups, if a majority of the members voting in each of the groups directly affected consent thereto.

Section 3. Jurisdictions within the Local will be determined every three (3) years prior to elections.*

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October 6, 1971

ARTICLE III – PURPOSE

Section 1. It shall be the purpose of the Local to:

- A. Consolidate all telephone workers in Dallas, to effect the coordination of activity and the cooperation of all workers within the jurisdiction of the Local; through such coordination and cooperation to give more efficient representation to the communications workers, and to work effectively for the welfare of family, community, and the nation.
- B. Support the political objectives of CWA-AFL-CIO to put an end to unjust laws, both State and Federal, and that just and equitable legislation be enacted which will serve the workers without discrimination.
- C. Participate in all activities of the AFL-CIO.
- D. Cooperate with all legitimate progressive groups or organizations outside of CWA-AFL-CIO.

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August 30, 1984

ARTICLE IV – STRUCTURE

Section 1. The structure of the Local shall be as follows:

- A. Membership
- B. Local Executive Board
 - (1) Officers
 - (2) Chief Stewards

Section 2. The Local shall establish and maintain an office in the City of Dallas to carry on business of the Local and to provide service for the membership.

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October 6, 1971
August 30, 1984
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ARTICLE V – MEMBERSHIP, ELIGIBILITY

Section 1. Eligibility.

- A. All persons within the jurisdiction of the Charter granted for this Local shall be eligible for membership in the Local, except as otherwise provided in the Bylaws of the Local or the Union Constitution, and subject to any fines or penalties duly and properly imposed.
- B. Duties of members:
 - (1) To support and abide by the Constitution of the Union, the Rules and Bylaws of the Local Federal and State laws, and the Constitution of the United States.*
 - (2) To vote their convictions in all elections and matters submitted to vote, and to abide by the will of the majority.
 - (3) To bring to the attention of the Local any violation of the Constitution, the Bylaws of the Local, and any violation of the Contract, or any unsatisfactory working conditions or any action by members which is detrimental to the welfare of the Local, the Union, or its members.*
 - (4) To attend meetings whenever possible, and to keep the Stewards or the Officers advised of changes in name, address and telephone number.

Section 2. Application.

- A. Membership in the Local shall be obtained after payment of the Local initiation fee of \$2.00 and upon the approval of any membership committee authorized to accept or reject membership in behalf of the Local, subject to the right of the Local to over-rule the decision of the membership committee. The membership committee shall be composed of the Executive Board.

Section 3. Transfers.

- A. 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 with Article V, Section 3, of the Union Constitution.

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Section 4. Reinstatement.

- A. A person eligible for membership in the Local who has been suspended or expelled from membership in any Local shall not be admitted to membership unless he/she has been restored to good standing by recommendation of the group from which he/she was suspended or expelled. Such person may be admitted to membership upon payment of all dues, assessments, and/or penalties imposed by the former Local.*
- B. The Local Executive Board may, by a majority vote, suspended initiation fees for specific lengths of time and/or individual cases.

Section 5. Membership Standing.

- A. A member is in good standing by paying dues on a regular basis.
- B. If a member is retired from a company, elects to remain an active Local member and mails the dues prescribed by the CWA Convention to this Local, such member is in good standing for voting rights. (See 2. this section.) (Dues formula - total pension x 12 / 52 - 40 x 2.)
- C. The above category of members should be prepared to show proof of dues payments at the time of casting a vote.
- D. A member is not in good standing by not paying dues (see Article VI, Section 1), and/or having an unpaid fine (see Article VI, Section 4). If a member is not in good standing, that member does not have a right to vote in any election until such matter(s) are cleared.

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October 1, 1990
January 30, 2014*

ARTICLE VI – DUES, ASSESSMENTS and FEES

Section 1. Dues.

A. The dues of this Local, effective October 1, 1990, shall be as follows:

(1) Each member of the Local shall pay minimum membership dues in accordance with convention action.

B. Membership dues which exceed in amount the minimum dues may be authorized by the majority of those voting on the question.

(1) Membership dues exceeding the established minimum amount may be changed by obtaining approval by majority vote by secret ballot of the members in good standing voting at a regular or special membership meeting, after reasonable notice to the membership of the intention to vote upon such question.

Notice, in this case, shall consist of a general membership mailing thirty (30) days in advance of such meeting, plus notice to all bulletin boards.

Section 2. Local Special Assessments.*

A. Locals may levy a special assessment in cases of emergency or when income from dues and initiation fees is inadequate to finance necessary expense 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. Initiation Fees.

A. Initiation fees in this Local shall be \$2.00 effective August 27, 1957, for all members.

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October 5, 1971
August 30, 1984

ARTICLE VII - GOVERNING AUTHORITY OF THE LOCAL

Section 1. The Officers of the Local shall be governed by its membership in the following manner:

- A. By adhering to the provisions of the Constitution of the Union and the Rules of the Local.
- B. By the membership in Local meeting.
- C. By the Local Executive Board of the Local exercising the authority of the Local in accordance with these Rules and the mandates of the membership.
- D. By the Local President as the principal Executive Officer, who shall have the Authority to carry out the policies of the Local in accordance with these Rules and mandates of the membership.

Section 2. Groups.

- A. There shall be under the control and direction of the Local a sufficient number of Chief Stewards in all departments to properly carry out the programs of the Union, effective January 1, 1970.
- B. A sufficient number of Job Stewards to conduct the business of each respective group shall be appointed by the respective Chief Steward. In the event Job Stewards are not appointed, the Local President shall appoint Job Stewards subject to the approval of the Local Executive Board.
- C. A Chief Steward's term of office shall be three years. This term shall coincide with the term of office for Local Officers.
- D. The jurisdiction of the Chief Steward shall be determined by the Local President, with approval of the Executive Board.
- E. The number of Chief Stewards shall be determined by the Local President, with approval of the Local Executive Board.

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ARTICLE VIII - LOCAL EXECUTIVE BOARD

Section 1. The Local Executive Board of the Local shall consist of the following:

1. President
2. Executive Vice President
3. Vice President
4. Secretary
5. Treasurer
6. Chief Stewards

Section 2. The Local Executive Board shall meet at least once each month unless unusual circumstances develop which, in the opinion of the Board, makes this unnecessary.

Section 3. The Local Executive Board shall have authority to:

- A. Select a Certified Public Accountant to audit the books of the Treasurer at least once each year and cause the Treasurer of the Local to prepare a financial statement not less than once a year. Copies of the audit and financial statement shall be sent to each Board member, and made available to the membership.
- B. Establish and maintain organization, publicity and education program to promote the purposes of the Local.
- C. Employ the personnel who may be necessary to carry out the objectives and to effectuate the policies of the Local and to fix the compensation of such personnel within the limitations of the budget approved by the Local.
- D. Interpret the By Laws, except as they may be interpreted by the Local, subject to referendum.*

Section 4. All expenses incurred by members of the Local Executive Board in carrying out their duties shall be borne by the Local.

Section 5. It shall be the duty of the Executive Board to attend all membership meetings of the Local.

Section 6. In the event of an extended absence of a Chief Steward such as illness, loans to distant cities, out of town schools, leaves of absence, etc., then the Local Officers and that Chief Steward will appoint an interim Chief Steward and that interim Chief Steward shall receive the allowed expense.

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ARTICLE IX - OFFICERS, STEWARDS AND THEIR DUTIES

Section 1. The Officers of the Local shall be:

1. The Local President
2. The Local Executive Vice President
3. The Local Vice President
4. The Local Secretary
5. The Local Treasurer

- A. All Officers shall be elected in accordance with Article X of these Bylaws.
- B. All five Principal Officers shall execute all forms necessary to permit the Local and the Union to comply with Federal and State Laws before they are qualified to hold office in this Local.
- C. It shall be the duty of the Local Secretary to process and forward such executed forms to the proper person.

Section 2. Duties of the President.

- A. The President, as the principal Executive Officer of the Local, shall have full authority to execute the policies of the Local as established under these Rules and by the membership. Should the President find that the policy of the Local has not been clearly formulated, he/she shall request the Executive Board to interpret the meaning of the policy.
- B. The President shall preside over the Local meeting.
- C. The President shall preside over the meetings of the Local Executive Board, but shall vote only in case of a tie.
- D. The President shall call regular meetings of the Local Executive Board as required in the Local Rules.
- E. The President shall be official spokesperson for the Local, in all its external relations, and may authorize other agents to speak in his/her place instead.
- F. The President shall receive a monthly expense allowance established for the office by the Local Executive Board with the approval of the membership.
- G. The President shall 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.
- H. The President shall be authorized to sign checks in the paying of proper bills and expenses of the Local when evidenced by satisfactory statements or vouchers.

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Section 3. Duties of the Executive Vice President:

The Executive Vice President shall assist the President and act under his/her direction, and shall:

- A. The Executive Vice President shall receive a monthly expense allowance established for the office by the Local Executive Board with the approval of the membership.
- B. The Executive Vice President shall 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.

Section 4. Duties of the Vice President.

The Vice President shall act under the direction of the President and shall:

- A. The Vice President shall act as Chairperson of the Membership Committee.*
- B. The Vice President shall act as Chairperson of the Organizing Committee.
- C. The Vice President shall act as Chairperson of the Safety Committee.
- D. The Vice President shall 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.
- E. The Vice President shall receive a monthly expense allowance established for the office by the Local Executive Board with the approval of the membership.

Section 5. Duties of the Secretary.

The Secretary shall act under the direction of the President and shall:

- A. Attend all meetings of the Local and Local Executive Board and shall cause a faithful record to be made of the proceedings and shall incorporate in his/her report any communications deemed of interest to the membership.
- B. Keep all contracts, books, records, excepting those which involve monies, securities or real assets, and all other properties of the Local.
- C. Maintain a current membership list and receive the per capita dues, initiation fees, assessments and all other monies due the Local.
- D. Turn over all funds, books, records and all other documents and properties of the Local in his/her possession to his successor in office, upon receipt thereof.

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- E. Perform all duties imposed upon him/her in these bylaws and such other duties as from time to time be assigned to him/her by the membership, the President or the Local Executive Board.
- F. The Secretary shall receive a monthly expense allowance established for the office by the Local Executive Board with the approval of the membership.
- G. The Secretary shall 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.
- H. Furnish both the District Vice President and Secretary-Treasurer of the Union with two copies of any changes in the Local Bylaws within ten (10) days after such changes are made.

Section 6. Duties of the Treasurer.

The Treasurer shall act under the direction of the President and shall:

- A. Attend all meetings of the Local and the Local Executive Board.
- B. Keep a faithful record of all monies, securities and real assets and properties of the Local.
- C. Cause the funds of the Local to be deposited in a bank or banks approved by the Local Executive Board.
- D. Be authorized to sign checks to pay the proper bills and expenses of the Local, approved by the President, when evidenced by satisfactory statements or vouchers.
- E. Invest the funds of the Local as instructed by the membership or the Local Executive Board in the absence of such instruction by the membership.
- F. Prepare and distribute to the Local Executive Board and the membership a monthly financial statement which shall list the total current receipts and disbursements of the Local. Also, to prepare any financial forms or statements which are necessary under Local, State or Federal law.
- G. Turn over all funds, books, records, and all other documents and properties of the Local in his/her possession to his/her successor in office, upon receipt thereof.

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- F. Perform all duties imposed upon him/her in these By Laws and such other duties as from time to time be assigned to him/her by the membership, the President, or the Local Executive Board.
- G. The Treasurer shall receive a monthly expense allowance established for the office by the Local Executive Board with the approval of the membership.
- H. The Treasurer shall 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.

Section 7. Duties of the Chief Stewards.

- A. The Chief Stewards shall make the necessary investigations on all work and work operations, to determine whether or not the contract is being adhered to by both parties.
- B. The Chief Steward shall have the authority to handle all grievances on a Local level. He/She may call upon the Local Officers for assistance at any time it becomes necessary.
- C. The Chief Steward shall promote the Union policy and activities within the particular group as established by the membership of the Local.
- D. The Chief Steward shall receive a monthly expense allowance established for the Office by the Local Executive Board, with the approval of the membership.
- E. The Chief Steward shall be a member of the Local Executive Board and Local Membership Committee.
- F. The Chief Steward shall attend all membership meetings and Local Executive Board meetings. If a Chief Steward is unable to attend due to other Union activities, illness, vacation, etc., the Chief Steward shall advise the Secretary which Job Steward will be substituting, and will be so recorded in each meeting's minutes.

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October 26, 1979
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August 25, 1985

March 25, 2003
January 30, 2014
November 19, 2019*

ARTICLE X – NOMINATION, ELECTION, TERM, and VACANCY PROCEDURES for LOCAL OFFICERS and CHIEF STEWARDS

Section 1. Nomination and Election.

A. Nomination

- (1) Local Officers and Chief Stewards shall be nominated from the floor at a regular or special called meeting in the month of September every three (3) years, starting after the election in 1972. Reasonable notice of nomination of the office to be filled, the method of nomination, and the date, time and place shall be given at least fifteen (15) days in advance of the meeting. All dues paying members of the Local in good standing shall be eligible to nominate candidates for Local Officers and Chief Stewards providing the nominee consents by being present at the nomination or provides written consent to the person making the nomination. Those making nominations and the nominee for Chief Steward must also be members of the respective work group electing the Chief Steward.* The work group shall be defined by lines to be determined by the Local President, with approval of the Local Executive Board.
- (2) Nominations of candidates for the offices of Local President, Executive Vice President, Vice President, Secretary, and Treasurer, shall also constitute nominations of the same candidates as delegates to CWA Conventions held during the term of office for which the election is being conducted.
- (3) Every dues paying member of the Local in good standing shall be eligible to be a candidate and to hold office, subject to the following qualifications:
 - a. Individuals must have been members of the Union for at least twelve (12) months prior to the nomination meeting to be held for the office being sought. This qualification shall apply to elections being held after September 1, 1985.
 - b. Individuals must have attended at least six (6) out of the twelve (12) monthly Local meetings prior to the nomination meeting to be held for the office being sought. Attendance shall be evidenced by the signature on the official attendance roster posted and maintained by the Secretary of the Local. Members on departmental illness pay and/or disability as defined by the Benefit Plan shall be afforded an additional month for each month of disability or illness, as defined by the Benefit Plan, to be added to the twelve (12) months prior stipulation, but must have actually attended at least six (6) Local meetings in the twelve (12) months prior or the adjusted number of months that would take into account illness and/or disability. Members who are unable to attend due to being scheduled to work by the Company shall be excused. These qualifications shall apply to elections held after January 30, 2014.

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c. Individuals must not have been convicted of felonious "robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotic laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, a violation of Title II or Title III of the Labor-Management Reporting and Disclosure Act (LMRDA), or conspiracy to commit any such crimes "per the federal requirements of the LMRDA, Title IV, Section 504A for five (5) years after conviction if there has been no imprisonment, or for five (5) years after the end of the period of imprisonment.

B. Election

(1) Elections will be held in the month of September for Local Officers and Chief Stewards every three (3) years starting with the election in 1987. These elections shall be by secret ballot of the dues paying members in good standing, notice of such election being mailed by first class mail, postmarked no later than fifteen (15) days prior to the election day to each eligible member's last known address. Elections shall be conducted by the following method:

a. Officers' and Chief Stewards' elections shall be conducted by any approved electronic means ensuring ballot secrecy or by first class mail of the ballots to each eligible member's last known address, using the double envelope system to insure a secret ballot.*

Section 2. General Provisions.

- A. Requirements for Election. The nominee in any election for Local Officer or Chief Steward receiving the majority (more than fifty (50%) percent) 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 (2) nominees having the greatest number of votes on the first ballot shall be the nominees on the second ballot. The runoff balloting shall be conducted no later than thirty (30) days after the original election, in the manner described in Article X, Section 1B of the Local Bylaws.
- B. Write-in Votes. Votes cast for candidates not nominated by the procedures described in Article X, Section 1 A of the Local Bylaws shall not be valid, but shall be accounted for and the results published in the final report of all ballots cast in the election.
- C. Role of the Election Committee. All questions concerning the scheduling, holding, conduct and challenges of elections shall be solely determined by the Election Committee, subject to the right of appeal to the Executive Board and the membership of the Local.
- D. Uncontested Elections. The election of an Officer or Chief Steward in which there is only one candidate nominated by the procedures described in Article X, Section 1 A of the Local Bylaws need not be held by secret ballot, and the unopposed nominee shall be considered elected.

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October 26, 1979

August 30, 1984

August 25, 1985

July 25, 2002

- E. Election Records. All records, including used, unused, voided and challenged ballots, envelopes used to return marked ballots in a mail ballot election, tally sheets, membership lists, etc. shall be kept for one year from the date of the election by the Election Committee Chair (s).

Section 3. Vacancies and Succession.

- A. In the case of vacancy in the office of Local President the Local Executive Vice President shall immediately assume all responsibilities of that office. In the event the Local Executive Vice President is unable to assume the office of the Local President, the Local Vice President shall immediately assume all responsibilities of the office of Local President, until the vacancy is filled by election. If neither the Local Executive Vice President nor the Local Vice President is able to assume the office of Local President, the vacancy shall be filled by a temporary appointment by the Local Executive Board, until the vacancy is filled by election. The election to fill the vacancy shall be held in the same manner as set forth in Article X, Section 1B of the Local Bylaws, and the election shall be held no later than sixty (60) days following the occurrence of the vacancy.
- B. In the case of a vacancy in the office of Executive Vice President, Vice President, Secretary, Treasurer and Chief Steward may be filled by temporary appointment by the Local President until the office is filled by election. The election to fill the vacancy shall be held in the same manner as set forth in Article X, Section 1 B of the Local Bylaws, and the election shall be held no later than sixty (60) days following the occurrence of the vacancy.

Section 4. Term of Office.

- A. The term of office for Local Officers and Chief Stewards shall be three (3) years, or in the case of a vacancy being filled by a subsequent election, for the duration of the unexpired term. The newly elected Local Officers and Chief Stewards shall take office on December 31 following their election or in the case of a vacancy being filled by a subsequent election, immediately, following the certification of the election results.

Section 5. Oath of Office.

- A. 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 6215, 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 my possession. I shall, at all times, endeavor to serve my Local and the Union to the best of my abilities, so help me, God."

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October 7, 1971
August 30, 1984
August 25, 1985
March 25, 2003
May 30, 2014*

ARTICLE XI - NOMINATION AND ELECTION FOR CONVENTION DELEGATES, BARGAINING CAUCUS DELEGATES, AND ANY OTHER ELECTED POSITION OF THE LOCAL.

Section 1. Nominations.

A. Officers as Nominees.

- (1) The nomination of a candidate for Local President, Executive Vice President, Vice President, Secretary or Treasurer shall also constitute a nomination of same candidate as a delegate to CWA Conventions held during the term of office for which the election is being conducted.

B. Nomination of Other Delegates.

- (1) Delegates, other than Local Officers, shall be nominated on an at-large basis.

C. Method of Nomination.

- (1) Delegates, other than Local Officers, shall be nominated from the floor at a regular or special meeting to be conducted not more than one hundred twenty (120) or less than thirty (30) days in advance of a Union Convention. Reasonable notice of nomination of the delegates to be selected, the method of nomination, and the date, time and place shall be given at least fifteen (15) days in advance of the meeting.

D. Who May Nominate.

- (1) Each dues paying member in good standing shall be eligible to nominate candidates, providing the nominee consents by his presence at the nomination or provides written consent to the person making the nomination.

E. Candidate Eligibility.

- (1) Any dues paying member in good standing shall be eligible to be a candidate for Convention Delegate, subject to the following qualifications (qualifications remain the same):
 - a. Individuals must have been members of the Union for at least twelve (12) months prior to the nomination meeting. This qualification shall apply to elections held after September, 1985.
 - b. Individuals must have attended at least six (6) out of the twelve (12) monthly Local meetings prior to the nomination meeting to be held for the position being sought. Attendance shall be evidenced by the signature on the official attendance roster posted and maintained by the Secretary of the Local. Member departmental illness pay and/or disability as defined by the Benefit Plan shall be afforded an additional month for each month of disability or illness, to be added to the twelve (12) month prior stipulation, but must have actually attended at least

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six (6) Local meetings in the twelve (12) months prior or the adjusted number of months that would take into account illness and/or disability. Members who are unable to attend due to being scheduled to work by the Company shall be excused. These qualifications shall apply to all elections held after (date of ratification of this bylaw amendment).

Section 2. Elections.

A. Officers as Delegates. The election of a candidate for President, Executive Vice President, Vice President, Secretary or Treasurer shall also constitute the election of the same candidate for delegate to CWA Conventions held during the term of office for which the election is being conducted.

B. Election of other Delegates.

(1) Method of Elections.

- a. Elections will be held by secret ballot of the eligible dues paying members in good standing not more than one hundred twenty (120) or less than thirty (30) days in advance of the Union Convention.
- b. Convention Delegates, other than Local Officers, shall be elected by plurality, that is, the candidate receiving the largest number of votes shall be the first (1st) elected delegate. The candidate receiving the second largest number of votes shall be elected the second (2nd) delegate, the third (3rd), etc., until the full complement of delegates has been filled.

(2) Voter Eligibility.

- a. Each dues paying member in good standing shall be eligible to vote.

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C. General Provisions:

- (1) Write in Votes. Votes cast for candidates not nominated from the floor will not be accepted, but will be accounted for and the results published in the final report of all ballots cast in the election.
- (2) Uncontested Elections. The election of a Convention Delegate in which there is only one candidate nominated, need not be held by secret ballot, and the unopposed candidate shall be considered elected.
- (3) Alternates. An alternate to each convention Delegate, other than Local Officers, may be elected. If alternates are to be elected, they shall be the candidate receiving the next highest number of votes short of the candidates actually elected as Delegates. In the event of a tie, the person with the most seniority will be named as the alternate. In the event of a tie, and the candidates have the same seniority date, the person whose last four Social Security Number digits comprise the larger number will be named as the Alternate.*
- (4) Role of the Election Committee. All questions concerning the scheduling, holding, conduct and challenges of elections shall be solely determined by the Election Committee, subject to the right of appeal to the Executive Board and the membership of the Local.
- (5) Election Records. All records, including used, unused, voided and challenged ballots, tally sheets, membership lists, etc. shall be kept for one year from the date of the election by the Election Committee Chair (s).

D. Structure of the Delegation.

- (1) The first accredited delegate from the Local shall be the Local President. If the Local President is unable to serve, the Local President shall appoint a replacement from among other Local Delegates.
- (2) The Local President shall be Chairman of the Local Delegation. If the Local President is unable to serve, the Local President shall appoint a replacement from among other Local Delegates.
- (3) The Local Delegation shall operate under the Unit Rule concept.

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ARTICLE XII – COMMITTEES

Section 1. The regular committees of the Local shall be:

1. Membership Committee
2. Education Committee
3. Legislative Committee
4. Election Committee
5. Organizing Committee
6. Community Services Committee
7. Register and Vote Committee
8. Bylaws Committee

Section 2. The Membership Committee of the Local shall be:

A. Membership Committee:

- (1) The Membership Committee shall be composed of the duly elected or appointed members of the Executive Board. The Vice President shall act as Chairman of this Committee.
- (2) It shall be the duties of the Membership Committee to review the membership situation in the Local; making studies and reports on potential membership, and exerting all effort toward the consummation of a one-hundred percent (100%) membership.

Section 3. The Education Committee of the Local shall be:

B. Education Committee:

- (1) The Education Committee shall be composed of members appointed by the President and approved by the Local Executive Board, one of whom shall be appointed Chairman and Educational Director.
- (2) The Education Committee shall promote an educational program regarding the Communications Workers of America and the entire labor movement throughout the country.

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January 30, 2014

Section 4. The Legislative Committee of the Local shall be:

C. Legislative Committee:

- (1) The Legislative Committee shall consist of at least one (1) member from each group appointed by the President and approved by the Local Executive Board, one of whom shall be appointed Chairman of the Committee and Legislative Director of the Local.
- (2) The Legislative Committee shall assist in collecting and disseminating information regarding proposed Federal, State and Municipal legislation. It shall report to the Local Executive Board and to the Local, executing such assignments with regard to legislation as the Local Executive Board of the Local may direct.

Section 5. The Election Committee of the Local shall be:

D. Election Committee:

- (1) The nominations and elections of Local Officers, Chief Stewards, Convention Delegates, and all referenda submitted to the membership shall be conducted by the Election Committee.
- (2) The Election Committee shall have the responsibility and authority must assure that nominations and elections are in accordance with these Bylaws, the CWA Constitution and the Federal Law.
- (3) All questions concerning the conduct of and challenges of nominations and election shall be addressed to and determined by the Election Committee, subject to the right of appeal to the Executive Board and the membership of the Local.
- (4) The Election Committee Chairperson(s) and members shall be appointed by the President and approved by the membership.*
- (5) The Election Committee shall receive training from the international and the Department of Labor and each election committee member shall be provided a copy of the Bylaws, CWA Constitution, and the Department Of Labor guidelines on how conduct a Union Election.
- (6) Any member of the election committee has an obligation to raise a challenge when they do not feel comfortable with a procedure being used to conduct the election.
- (7) If an Election Committee member becomes a candidate in any election of the Local, that member shall not be permitted to serve on the Election Committee for the duration of that election.
- (8) Individuals of the Committee must not have been convicted of felonious "robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotic laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, a violation of Title II or Title III of the Labor-Management Reporting and Disclosure Act (LMRDA), or conspiracy to commit any such crimes," per the federal requirements of the MRDA, Title IV, Section 405A for five (5) years after conviction if there has been no imprisonment, or for five (5) years after the end of the period of imprisonment.*

BY LAWS LOCAL 6215

November 1, 1971

August 30, 1984

Section 6. The Organizing Committee of the Local shall be:

E. Organizing Committee:

- (1) The Organizing Committee shall be composed of at least one (1) member from each group appointed by the President with the approval of the Local Executive Board and shall assist the Local Officers and Stewards in organizing all members within the Local's jurisdiction. The Local Vice President shall act as Chairman of this Committee.

Section 7. The Community Services Committee of the Local shall be:

F. Community Services Committee:

- (1) The Community Services Committee shall be composed of at least one (1) member from each group appointed by the President with the approval of the Local Executive Board.
- (2) The duties of the Community Services Committee shall be:
 - a. Encourage equitable labor representation on Agency Boards and Committees.
 - b. Stimulate labor participation in formulating agency policies and programs.
 - c. Develop techniques and methods to interpret for union members Agency programs and practices.
 - d. Assist Union members, their families and other citizens in time of need.
 - e. Plan for Union participation in Civil Defense and Disaster Relief programs and operations.
 - f. Help in the development of health and welfare services, such as blood banks and multiple screening.
 - g. Coordinate fund-raising drives, through voluntary federation, wherever possible, for voluntary health and welfare services.
 - h. Cooperate with other agencies in dealing with and in solving social welfare problems.
 - i. Participate in all genuine efforts designed to improve social work standards and practices.

Section 8. The By Laws Committee of the Local shall be:

G. By Laws Committee:

- a. The Bylaws Committee Chair and members shall be appointed by the President and approved by the membership.
- b. The Bylaws Committee shall have five members.
- c. The Bylaws Committee Shall receive proper training and review all of the Bylaws in order to make recommendations to the membership in order to update the Bylaws.
- d. All Bylaws shall comply with Federal Law, and the CWA Constitution in that order of importance.
- e. The Bylaw Committee shall be consulted on all Bylaw disputes.

BY LAWS LOCAL 6215

November 1, 1971
August 30, 1984
January 30, 2014*

Section 9. Other Committees.

- A. The President, with the approval of the Local Executive Board, may appoint such other Committees as, from time to time, may be necessary.

Section 10. Vacancies on Committees:

- A. Whenever a vacancy occurs on any committee, the President, with the approval of the Local Executive Board, shall appoint a member to serve the unexpired term.*

BY LAWS LOCAL 6215

April 1, 1977
August 30, 1984
January 30, 2014*

ARTICLE XIII – MEETINGS

Section 1. Monthly Membership Meeting

A. There shall normally be a regular monthly meeting of the Local, the date and place of such meeting to be determined by the Local Executive Board. There shall be an Official Sign-in Roster for all members in attendance to sign for Official Attendance Records.

B. The order of business at a Local meeting shall be as follows:

- (1) Call to order
- (2) Invocation
- (3) Appointment of Sergeant-at-arms
- (4) Appointment of Parliamentarian
- (5) Adoption of Agenda
- (6) Adoption of Minutes
- (7) Reports of Officers
- (8) Reports of Committees
- (9) Unfinished Business
- (10) New Business
- (11) Adjournment

Section 2. Special Meetings

A. Special meetings may be called by the President with approval of the Local Executive Board.

Section 3. Eliminate*

BY LAWS LOCAL 6215

March 17, 1980
August 25, 1985
June 28, 1988
July 25, 2002

ARTICLE XIV - PER DIEM, TRAVEL EXPENSE, WAGE COMPENSATION

Section 1. Per Diem.

A. Per Diem allowance for Union delegates and representatives shall be thirty-five (\$35.00) dollars or the maximum allowed by the Internal Revenue Service, plus hotel bill, while attending to Union Business outside the City of Dallas. This amount of Per Diem is consistent with the amount paid by the Internal Revenue Service and shall be raised or lowered to always be an amount equal to the Per Diem paid by the Internal Revenue Service.

Section 2. Travel Expense.

A. For authorized incidental use of personal automobiles, an allowance shall be reimbursed at the maximum allowable mileage rate as determined by the Internal Revenue Service for business use.

B. Travel expense for out of town travel on Local business shall be determined by the President, with the approval of the Executive Board. Travel arrangements shall be made by the Treasurer.

C. The cost of public transportation shall be allowed delegates in convention cities. Transportation to include taxi fare, car mileage, airport limousine service, streetcar and bus fare.

Section 3. Wage Compensation.

A. All Union representatives shall be compensated for authorized work performed for the Local at their regular rate of pay including any differential.

B. Executive officers shall be compensated for work performed at the Officers' rate of pay.

C. Any additional amount, such as overtime, shall be paid with approval of the Local Executive Board.

Definition of Work: Duties assigned by the President, the Executive Board, or Membership that furthers the interest of CWA.

BY LAWS LOCAL 6215

October 7, 1971

ARTICLE XV - QUORUM

Section 1. Quorum of Local Executive Board.

A. A majority of its members shall constitute a quorum of the Local Executive Board.

Section 2. Quorum in Local Meetings.

A. Any number of members present at a Local Membership meeting shall constitute a quorum, provided due notice of the meeting has been given the membership of the Local. Due notice shall mean a notice given at least seven (7) days prior to the meeting. In the event due notice is not given, a quorum shall consist of the presence of seventy-five (75) members.

BY LAWS LOCAL 6215

October 7, 1971
January 30, 2014*

ARTICLE XVI - GENERAL PROVISIONS

Section 1. All motions passed in meetings which establish a policy of the Local, or constitute a mandate to the Officers or the Local Executive Board, shall be recorded separately from the minutes, and such record maintained in the Local files.

Section 2. There shall be no roll call vote of any group on any questions; however, recommendations from a group will be considered.

Section 3. Any Committee or Officer handling a grievance or grievance investigation shall make a report on forms provided. Payments for loss of time or wage compensation or expenses incurred shall not be made until a written report and a voucher have been received by the Treasurer.*

Section 4. The Local shall encourage all members to join the Credit Union.

Section 5. Grievances:

A. The job Steward may attempt to settle a grievance within his/her jurisdiction. If satisfactory agreement is not obtained, the matter shall be referred to the Chief Steward of the group, who will notify an Executive Officer, who shall proceed with the grievance through the proper channels. In general, grievances will be handled by the Stewards of the particular group, with the President or one of the Officers sitting in the meeting.

B. In a grievance where a Chief Steward fails to reach an agreement and further meetings are necessary, there shall be no less than two (2) representatives of the Union present.

C. Any member shall have the right to take a grievance to one of the Officers rather than the Chief Steward or Job Steward if he wishes.

Section 6. Fiscal Year and Audit.

A. The fiscal year of this Local shall be from October 1 to and including September 30 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 audit shall be available for the inspection of any member of the Local.

BY LAWS LOCAL 6215

October 7, 1971

ARTICLE XVII - AMENDMENTS

Section 1. Notice of Proposed Changes.

A. These Rules may be amended at any regular Local meeting, with thirty (30) days' notice in writing to the Secretary of the Local, of the proposed changes.

Section 2. Vote.

A. Any amendment submitted at any Local meeting shall require a majority vote of those voting thereupon.

Section 3. Repeal.

A. Repeal of any portion of these Rules shall be by amendment procedure.

Section 4. Enactment.

- A. Amendments or repeals proposed and adopted in a Local shall become effective immediately unless otherwise stated in the amendment.
- B. Any amendment to the Local Rules and Bylaws to be acted upon in the regular Local meeting shall be advertised thirty (30) days in advance of said meeting after due and proper notice in writing, or by other standard forms of communication to the Secretary. The Secretary will give notice thirty (30) days in advance to the membership.

BY LAWS LOCAL 6215

October 27, 1977

ARTICLE XVIII - CHARGES, TRIALS AND APPEALS

Section 1. Charges.

Members of this Local may be fined, suspended or expelled for any of the acts enumerated in Article XIX of the Union Constitution.

Section 2. Trials.

Any accused person 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 not less than three (3) or more than seven (7) persons who are members of this Local and are not parties to the proceedings. This Court shall be selected by the membership.

BY LAWS LOCAL 6215

October 7, 1971
January 30, 2014*

ARTICLE XIX - STRIKES

Section 1. The calling, conduct, and termination 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:

- a. Approval of a majority of the Local Officers,
- b. By a majority vote of the members present in a membership meeting, or,
- c. Upon direction of the Executive Board of the Union.

Section 2. Any member who refuses to carry out assigned picket duty, without permission from the Picket Captain or Strike Director, is subject to having charges filed against them, in accordance with the CWA Constitution.*

BY LAWS LOCAL 6215

October 7, 1971

ARTICLE XX - 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 referendums shall be determined by a majority of those voting on the question.

BY LAWS LOCAL 6215

October 27, 1977
January 30, 2014*

ARTICLE XXI - RECALL PETITION AGAINST LOCAL OFFICERS AND CHIEF STEWARDS

- A. A petition for recall of a Local Officer may be preferred by twenty percent (20%) of the membership of the Local.
- B. A petition for recall of a Chief Steward may be preferred by twenty percent (20%) of those members within that Chief Steward's jurisdiction.
- C. A petition for recall shall be in writing and signed by the accusing members.
- D. A petition for recall shall contain the description of the offense or offenses as specified in Article XIX, Section 1 of the CWA Constitution, and the approximate dates thereof.
- E. A petition for recall 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.
- F. A petition shall be submitted within sixty (60) days from the time the accusing members became aware of the alleged offense or offenses.
- G. 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 become final. If appealed, the procedures of Article IX, Section 7, of the CWA Constitution shall apply.

BY LAWS LOCAL 6215

October 17, 1977
January 30, 2014*

ARTICLE XXII - RECALL

Section 1. Recall.

- A. Local Officers shall be recalled by an affirmative vote of two-thirds (2/3) of the total membership voting on the question in a referendum, in accordance with the CWA Constitution.*
- B. Chief Stewards shall be recalled by an affirmative vote of two-thirds (2/3) of the members voting of the affected Chief Steward's jurisdiction in a referendum, in accordance with the CWA Constitution.*