

**NATIONAL ASSOCIATION OF BROADCAST EMPLOYEES AND  
TECHNICIANS-  
COMMUNICATIONS WORKERS OF AMERICA AFL-CIO**

**LOCAL 211  
SYRACUSE, NY  
BY-LAWS**

Amendments Approved

Effective: September 2013

Approved:

James C. Joyce  
NABET-CWA Sector President

## **BY-LAWS**

All references made herein to the Sector By-Laws refer to those currently in effect. Whenever used herein, the masculine reference shall import either the masculine or feminine gender.

### **ARTICLE I - NAME**

- 1.0 The name of the Local shall be: Syracuse Local No. 211 of the National Association of Broadcast Employees and Technicians-Communications Workers of America, AFL-CIO, hereinafter referred to as NABET-CWA Local 211, or, the Local.

### **ARTICLE II - MEMBERSHIP**

- 2.1 The Local shall be comprised of workers eligible for membership in the Union, National Association of Broadcast Employees and Technicians-Communications Workers of America, over whom the Local is granted jurisdiction by the Union.
- 2.2 Eligibility for, and acceptance into, the Local Union shall be governed as set forth in Article II of the Sector By-Laws.
- 2.3 New member applications shall be subject to the approval of a majority of the Local Executive Board.
- 2.4 The rights and duties of members shall be as outlined in Article II, sections 2.4 and 2.5 of the Sector By-Laws.
- 2.5 A membership card shall be provided and given each member as long as he is a member in good standing in accordance with these By-Laws.
- 2.6 No member of this Local shall be in good standing who is:
  - (a) Under discipline of NABET-CWA or Local 211.
  - (b) In arrears of dues to NABET-CWA or the Local Treasury.
- 2.7 A member not in good standing shall be considered as having no rights within the Local Union.

- 2.8 When a member is accepted into NABET-CWA, the Secretary, together with the Steward involved, shall see that the new member is provided as soon as possible with an up-to-date copy of each of the following:
- \* The Sector By-Laws
  - \* Local By-Laws
  - \* Applicable Contract
  - \* NABET-CWA Card
- 2.9 It shall be the duty of all members to be familiar with the Sector By-Laws and Local By-Laws, particularly those dealing with payment of dues and initiation fee.
- 2.10 Inactive membership shall be available as provided in Article II, Section 2.5B of the Sector By-Laws.
- 2.11 A General Membership meeting shall be held semi-annually. Dates for such meetings are to be set by the Executive Board. The only valid automatic excuses for non-attendance at the General Meeting are:
1. Working on a Company tour of duty
  2. Vacation
  3. Sickness or death in the family
- 2.11a A fine of three (3) times a member's daily gross pay shall be assessed against any member of NABET-CWA Local 211 each time he crosses a NABET-CWA picket line without permission of the President of the Local.
- 2.12 Whenever fine monies are adequate for the purpose, they shall be used to pay the meeting hall rental, if any, for membership meetings, any surplus being used for refreshments.
- 2.13 All information of the proceedings of the Local Executive Board shall be made public to the entire membership. Publication of the minutes shall be deemed sufficient. Copies of the proceedings shall be sent to the NABET-CWA Office and Region 2 Sector Vice-President.

### **ARTICLE III -THE LOCAL**

3.1 Local Officers and Executive Board:

The Local shall elect by secret ballot among its members in good standing an Executive Board consisting of the following Officers:

- \* A Local President
- \* A Local Vice-President
- \* A Local Secretary
- \* A local Treasurer
- \* Chief Stewards
- \* Stewards

- 3.2 The duties and powers of the Local Officers shall be as outlined in Article VIII, Section 8.11 A-D of the Sector By-Laws in addition to those listed in these By-Laws.
- 3.3 First paragraph of Public Law 86-257, Section 504 (a): No person who is or has ever been a member of the Communist Party or who has been convicted of, or served any part of a prison term resulting from his conviction of, robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violation of Title II or III of the Public Law 86-257, or conspiracy to commit any such crime shall serve as any officer, director or custodian of funds.
- 3.4 The Local Executive Board as outlined in Article III, Section 3.1 of these By-Laws, and shall be considered to be in continuous session.
- 3.5 In order to be eligible for office on the Executive Board, a candidate must be in good standing on the day of election.
- 3.6 The duties and powers of the Local Executive Board are described in Article VIII, Section 8.14 A-K of the Sector By-Laws.
- 3.7 Regular meetings of the Executive Board shall be held quarterly. The Local President, the Local Vice-President, the Local Secretary, and the Local Treasurer shall attend all Executive Board meetings. All members of the Executive Board shall vote with the exception of the Secretary. The Secretary will only vote in the case of a tie.
- 3.8 The Executive Board shall have full control and authority over the Local publication when established. Each issue shall be reviewed and, where necessary, the Board shall take steps to bring the contents and policy of the paper into conformity with the policy of NABET-CWA.
- 3.9 The Secretary shall take the minutes of all Executive Board meetings and a copy given or mailed to each member of the Board, the Sector NABET-CWA Office, Regional Vice-President and any member who requests a copy. These minutes shall be available at the next regularly scheduled General Membership meeting.
- 3.10 A simple majority of the Local Executive Board present at a meeting shall

- constitute a quorum. There shall be no individual polling of Executive Board members in arriving at a decision from an Executive Board meeting.
- 3.11 On questions governing general membership, each Executive Board member shall have one vote for each member in good standing whom he represents. In matters pertaining to Executive Board functions, each member of the Executive Board shall have one vote.
- 3.12 When any matter has been voted on by the Local Executive Board, any of its members may demand within seven (7) days after the result of the vote has been reported by the Executive Board that said matter be submitted to a vote of the general membership of the Local, and the vote of the membership shall be considered final; and further, upon the filing of a written petition, signed by a majority of any Local Executive Board member's constituents, he shall be required to ask for a vote of the membership on the said matter.
- 3.13 No member in good standing shall be denied attendance at any Local Executive Board meeting.

#### **ARTICLE IV - CLASSIFICATION UNIT STEWARDS AND CHIEF STEWARDS**

- 4.2 In order to be eligible as a candidate for the office of Chief Steward or Steward, the candidate must be a member in good standing with the Local.
- 4.3 Chief Stewards, and Stewards shall be elected by the members in the bargaining units/classification units they are to represent, as provided in Section 4.1 of these By-Laws, for a period of two years.
- 4.4 Stewards shall be given a written receipt for all monies collected from any source whatsoever, with a written report to the Treasurer.
- 4.5 The duties of each Classification Unit Steward shall be as follows:
- (a) To become completely familiar with all the provisions of the collective bargaining agreement, and to thoroughly investigate all grievances.
  - (b) To be completely familiar with the grievance procedure.
  - (c) To receive complaints and grievances within his unit, and to make every effort in conformity with the grievance machinery to satisfactorily adjust and settle all grievances.
  - (d) To see that all members under his jurisdiction remain in good standing.
  - (e) To attend all Local Executive Board and General Membership meetings.

4.6 The duties of the Chief Steward, in addition to those duties outlined in Section 4.5 are as follows:

- (a) To be responsible for the day to day enforcement of the collective bargaining agreement within his own bargaining unit and to accompany Stewards from his unit when meeting with management to settle grievances.
- (b) To keep the Local President continuously informed as to the status of grievances and other happenings within his unit and to act as a liaison between members of his unit and the Local President.

#### **ARTICLE V-RESIGNATIONS**

- 5.1 Resignations from any Local Office must be submitted in writing to the Local Executive Board and the Local Secretary.
- 5.2 A special election shall be held for the Local Office according to ARTICLE VI NOMINATIONS and ARTICLE VII – ELECTIONS.

#### **ARTICLE VI – NOMINATIONS**

- 6.0 All nominations and elections shall be conducted under the direction of an Elections Committee. This Committee shall have the authority and responsibility to see that nominations and elections are conducted in accordance with The CWA Constitution, the CWA Elections Manual, the NABET-CWA Sector By-Laws, Title IV of the Labor-Management Reporting and Disclosure Act (LMRDA), and these By-Laws. The Elections Committee shall consist of one chairperson and one member from each shop. The election committee will be appointed by the local executive board prior to all elections. A member shall not be permitted to serve on the Elections Committee if they are a candidate for any office of the Local. The Elections Committee shall also conduct any referenda submitted to the membership.
- 6.1 A member of the local may be nominated for the offices of Local President, Local Vice-President, Local Secretary, Local Treasurer as stated below, but provided that any such nominee has continuously maintained his NABET-CWA membership in good standing for at least the previous three year period prior to nomination.
- 6.1a A member of a Bargaining Unit may be nominated for the office of Chief Steward of that Bargaining Unit as stated below, but provided that any such nominee has continuously maintained his NABET-CWA membership in good standing for at least the previous three year period prior to nomination. The present Bargaining Units are at WSTM/WSTQ, WTVH, (known in its present title as CNY Central)

and WSYR.

- 6.1b A member in a Bargaining Unit may be nominated for a Classification Unit Steward within that Bargaining Unit as stated below, but provided that any such nominee has continuously maintained his NABET-CWA membership in good standing for a year. The present Classification Units are News Department, Production Department and Engineering Department.

Nominations for these offices shall be conducted by nominating petition for the office sought. In the case of Local President, Local Vice-President, Local Secretary, and Local Treasurer the petition shall require the signatures of at least five (5) members of the Local in good standing, in order to be valid. In the case of Chief Stewards, Engineering Stewards, News Stewards and Production Stewards the petition shall require the signatures of two (2) members of the respective Bargaining Unit or Classification Unit in order for the nomination to be valid. The Elections Committee shall prepare the form for nominating candidates, and shall inform the membership during the Month of May, or at the time of a special election, that petitions are available and shall make petition forms available for download on the Local website and shall distribute petition forms to any member that requests one. A member shall not be required to disclose his or her candidacy for any office as a condition for receiving a petition form.

A candidate seeking office may only submit a nominating petition for any one office during any respective election cycle, i.e. running for two open offices simultaneously is disallowed.

However, a member in good standing may sign the nominating petition of more than one candidate for any one office.

All members in good standing of the Local are entitled to vote in any election for Local President, Local Vice-President, Local Secretary, and Local Treasurer and shall receive ballots per Article 7, Section 6 of the NABET-CWA Local By Laws.

- 6.2 For the election of Chief Steward of that Bargaining Unit, the present Bargaining Units are at WSTM/WSTQ, WTVH ( both known in its present title as CNY Central) and WSYR. Only Bargaining Unit members may vote and shall be entitled to receive a ballot for such election.
- 6.3a For the election of Stewards, the present Classification Units are News Department, Production Department and Engineering Department. Only members in good standing in their respective Classification Units may vote for those nominated, and shall be entitled to receive a ballot for such election..
- 6.3b The above applies regardless of what the particular employer calls any such Classification Unit. It is the job description and duties that shall govern.

Employees in such areas as Art, Creative Services and Promotion will be considered in the Production Classification Unit.

## ARTICLE VII - ELECTIONS

- 7.1 Elections for President, Secretary, News Stewards and Engineering Stewards shall be held by -September 15th of each year which is divisible by two. Elections for Vice-President, Treasurer, Chief Stewards and Production Stewards shall be held by September 15th of each year not divisible by two. The elections will operate under the direction of the election committee established under Article 6.0 of these bylaws
- (a) The nomination of a person for the office of President shall also constitute the nomination of the same person as a delegate to Sector and CWA conventions held during the term of office for which the election is being conducted(this must appear on the ballot).
- 7.2 All officers and Executive Board members shall take office on October 1st following their election, or as soon after as they may be certified.
- 7.3 Consent forms shall be obtained from each nominated candidate. The consent form for nominations shall contain the following statement signed by the nominee:

"I, the undersigned, declare that I am willing to be nominated and willing to serve, if elected, to the office of (President, Vice-President, Secretary, Treasurer or Executive Board Member) of NABET-CWA Local 211."

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

- 7.4 The Local President, Vice-President, Secretary, Treasurer, and Stewards shall hold office for two years; but in each case they shall hold office unless removed by the membership by recall under Article VII, Section 8.16 of the Sector By-Laws, or resign as described under Article V, Section 5.1 of the Local By-Laws, or until their successors are elected.
- 7.5 In accordance with the CWA Constitution, the election of Local President, Local Vice President, Local Secretary, and Local Treasurer shall be by majority vote of a secret ballot. If no one nominee receives a majority on the first ballot, a run-off election shall be conducted and the two nominees receiving the greatest number of votes on the first ballot shall be the nominees on the second ballot. If no one nominee receives a majority on the first ballot and there is a tie for second place, a



run-off election shall be conducted and the person receiving the greatest number of votes on the first ballot and the two persons who tied for second place shall be the nominees on the second ballot.

Local Executive Board members shall be elected by a plurality of votes cast, i.e. the candidate receiving the most votes on the first ballot is elected. However, if a tie renders the election indecisive for any position, a run-off election shall be conducted and the nominees who tied for such position on the first ballot shall be the nominees on the second ballot.

In the event that any local office up for election is uncontested, the single nominee shall be declared elected, and there shall be no secret ballot.

- 7.5a If there is no candidate nominated for any office then that office will remain vacate until a candidate is found. The President may elect to appoint a member to fill the office if the office remains vacate for more than a month after an election with the approval of the Executive Board.
- 7.5b If a member wishes to fill an open office after an election held for that office he or she shall fill out a consent form according to ARTICLE VII - ELECTIONS Section 7.3. If he or she is uncontested, the single nominee shall be declared elected and there shall be no secret ballot.
- 7.6 Elections of Local Officers and Local Executive Board Members shall be by secret ballot (mail or electronic) of the membership in the month following the month of nominations. In accordance with the Sector By-Laws, the CWA Constitution and Federal, notice of a pending election shall be mailed (U.S. mail or electronically) to each active member in good standing at his or her last known home address, no less than fifteen (15) days prior to the election.

Ballots must be counted on a date determined by the elections committee, but no later than 5 days after the date returned ballots are due. Ballots received after the due date, but prior to the tabulation of results by the elections committee, shall not be counted.

Ballots will be opened and counted by the elections committee and the committee will immediately notify the membership of the results. Any member who wishes may watch the opening and counting of ballots.

- 7.8 Any member may challenge the legality of any election by making a complaint in writing to the Election Committee within 10 days of the certification of the results by the Elections Committee. The Elections Committee shall act with dispatch upon any such complaint, and shall make a full investigation of the charges, and report their finding to the Executive board and the membership via union bulletin board, local website & membership email. All challenges are

subject to the right of appeal to the governing board or membership of the Local, and subject to further appeal in accordance with the NABET-CWA Sector By-Laws and the CWA Constitution.

- 7.9 The Elections Committee shall retain all ballots and the envelopes pertaining thereto, separately, for a period of one year after the final certification of the results, including any run-off elections.. During this time, said ballots and envelopes may be inspected by any member. If no complaints have been filed in writing in that time, all ballots and envelopes shall be destroyed. In addition, current labor laws may determine the holding time of these ballots.

### **ARTICLE VIII - AFL-CIO AFFILIATION**

- 8.1 This Local shall affiliate with, and remain in good standing with, the Greater Syracuse Labor Council.

### **ARTICLE IX -GENERAL**

- 9.1 Every Officer, or other elected or appointed person who may handle any local funds, dues, fees or fines, shall be bonded by at least 10% of the total funds handled by him or his predecessor or predecessors, if any, during the preceding fiscal year. No bond shall be placed through an agent or broker or with a surety company in which any labor organization, or any officer, agent councilman, or other representative of a labor organization has any direct or indirect interest. Such surety company shall be a corporate surety which holds a grant of authority from the Secretary of the Treasury.
- 9.2 All NABET-CWA Local 211 By-Laws are subject to any applicable legislation.
- 9.3 NABET-CWA Local 211 shall, during the month of November, have an annual review of books, records and accounts as of the close of the fiscal year on the previous September 30th, and certified by a Certified Public Accountant. A copy, along with a copy of the previous years LM-3 report shall be sent to the Sector NABET-CWA Office and the Regional Vice-President. The Sector Office may order an audit of the Local Union books, records and accounts by a Certified Public Accountant. If this happens, the Sector Office shall pay for such audit as per VIII, Section 8.12 of the Sector By-Laws.
- 9.4 The local officers, by virtue of their election of office, shall represent Local 211 as delegates, alternates or observers at the NABET-CWA Constitutional Convention, CWA Constitutional Convention and the Regional Advisory Board (RAB) Meetings. Dependent on the number of delegates the local may be entitled to, the President shall be the first delegate, the Treasurer the second

- delegate. In the case of the President and the Treasurer not being able to attend, the Vice President and Secretary will be the delegates. Any board member not serving as a delegate may attend as alternates or observers with prior board approval. The expense of attending such meetings shall be paid by Local 211 unless such expense is an obligation of the National Union. It shall be the duty of the Secretary 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 the Union Constitution.
- 9.5 An observer may be sent to a Sector Conference by NABET-CWA Local 211. The Local Treasury shall bear such expense.
- 9.6 It shall be an additional duty of the Local President and Local Secretary to see that the following are available at all membership and Executive Board meetings:
1. Copy of the Sector By-Laws.
  2. Copy of the Local By-Laws.
  3. The Chapter Charter.
  4. Copies of all contracts in force in the Local.
  5. The books and records of the Local Secretary and Treasurer.
  6. Copy of Robert's Rules of Order
- 9.7 Business shall be conducted in accordance with Robert's Rules of Order except where superseded by the Sector By-Laws.
- 9.8 Recall of any Officer shall be in accordance with Article VIII, Section 8.16 of the Sector By-Laws.
- 9.9a In the event of the resignation, recall, death, disqualification or inability to act of the Local President, the Local Vice-President shall immediately succeed to the office of Local President. A Vice-President shall then be elected to serve out the remainder of the term.
- 9.9b In the event of the resignation, recall, death, disqualification or inability to act of the Local Vice-President, Secretary, Treasurer or Chief Steward, a new Vice-President, Secretary, Treasurer or Chief Steward shall be elected immediately to serve out the remainder of the term.
- 9.10 The Local Executive Board shall have the power to determine the inability or refusal of the Local President to act.

## **ARTICLE X - LOCAL INITIATION FEES, DUES, PENALTIES & EXPENSES**

- 10.1a The initiation fee shall be half of one (1) week's starting salary. The initiation fee shall be deducted in equal amounts from the employee's wages and be paid in full by the completion of the employee's probation period. The initiation fee is to be retained in the Local Treasury.
- 10.1b The Local Treasurer shall remit all Sector dues monies collected by Local 211 on a non-check-off basis to the Union's national office on a monthly basis, in accordance with Section 12.2C of the NABET-CWA By-Laws. In addition to remitting, the dues monies, the Local shall send the national Union office a report including the names of the members on whose behalf the dues has been remitted, the specific total amount each named member paid in Sector dues and each member's reported earnings for the period covered by the report.
- 10.2 The NABET-CWA Local 211 Defense Fund shall be four dollars (\$4.00) per member per year.
- 10.3 International dues shall be paid in accordance with Article XII, Section 12.2 of the Sector By-Laws.
- 10.4 The NABET-CWA Defense Fund assessment shall be paid in accordance with By-Law #1 of the Sector By-Laws.
- 10.5 When a member is delinquent in his dues for ninety (90) days, his employer will be notified of such delinquency. Further, that member shall be automatically suspended from membership in the International and any Local Union.
- 10.6 Suspended members shall not be deemed members in good standing, and shall not be eligible to attend meetings, to hold office, or to be candidates for office.
- 10.7 All Local dues, fines, and assessments will be paid to the Local Treasurer by check or money order, in person or by mail. All checks or money orders are to be made payable to NABET-CWA Local 211.
- 10.8 Whenever it becomes necessary for the Local Treasurer to send registered letters notifying members of dues delinquency, the member so notified shall be assessed the cost of postage.

10.9 The following Officers of the Local shall receive a salary drawn from the general account, according to the following schedule:

Local President .....	\$ 400.00
Local Vice-President .....	\$ 150.00
Local Treasurer .....	\$ 400.00
Local Secretary .....	\$ 150.00
Chief Stewards .....	\$ 150.00
Stewards .....	\$ 75.00

These payments shall be made monthly.

10.10 The Local Executive Board may establish Local dues, subject to the provisions of Section 8.14 of the Sector By-Laws. Their monies shall be placed in a special fund to be used by the local for its own purposes.

#### **ARTICLE XI - GENERAL MEMBERSHIP MEETINGS**

11.1 The Local shall meet at a regular meeting held not less frequently than once every six (6) months, at a time and place to be set by the Local President. Notice of such meetings will be posted by the Chief Steward or his designee at least fourteen (14) days in advance of the meeting. Special meetings may be held upon call of the President or the Executive Board, providing however, that at least forty-eight (48) hours notice is given to the members of such meetings, and provided further, that no business shall be acted upon at any special meeting except such concerning which the membership has received notice.

11.2 At any meeting of the local, written signed proxies addressed to specific issues (excluding elections, dues increase, and/or special assessments) may be exercised on behalf of absent members who are actually at work, on vacation, or absent due to sickness or death in the family.

11.3 Meetings may not be opened for business until a full quorum is present. A quorum shall consist of eight (8) members in good standing.

11.4 Business shall be conducted in accordance with Robert's Rules of Order. Order of business at all regular membership and Local Executive Board meetings shall be:

1. Pledge of Allegiance.
2. Silent meditation, one minute or less at the presiding officer's discretion.
3. Call to order by the Chair.
4. Roll Call.
5. Reading and approval of minutes of previous meeting.
6. President's report.
7. Vice-President's report.
8. Sector Representative's report.
9. Report of the Secretary.
10. Report of the Treasurer.
11. Announcements.
12. Other Committee reports.
13. Old business.
14. New business -Station reports.
15. Discussion period: The Chair shall limit the time allowed to each speaker in a fair and equitable manner.
16. Announcement of approximate date of the next meeting.
17. Adjournment by the Chair.

This order may be changed during specially called meetings.

11.5 Rules relating to motions:

- (a) No member has the right to speak without the recognition of the Chair, except for seconding a motion.
- (b) Before any subject is open for discussion, it is necessary that a motion first be made and seconded.
- (c) Upon receiving a second, the Chair must state the motion unless he rules it out of order before the assembly.
- (d) A member may suggest modifications, and the mover, without the consent of the seconder, has the right to make such modifications as he pleases, or even to withdraw the motion entirely before the Chair "puts the Question."
- (e) While a Motion is up for consideration or action, a subsidiary Motion may be made such as to amend a question of order, etc.; and this subsidiary Motion becomes the immediate pending Motion. If several Motions are pending, the last one stated by the Chair is the immediate pending Motion.
- (f) After the Chair "puts the Question" there can be no further discussion and the Motion must be voted upon immediately.

## **ARTICLE XII - WAIVERS**

- 12.1 Waivers: Upon receiving a request for a waiver from part of his contract, the Steward shall attempt to get a majority vote from his contract group. The contract group involved may not grant a waiver until it is voted upon by the Local Executive Board.
- 12.2 In case of emergency, when time does not allow a majority vote of the contract group, or a majority vote of the Local Executive Board, the Chief Steward may make a decision with the approval of the Local President. If the President cannot be contacted, the Vice-President may act in his stead. These officers will be held responsible to the Executive Board for their decisions, and must report their decisions at the next regularly scheduled Executive Board meeting.
- 12.3 On requests for a waiver which involves only conditions of work (e.g.: lunch hour changes, days off changes, turn-around, etc.) the Chief Steward may, if he wishes, grant such a waiver immediately. The Chief Steward shall inform the Local Executive Board of his action at the next regularly scheduled Board meeting.
- 12.4 No Steward may grant any waiver involving jurisdictional matters, or matters contrary to Local or International policy.
- 12.5 Since any waiver which may be granted would have an effect of the contract involved, or on other NABET-CWA contracts, no waiver shall be granted unless such waiver has been approved in advance by the Sector President or his designee, except that in case of emergency as set forth in Section 11.2 such advance approval shall not be required, provided the International President is notified as soon as possible thereafter; the waiver is of short duration to cover a particular situation; and contains language to permit its cancellation by the Sector President on seven (7) days notice.

## **ARTICLE XIII -RELATIONSHIP WITH EMPLOYERS**

- 13.1 All collective bargaining agreements with employers of members of the Union shall be executed and entered into on behalf of the membership affected thereby, solely by the Union as the contracting party. Designees of the Union only shall be authorized to execute agreements on behalf of the Union.
- 13.2 No member of this Local shall donate their time or services to any employer within the industry for any compensation less than his respective group's contract specifies, unless approved by the Local Executive Board.

#### **ARTICLE XIV -DISCIPLINE**

- 14.1 Methods and procedure of discipline shall conform to the Sector By-Laws., Article X.

#### **ARTICLE 15 -STRIKE VOTE**

- 15.1 A Strike vote, if necessary, will be conducted in accordance with the Sector By-Laws, Article XI.

#### **ARTICLE XVI - GIFTS**

- 16.1 If a member is confined to a hospital, flowers, or a gift, not to exceed thirty-five dollars (\$35.00) are to be sent. In case of death of the member, his parents or members of his household, flowers not to exceed thirty-five dollars (\$35.00) are to be sent.
- 16.2 If a member in good standing leaves the local with a minimum of 10 years of service, an amount not to exceed one hundred dollars (\$100) may be withdrawn from the special events fund to be used to defray the cost of a gift or party.
- 16.3 If a member in good standing retires within the local, an amount not to exceed two hundred dollars (\$200) may be withdrawn from the special events fund to be used to defray the cost of a gift or party.

#### **ARTICLE XVII - AMENDMENTS**

- 17.1 These By-Laws may be amended, altered or repealed in whole or in part by the Local Executive Board, subject to ratification by the membership, if such ratification is required by law. Ratification shall require a majority vote of the ballots cast. However, these By-Laws shall never be in contradiction with the Sector By-Laws, or the Labor and Management Report and Disclosure Act of 1959. Any part of these By-Laws which are in contradiction shall be considered as unconstitutional and shall be immediately stricken.
- 17.2 Two copies of these Local By-Laws shall be submitted to the Sector President for approval, and shall become effective only after such approval has been granted.



## **ARTICLE XVIII - LARRY DWORKIN INSTALLATION DINNER**

- 18.1 The Larry Dworkin Installation Dinner shall be held annually by the Local
- 18.2 All newly elected Officers and Stewards shall take their oath of office at this dinner. The Executive Board shall make every effort to invite a prominent pro-labor guest to administer the oath.
- 18.3 Each member of the Executive Board shall be allowed to bring one guest to the Larry Dworkin Installation Dinner. In addition, the Local President may invite other guests (former Local officers, Regional Vice-President, pro-labor public figures, etc.) as the president sees fit.
- 18.4 All costs incurred relative to the Larry Dworkin Installation Dinner shall be paid out of the Local treasury.
- 18.6 Whenever the Local treasury is large enough to sustain the costs, the entire membership of the Local and their guests shall be invited to attend the Larry Dworkin Installation Dinner.

## **ARTICLE XIX - RATIFICATION VOTING**

- 19.1 By a 2/3rds vote of bargaining unit members, each unit may choose to utilize two sessions to present the contract to the Bargaining Unit members.
- 19.2 These sessions shall be scheduled in such a way as to afford an opportunity for the maximum number of members to attend ( e.g. a morning and an evening session).
- 19.3 Both sessions shall be completed within a 24-hour period.

## **ARTICLE XX - NABET-CWA LOCAL 211 CLAMBAKE**

- 20.1 The clambake shall be held annually.
- 20.2 The Local President may invite guests (former Local Officers, local retirees, Regional Vice-Presidents, pro-labor public figures, etc.) as the president sees fit.
- 20.3 All costs incurred relative to the clambake shall be paid out of the Local treasury.
- 20.4 The entire membership of the Local shall be invited to attend the clambake.