

**BY-LAWS  
OF  
LOCAL 1109  
COMMUNICATIONS WORKERS OF AMERICA  
(AFLCIO)**

**ARTICLE I – NAME**

This Local shall be known as Local 1 109, Communications Workers of America, AFL-CIO.

**ARTICLE II – JURISDICTION**

The jurisdiction of this Local shall be the jurisdiction assigned by the Union and appearing on the face of the Local Charter.

**ARTICLE III – OBJECTS**

The objects of Local 1109 shall be to represent and serve the workers within its jurisdiction in accordance with the By-Laws and Rules of the Local and the Constitution and policies of the Union.

**ARTICLE IV - LOCAL STRUCTURE**

The structure of the Local shall consist of the following:

- (a) Membership
- (b) Executive Board
- (c) Officers
- (d) Committees

**ARTICLE V - MEMBERSHIP**

Section 1 - Eligibility

(A) Any person eligible for membership in the Communications Workers of America, as defined in Article V of the Constitution, shall be eligible for membership in this Local, if performing work within the Local's assigned jurisdiction, or if employed on a part-time or full-time basis by the Union.

(B) No person, otherwise eligible for membership, shall be denied membership in this Local because of sex, race, color, creed or nationality.

Section 2 - Application

(A) Membership in the Local shall be obtained after payment of the Local initiation fee and upon approval of any membership committee authorized to accept or reject membership on behalf of the Local, subject to the right of the Local to overrule the decision of the membership committee.

(B) The initiation fee for the Local shall be \$10.00

(C) In the event an application for membership is denied, the initiation fee shall be refunded to the applicant.

(D) The Local shall not establish qualifications for membership which contravene qualifications set forth in the Union Constitution. Section 3 - Transfers 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. Section 4 - Termination Membership in the Local shall be terminated in accordance with Article V, Section 4 of the Union Constitution.

## ARTICLE VI - LOCAL DUES AND SPECIAL ASSESSMENTS

### Section 1 - Local Dues

(A) Each member of the Local shall pay dues 52 weeks per year in an amount established by the Local Membership. The dues shall be 2% of basic weekly wages.

(B) Membership dues may be changed only by a majority of those voting on the question by secret ballot referendum, or by a majority secret ballot vote in a meeting where a quorum is present, if the question has been advertised on Bulletin Boards at least fifteen (15) days in advance of the meeting, or by notice mailed postage prepaid to each member at least fifteen (15) days in advance of the meeting.

### Section 2 - Local Special Assessments

The membership of this Local may levy a special assessment only in the same manner as provided for changing Local dues. However, special assessments levied shall be in compliance with Article VI, Section 3 of the Union Constitution.

Section 3 The sum of \$.50 per week shall be deducted from each member's dues and deposited in a separate account titled 'Local 1109 Special Member's Relief Fund' and shall be used to provide financial support to members during a strike.

## ARTICLE VII - GOVERNING AUTHORITY

### Section 1 - Membership

The affairs of this Local shall be governed by its membership in accordance with the By-Laws and Rules of the Local and the Constitution and policies of the Union in the following manner:

(A) Through action in membership meetings or by referendum of the membership.

(B) Through actions and decisions of the Executive Board between membership meetings.

(C) Through actions and decisions of the Local Officers between meetings of the Executive Board, subject to being overruled by the Executive Board.

(D) The action and decisions of the Executive Board and Officers of the Local between Local membership meetings may be overruled by the membership in a Local meeting or by a referendum.

### Section 2 - Executive Board

(A) The Local Executive Board shall consist of four (4) Local Officers and three (3) Member Representatives.

(B) Members of the Executive Board shall forfeit their title for any one of the following reasons:

1. Accepting any transfer or promotion outside of the jurisdiction from which he was elected.
2. Continued failure to participate in activities of the Local, subject to the provisions of these By-Laws and the Constitution and policies of the Union.

## ARTICLE VIII - LOCAL MEETINGS

### Section 1 - Regular Meetings

(A) Regular meetings of the Local shall be held at least two (2) times each year, once in each of the following months: January and September. The date, time and place of the regular meetings shall be determined by the President and the Executive Board of the Local.

(B) Due notice by mail shall be given at least (15) days prior to a regular membership meeting.

(C) Regular meetings of the Local shall be held in a place convenient to a majority of the members in good standing.

## Section 2 - Special Meetings

(A) Special meetings of the Local may be called by the Local President at any time, or by a majority vote of the Local Officers or the Local Executive Board. Due notice shall be duly given by advertisement on Bulletin Boards at least seven (7) days prior to such special meetings, and by mail at least seven (7) days prior to such special meetings.

(B) Special meetings of the Local may also be called by a petition signed by twenty-five percent (25%) of the members in good standing. Each signature shall be dated in the handwriting of the member. Upon receipt of the proper petition, the Local Officers shall call a special meeting to be held within fifteen (15) days thereof. Due notice by mail shall be given at least seven (7) days prior to such special meeting.

(C) Special meetings of the Local shall be held in a place convenient to the majority of the members in good standing.

## ARTICLE IX - LOCAL DELEGATES TO UNION CONVENTION

(A) The President, Executive Vice President, Vice President, and Secretary-Treasurer of the Local shall be delegates to the Union Convention. The President shall be Chairman of the delegation.

(B) Additional delegates and alternate delegates to the Union Convention shall be elected by the membership voting by secret ballot conducted not less than thirty (30) days in advance of the Union Convention.

(C) In the event the Local elects more than one delegate to the Union Convention, the Local shall determine the Convention votes assigned to each delegate in accordance with Article VIII of the Union Constitution.

(D) Additional delegates and alternate delegates shall be elected by plurality of the membership.

(E) It shall be the duty of the Secretary-Treasurer of the Local to certify the Local's delegates to the Union Convention to the Secretary-Treasurer of the Union within the time limits specified in Article VIII of the Union Constitution.

## ARTICLE X - LOCAL COMMITTEES

(A) The Local shall have the following regular committees:

1. Community Services
2. Education
3. Election
4. Finance
5. Legislative-Political
6. Membership
7. Occupational, Safety and Health
8. Organizing
9. Women's
10. Equity

(B) The Local shall establish such other committees as may be necessary to effectuate the policies of the Local and the Union.

(C) Members of all committees shall be appointed by the Local President, subject to the right of the Local Officers or of the Local Membership to overrule such appointments. Vacancies on committees shall be filled in the same manner as the original appointments.

(D) Removal of Committee Members

1. A member of any committee of the Local may be removed by the Local President, subject to the right of the Local Officers or a majority of the Local membership in good standing to overrule such removal.
2. A member of any committee of the Local may be removed by a majority vote of the Local Officers, subject to the right of a majority of the membership in good standing to overrule such removal.
3. A member of any committee of the Local may also be removed by action of a majority of the Local membership in good standing at a special membership meeting.

(E) The duties of the foregoing committees shall be as follows:

1. Community Services - The Community Services Committee shall assist in developing community service programs and, with the Local Officers, shall be responsible for effectuating all community service programs and policies of the Local and the Union.
2. Education - The Education Committee shall assist in developing the Local's educational programs, and with the Local Officers, shall be

responsible for effectuating the Union's and the Local's educational programs.

3. Election - The Election Committee shall be responsible for the conduct and supervision of all Local nominations, elections and certifications thereof, and referenda and certifications of this Local.

4. Finance - The Finance Committees shall consist of the Secretary Treasurer of the Local, who shall be the Chairman of the Committee. The Secretary-Treasurer shall be the only member of this Committee who is a full-time Local Officer and a member of the Executive Board. The Committee shall meet prior to all regular membership meetings at the call of its Chairman to review the financial operations of the Local and to report to the membership.

5. Legislative-Political - The Legislative-Political Committee shall assist in developing and pursuing the program of the Union and the Local in the legislative field. It shall be responsible for the Local's program to register each qualified voter. An elected Officer of the Local shall be Chairman of this Committee.

6. Membership - The Membership Committee shall accept or reject membership applications in accordance with these By-Laws and Rules of the Local in Article V of the Union Constitution and policies of the Union.

7. Occupational, Safety and Health - The Occupational, Safety and Health Committee shall assist in developing the Local's occupational, safety and health program and, with the Local Officers, shall be responsible for effectuating the Union's and the Local's occupational, safety and health program. The Committee shall also review the rules, policies and practices of the Occupational, Safety and Health Act, since its enactment in 1970, shall support the Local's and Union's efforts to secure adequate inspection services and programs under the Act, and, in the event the administration of said Act is taken over by State government, shall work to insure that there is no lessening of standards or of enforcement thereof. An elected Officer of the Local shall be Chairman of this Committee.

8. Organizing - The Organizing Committee shall assist the Local Officers and members in organizing all non-Union employees, both within and outside the Local's jurisdiction. An elected Officer of the Local shall be Chairman of this Committee.

9. Women's - The Women's Committee shall assist the Local in focusing on issues that affect women and are of concern to women in the Local, and with the Local Officers, shall be responsible for effectuating the policies

and programs regarding women in the Local. An elected Officer of the Local shall be Chairman of this Committee.

10. Equity - The Equity Committee shall assist the Local is focusing on issues of equity within the Local, and with the Local Officers, shall be responsible for effectuating the policies and programs regarding equity in the Local. An elected Officer of the Local shall be Chairman of this Committee. Duties of additional committees shall be assigned by the Local Officers.

### ARTICLE XI - ORDER OF BUSINESS

(A) The order of business at a Local meeting shall be as follows:

1. Call to order
2. Roll call
3. Reading and action on Minutes of previous meetings
4. Report of Officers
5. Report of Committees
6. Unfinished business
7. New Business
8. Good and Welfare
9. Adjournment

(B) The order of business may be suspended by a two-thirds (2/3) vote of the members in good standing present.

(C)

### ARTICLE XII - THE EXECUTIVE BOARD, LOCAL OFFICERS, BUSINESS AGENTS, CHIEF STEWARDS, JOB STEWARDS AND THEIR DUTIES

#### Section 1 - Executive Board

(A) The Executive Board shall consist of the Local Officers and three (3) Member Representatives who shall serve three-year terms.

(B) The duties of the Executive Board shall be as follows:

1. Responsible for making decisions and taking actions in behalf of the Local between membership meeting on all matters concerning the good and welfare of the members.
2. Interpret these By-Laws.
3. A majority vote of the Executive Board may institute a referendum if a lack of a quorum at a regular or special membership meeting has caused failure to conduct Local business.
4. Be responsible for the operation of strike action procedures as set forth in the Union Constitution.
5. Shall set the wages and expenses of the Local Officers, Member Representatives on the Executive Board and Business Agents, except as provided for in Article XXII, as is necessary to carry on the business of the Local.
6. Hold a regular meeting of the Executive Board not less than once a month. A special meeting of the Executive Board may be called by the Local President at any time. Upon receipt of a written request signed by a majority of the members of the Executive Board, the Local President shall also call a special meeting of the Executive Board within seven (7) days thereof.
7. A majority of the Executive Board shall constitute a quorum.

## Section 2 - Local Officers

(A) The officers of the Local shall be as follows:

1. Local President
2. Local Executive Vice President
3. Local Vice President
4. Local Secretary-Treasurer

(B) The duties of the Local Officers shall be as follows:

1. The Local President shall:
  - (a) Be responsible for the conduct of all Local business and, in keeping with that responsibility, he shall have the power to



employ, fix compensation and bond such employees as may be necessary for the efficient operation of the Local;

(b) Preside at Local membership, Local Executive Board and Local Officers' meeting;

(c) Prosecute grievances and appeal them to higher levels of the Union when not satisfactorily settled. The President may designate such other alternate(s) to prosecute said grievances as he may deem necessary;

(d) Serve as ex-officio member and supervise all Local committees;

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

(f) Perform whatever additional duties as may be assigned by the Local Executive Board, the membership or required by the policies or Constitution of the Union;

(g) Be spokesman for the Local;

(h) Be delegate and Chairman of the delegation to the Union Convention; and

(i) Shall hold no other elective office in the Local.

2. The Local Executive Vice President shall:

(a) Work under the direction and supervision of the Local President;

(b) Perform whatever duties as may be assigned by the Local, the Local Executive Board, or the Local President;

(c) Shall be a delegate to the Union Convention; and

(d) Shall hold no other elective office in the Local.

3. The Local Vice President shall (Duties will be the same as the Local Executive Vice President)

4. The Local Secretary-Treasurer shall:

(a) Maintain a record of the Local membership;

- (b) Record and maintain the Minutes of all meetings of the Local, the Local Executive Board, or Local Officers;
- (c) Furnish the District Vice-President and Secretary-Treasurer of the Union with copies of any changes in these By-Laws within ten (10) days after such changes are made;
- (d) Be custodian of all assets of the Local;
- (e) Report to each membership meeting on the financial status of the Local;
- (f) Be bonded, as must any other person who handles Local funds or other property, in accordance with the Union Constitution or any State or Federal Law;
- (g) Cause the payment of all bills approved by the Local President; sign all checks drawn upon the Local treasury;
- (h) Perform such other duties as may be assigned by the Local, Local Executive Board or the Local President;
- (i) Be a delegate to the Union Convention;
- (j) Work under the direction and supervision of the Local President; and
- (k) Hold no other elective office in the Local.

### Section 3 - Member Representatives on the Executive Board

(A) The duties of the Member Representatives shall be as follows:

1. Work under the direction and supervision of the Local President;
2. Perform whatever duties as may be assigned by the Local, the Local Executive Board, or the Local President; and
3. Shall hold no other elective office in the Local other than delegate or alternative delegate to the CWA Convention.

### Section 4 - Business Agents

(A) There shall be as many Business Agents as necessary to conduct Local business as determined by the Local President.

(B) Business Agents shall serve three year terms.

(C) The duties of the Business Agents shall be as follows:

1. Act as liaison between their respective crafts and the Local Officers and the Local Executive Board;
2. Work under the direction and supervision of the Local President;
3. Perform whatever duties as may be assigned by the Local, the Local Executive Board or the Local President; and
4. Hold no other elective office in the Local other than delegate or alternate delegate to the CWA Convention.

#### Section 5 - Chief Stewards

(A) There shall be as many Chief Stewards as necessary to conduct Local business as determined by the Local President.

(B) Chief Stewards shall serve two year terms and shall be elected between March 21 and June 21 (September 21 in 2006) of even years. Chief Stewards shall be elected by and from the Job Stewards in each geographic area designated by the Local President. The Local President shall break a tie should a Chief Steward election produce no winner.

(C) The Local President may appoint additional Chief Stewards as necessary to conduct Local business.

(D) The duties of the Chief Stewards shall be as follows:

1. Work under the direction and supervision of the Local President.
2. Perform whatever duties as may be assigned by the Local, the Local Executive Board or the Local President.
3. Hold no other elective office in the Local other than delegate or alternate delegate to the CWA Convention.

(E) A Chief Steward may be removed by a majority vote of the Local Executive Board subject to the right of the Local membership in good standing to overrule such removal.

#### Section 6 - Job Stewards

(A) The Local shall have as many Job Stewards as necessary to conduct Local business as determined by the Local President.

(B) Job Stewards may be appointed by the Local President or be designated by the Local Executive Board for election by the membership they represent in the month of February for a term of one (1) year.

(C) The duties of the Job Stewards shall be as follows:

1. Work under the direction and supervision of the Local President;
2. Perform whatever duties as may be assigned by the Local, the Local Executive Board, or the Local President; and
3. Hold no other elective office in the Local other than delegate or alternate delegate to the CWA Convention.

(D) Job Stewards may be decertified for failure to fulfill their duties by a majority vote of the Local Executive Board subject to the right of the Local membership in good standing to overrule such decertification.

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

(A) Membership meetings and any other business of this Local shall be conducted under these By-Laws and Rules of the Local and in conformity with the Union Constitution. On questions where the Local By-Laws, the Local Rules, or the Union Constitution do not clearly apply, Robert's Rules of Order shall govern.

(B) The number constituting a quorum for Local meetings shall be eight (8) percent of the membership in good standing.

(C) A majority of the Local Officers or a majority of the members of the Local Executive Board, or a majority of the members of a committee shall constitute a quorum for these bodies.

#### **ARTICLE XIV - NOMINATION AND ELECTION OF LOCAL OFFICERS, MEMBERS OF THE EXECUTIVE BOARD AND BUSINESS AGENTS**

##### Section 1 - Nominations

(A) Local Officers, Local Executive Board members and Business Agents shall be nominated and elected between the months of September and December of each election year. Fifteen (15) days' notice shall be given for the purpose of

nominating Local Officers, Local Executive Board members and Business Agents.

(B) Nominations for the offices of Local President, Local Executive Vice President, Local Vice President, and Local Secretary-Treasurer shall also constitute nominations for Delegates to the Union Convention is held during the term of office for which the election is being conducted.

(C) Petitions

1. Local Officers shall be nominated by petition signed by two hundred and fifty (250) members of the Local in good standing.

2. Executive Board members (other than Local Officers) and delegates to the Union Convention shall be nominated by petition signed by one hundred and twenty-five (125) members of the Local in good standing. Executive Board members (other than Local Officers) and delegates to the Union Convention shall be nominated by petition signed by one hundred and twenty-five (125) members of the Local in good standing. Three Executive Board members shall be elected, one each from the following divisions or crafts:

- (a) Construction/Interconnect
- (b) Installation/Repair
- © Inside

Nominees for Executive Board must be regularly working in the divisions or crafts they will represent.

3. Business Agents shall be nominated by five (5) percent of the membership regularly working in each of the divisions, crafts or geographical areas to be represented by a Business Agent or Business Agents. The Business Agent or Business Agents elected from a particular division, craft or geographical area must regularly work in that division, craft or geographic area. The Local President shall designate not less than 30 days before the election the number of Business Agents to be elected and the divisions, crafts or geographical areas they will represent.

Section 2 - Election

(A) Election of Local Officers and Executive Board members shall be by secret ballot of the entire membership. Election of Business shall be by secret ballot of the membership regularly working in the divisions, crafts or geographical areas the Business Agents will represent.

(B) Ballots shall state that the candidates elected Local President, Local Executive Vice President, Local Vice President, and Local Secretary-Treasurer shall be delegates to the Union Conventions held during the term of office for which the election is being conducted.

(C) In any election for Local offices of Local President, Local Executive Vice President, Local Vice President, and Local Secretary-Treasurer, the nominees receiving a majority of the votes cast shall be declared elected.

(D) Executive Board members (other than Local officers) and delegates and alternate delegates to the CWA Convention shall be elected by plurality vote. Nominees receiving the greatest number of votes cast shall be elected.

(E) Ballots for Business Agents shall state the number of Business Agent positions to be filled in each division, craft or geographical area. Where only one position in a division, craft or geographical area is to be filled, a nominee for Business Agent requires a majority vote to be elected. Where two or more positions in a division, craft or geographical area are to be filled, the nominees for Business Agent receiving the greatest number of votes shall be elected.

(F) Nominees can only appear on the ballot for one office (other than delegate or alternate delegate to the CWA Convention).

(G) Nominees shall state that they will serve if elected.

(H) Only members of the Local in good standing shall be eligible to vote. Section

### 3 - Local Election Committee

(A) The nomination and election of Local Officers, members of the Local Executive Board, Business Agents and delegates and alternate delegates to the Union Convention shall be conducted under the supervision of the Election Committee. This Committee shall have the authority and responsibility to see that nominations and elections are conducted in accordance with the Union Constitution, and these By-Laws, with reasonable opportunity for each member to nominate and vote for the candidates of his choice.

(B) The Election Committee shall also conduct any referenda submitted to the membership.

(C) A member shall not be permitted to serve on the Election Committee if he is a candidate for any office of the Local or delegate or alternate delegate to the Union Convention.

(D) All questions concerning the conduct and challenges of election shall be determined by the Election Committee, subject to the right of appeal to the Local

Executive Board and the membership of the Local. The Election Committee shall certify the results of any election.

#### Section 4 - General Provisions

(A) In the case of elections requiring a majority vote, if no nominee receives a majority on the first ballot, a run-off election shall be conducted and the two (2) 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 and greatest number of votes of the first ballot, and the two (2) persons who tied for second place on the first ballot, shall be the nominees on the second ballot.

(B) In the case of elections requiring a plurality vote, if a tie renders the election indecisive for any position, a run-off election shall be conducted and the nominees who tie for such positions on the first ballot shall be the nominees on the second ballot.

(C) The Local Officers and Executive Board Members shall take the oath of office prior to assuming office upon certification of their election to office by the Election Committee. The term of office shall commence effective January 1st of the year following their election, and they shall remain in office until their successors have been duly elected and qualified. Those elected in a special election shall assume office upon taking the oath of office.

(D) The office of any elected or appointed official of the Local shall be declared vacant when such elected or appointed official of the Local accepts a temporary or permanent position in management.

(E) Whenever there is an unopposed candidate duly nominated for any office or elected position in the Local, including the position of Delegate to the Union Convention, such as candidate shall be considered elected without the necessity of an election. Write-in votes for other than duly nominated candidates shall not be permitted. Only members duly nominated shall appear on the ballot.

(F) All ballots cast, except blanks, must be counted. Blank ballots are simply ignored and are neither counted nor reported. If two or more filled-out ballots are folded together, they are both rejected and reported as one (1) fraudulent vote; however, they are counted as one (1) vote cast. Votes for ineligible persons are rejected and so reported; however, they are counted as votes cast.

#### Section 5 - Vacancies

(A) In case of vacancy in the office of Local President, the Local Executive Vice President shall temporarily assume all responsibilities for the office of the Local

President until a successor Local President had been elected. The election of a successor Local President shall be in the same manner as that required for regular election and shall be within sixty (60) days thereof in accordance with Article XV of the Union Constitution.

(B) Vacancies in other Local offices shall be filled either by appointment of the Local Executive Board, subject to the approval of the appointment by the Local membership within sixty (60) days, or by election in the same manner as that required for regular election and within sixty (60) days in accordance with Article XV of the Union Constitution.

### ARTICLE XV – STRIKES

(A) The calling and conduct of strikes affecting this Local shall at all times be carried on in compliance with the Rules prescribed by the Union and Article XVIII of its Constitution.

(B) Termination of a strike shall be made by the Local Executive Board and the Vice President of the Union.

### ARTICLE XVI - CHARGES, TRIALS AND APPEALS

#### Section 1 - Charges

Members of the Local may be fined, suspended or expelled, in the manner provided in these By-Laws, for any of the acts enumerated in Article XIX of the Union Constitution.

#### Section 2 - Trials

Any accused members, including Officers, of the Local shall be tried under the provisions of Article XX of the Union Constitution.

#### Section 3 - Appeals

Any member or Officer of the Local, upon being found guilty by a Local trial court, may appeal as provided in Article XX of the Union Constitution.

#### Section 4 - Local Trial Court

A trial court of the Local shall be composed of seven (7) persons who are members of the Local and not parties to the proceeding and who shall be selected by the Executive Board of the Local.

### ARTICLE XVII - RECALL OF LOCAL OFFICERS



Any elected Officer of the Local may be recalled in accordance with the provisions of Article XXI and XXII of the Union Constitution.

#### ARTICLE XVIII - AMENDMENTS TO LOCAL BY-LAWS

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

- (A) Majority vote of the members present in a Local meeting, if the proposed amendment has been introduced at a previous membership meeting and has been advertised to the membership by use of Bulletin Boards or by U.S. mail, postage prepaid, at least seven (7) days in advance of the meeting; or
- (B) Referendum of the membership.

#### ARTICLE XIX - AFFILIATION

- (A) This Local will affiliate with City and State Councils and with City and State Central Labor bodies of the AFL-CIO with the approval of the Local Executive Board.
- (B) Delegates to City and State Councils and to City and State Central Labor bodies of which this Local is affiliated shall be selected by the Local President with the approval of the Local Executive Board.

#### ARTICLE XX - REFERENDUM OF THE LOCAL

- (A) The Local Election Committee shall submit any question to a referendum of the membership, when directed to do so by action of a regular or special membership meeting.
- (B) Questions submitted to a referendum of the membership shall be determined by a majority vote of those members in good standing voting on the question.

#### ARTICLE XXI - FISCAL YEAR AND AUDIT

- (A) The fiscal year of the Local shall be October 1st through September 30th.
- (B) The financial records of the Local shall be audited by a Certified Public Accountant at the end of each fiscal year. The results of such audit shall be made available for the inspection by any member of the Local in good standing.

#### ARTICLE XXII - COMPENSATION FOR UNION BUSINESS

(A) Any member in good standing of the Local shall receive compensation commensurate to the highest basic weekly wage of his respective craft for any period when he is engaged in duly authorized business or in any elective capacity of the Local.

(B) In addition to the compensation and other benefits provided for in Sections (A) and (C) of this Article, the Local Officers, Member Representatives on the Executive Board and Business Agents shall receive wages and expenses as determined by the Executive Board of the Local in accordance with Article XII, Section 1 of these By-Laws.

(C) Any member in good standing of the Local when he is engaged in duly authorized business or in an elective capacity of the Local shall receive all benefits available to the general membership under the Collective Bargaining Agreement covering their employment.

(D) Union business shall be authorized by the Local President or by an Local Officer he delegates.

#### ARTICLE XXIII - OATH OF OFFICE

Each elected Officer of the Local, after meeting all other qualifications, shall be duly installed upon taking the following oath:

"I (give name) , hereby accept the office of ( name of office) of Local 1 109, Communications Workers of America, AFL-CIO, with full knowledge of the responsibilities and duties of such office."

"I promise to faithfully discharge my duties according to the By-Laws and Rules of the Local and the Constitution and policies of the Union."

"I further promise to give my successor in office all books and records in my possession. I shall at all times endeavor to serve my Local and Union to the best of my ability so help me God."

#### ARTICLE XXIV – GENDER

Whenever the masculine gender had been used herein it is intended to cover both male and female members of the Local.

#### ARTICLE XXV – ADOPTION

These By-Laws shall be adopted upon the approval of a majority of the members in good standing of the Local voting upon their adoption.

These By-Laws Adopted August 3 1, 1972

Revised By-Laws Adopted February 17, 1978  
Revised By-Laws Adopted August 3, 1979  
Revised By-Laws Adopted June 10, 1981  
Revised By-Laws Adopted July 13, 2006  
Revised By-Laws Adopted April 3, 2008  
Revised By-Laws Adopted February 17, 2010

