The Constitution Committee met in the city of Washington, D.C., beginning May 17, 2011, for the purpose of reviewing and considering proposed amendments to the CWA Constitution.

The Constitution provides under Article XVI, Section 2, that the Constitution Committee is “charged with the duty of considering and reporting to the Convention and to the Executive Board on proposals to change this Constitution.” Article XXVIII, Sections 2 & 3, provides that amendments submitted to the Constitution Committee sixty (60) days or more in advance of the Convention will require a majority vote of the Delegates present to be enacted. All other amendments to the Constitution proposed at the Convention shall require a three-fourths (3/4) vote of those voting to effectuate such proposed amendments, but in no event shall the three-fourths (3/4) vote of those voting thereupon be less than a majority vote of the approved delegates at the Convention.

The Constitution Committee held meetings in Las Vegas, Nevada, beginning July 8, 2011, after the preliminary report was issued on May 20, 2011.

This report sets forth all proposed amendments that have been received by the Committee to date. A strikeout denotes deletion of language; **boldface** and **underlined** type denotes insertion of new language.

1. **AMEND Article XVI – Committees - Section 1 – Regular Committees**
   Add new sub section (i) Defense Fund Oversight Committee

   Article XVI – Committees
   Section 1 – Regular Committees (i)

   **(i) Defense Fund Oversight Committee**

   AMEND ARTICLE XVI – Committees – Section 10 - Other Committees –
   add a new Section 10 and rename the current Sections 10 and 11 and
   add 12

   Article XVI – Committees
   Section 10 – Other Committees - **Defense Fund Oversight Committee**
The Defense Fund Oversight Committee (DFOC) shall consist of one representative from each CWA District, one representative from the Public Workers Sector, one representative from the IUE Division, one representative from the Airline Industries and one representative from the Media Sectors (TNG-CWA, NABET-CWA and PPMWS). The election of the DFOC representatives and their alternates shall be conducted as established by the CWA Convention and shall be for four-year terms. The Committee shall meet at least twice a year and at the Convention. In non-Convention years, the Committee will meet and prepare a report on its activities and make recommendations which will be distributed to the locals by the President of the Union. In accordance with the Rules adopted by the Convention, the Committee is responsible to review receipts, disbursements, educational programs, administration and investment of the Defense (DF) and Robert Lilja Members’ Relief Funds (RLMRF), and shall have oversight for the Strategic Industry Fund (SIF).

Section 11 – Vacancies On Committees

Section 12 – Vacancies on Committees

(Submitted by Arthur Cheliotes, Chair, on behalf of the members of the Defense Fund Oversight Committee)

The purpose of these amendments is to add the Defense Fund Oversight Committee (DFOC) to the list of CWA Committees in the CWA Constitution and to expand representation on the DFOC to include one elected representative from the Airline Industry and one from the Media sector (TNG-CWA, NABET-CWA and PPMWS).

The DFOC contends that adding these two representatives to the committee will bring a perspective to their deliberations they don’t currently have and the Constitution Committee agrees.

The DFOC has been meeting and issuing reports to the Convention since 1989 and clearly is a regular committee of the Union and should be listed as such in the Constitution.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.
2. AMEND ARTICLE XIX – Charges Against Members
   Section 2 – Specifications of Offenses – Union – delete the word fined.

ARTICLE XIX – Charges Against Members
Section 2 – Specifications of Offenses - Union

Members may be fined, suspended or expelled by trial courts selected by the
Executive Board of the Union in the manner provided in the Constitution for
any of the following acts:

(Submitted by the CWA Executive Committee)

The purpose of this proposal is to remove fines as a penalty in a finding of
dual unionism by a trial court.

Article XIX, Section 2, of the CWA Constitution makes it a violation of the
Constitution to willfully support or assist another union to replace CWA as
the bargaining agent or to support another labor organization in a
jurisdictional claim in conflict with CWA. Charges of this nature are often
referred to as “dual unionism.”

The National Labor Relations Board has long distinguished between penalties
such as suspension/expulsion and fines imposed on members involved in
dual unionism. The logic of the Board and courts in this regard is that
penalties, such as fines imposed to punish members, are prohibited, but that
suspensions/expulsions are defensive to protect the union by removing from
its ranks persons who have exhibited intent to undermine and remove the
union as the bargaining representative.

The language in Article XIX, Section 2, as currently written, could be found by
the Board to be a “threat” of a monetary fine, even if no fine was imposed, and
could subject CWA to charges before the NLRB.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

3. AMEND ARTICLE XXI – Recall Petition Against Persons Holding Elective
   Office in the Union
   Section 2 – Recall Petition Against Local Officers – sub sections (1) & (6)
ARTICLE XXI – Recall Petition Against Persons Holding Elective Office in the Union

Section 2 - Recall Petition Against Local Officers (1)

(1) May be preferred by twenty percent (20%) of the membership of a Local, represented by the Local Officer in question;

Section 2 - Recall Petition Against Local Officers (6)

(6) Should the officer of the election committee receiving the petition determine that the offense or offenses described do not meet the above requirement, or 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, shall apply.

(Submitted by Wayne C. Herout, Member and Executive Officer of Local 6171, Krum, Texas)

The purpose of this amendment is to change the recall petition requirements from twenty percent (20%) of a Local’s membership to twenty percent (20%) of the members represented by the Local officer being recalled.

In addition, the amendment would require a report and recommendation in writing to the Local governing body if a petition does not meet the twenty percent (20%) threshold required by the Constitution.

These amendments arose after a recall petition was submitted to Local 6171. The Secretary Treasurer, after review, returned the petition to the six (6) members who submitted it with a cover letter, noting the petition did not meet the twenty percent (20%) threshold for recall required by the Constitution. The Committee discussed these amendments with both the maker of the amendment and the Secretary-Treasurer of the Local.

The maker of this amendment states in his explanation that the same members who elect an officer should be the ones entitled to recall him/her and that a written report and recommendation of the petition outcome should be required to the governing body of the Local.

After careful review of this proposal, the Constitution Committee does not recommend its adoption for the following reasons:
1. Locals have unique structures that are not taken into account by this proposal; for example, in some Locals, officers elected by only a portion of the membership may be assigned additional duties on behalf of the entire membership.

2. The recall of a Local officer is an extraordinary event and justifies the high threshold requirement of twenty percent (20%) of the entire Local membership.

3. The proposal to change the reporting of a recall petition is vague and does not specify which of the five (5) requirements listed in Article XXI, Section 2, would be impacted.

The Committee would also note that the cover letter provided to the members by the Secretary-Treasurer in the Local 6171 incident is a record and a recommendation. A request for a report could be handled at the Local level.

**THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.**

4. **PROPOSED CHANGES TO THE CWA CONSTITUTION TO ELIMINATE THE POSITION OF EXECUTIVE VICE PRESIDENT.**

**ARTICLE V – Membership**
Section 6 – Retired Members’ Council (f)

(f) The Council Executive Board members shall also serve as delegates to all CWA Conventions during their term of office and shall each carry one (1) vote. As delegates to the CWA Convention, Council Executive Board members shall have the right to vote in elections of the CWA President, Executive Vice President, and Secretary-Treasurer.

**ARTICLE VIII – Conventions**
Section 7 Powers of Convention (f) – Delete the word Executive

(f) Determine the number of Executive Vice Presidents and/or At-Large Executive Board Members;

**ARTICLE IX – Executive Board**
Section 1 (b) – Delete – The Executive Vice President;

(b) The Executive Vice President
(e) The Secretary-Treasurer;

(d) The Vice Presidents (District; Telecom and Technology; Public, Health Care and Education Workers; Printing, Publishing and Media Workers Sector; TNG-CWA Sector; NABET-CWA Sector; IUE-CWA Division, and AFA-CWA Sector).

(e) Four At-Large Diversity Executive Board Members. The four At-Large Diversity Executive Board members shall represent four separate geographical areas within CWA as follows:

(f) The Director of CWA-SCA Canada.

ARTICLE X – Executive Committee - Delete Executive Vice President from the paragraph.

There shall be an Executive Committee of the Union consisting of the President, the Executive Vice President and the Secretary-Treasurer who shall have such administrative powers, duties and authorities as may be assigned by the Convention or the Executive Board.

ARTICLE XII – Officers and Their Duties
Section 2 (a) and (b) – The Executive Vice President – Delete Section 2; renumber other sections in numerical order.

Section 2—The Executive Vice President

(a) The Executive Vice President shall act under the direction of the President and shall perform such duties as may be assigned by the President or the Executive Board.

(b) The Executive Vice President shall hold no other office in the Union and shall not be engaged in any other employment. The Executive Vice President shall receive the annual salary established for the office by the Convention, payable in twelve (12) equal monthly installments.

(Section 3) Section 2 - The Secretary-Treasurer

(Section 4) Section 3 - Vice Presidents - District; Telecom and Technology; Public, Health Care and Education Workers and CWA Sectors

(Section 5) Section 4 - Vice Presidents - District, Telecom and Technology

(Section 6) Section 5 - Telecom and Technology Vice President
(Section 7) Section 6 – Public, Health Care and Education Workers
Vice President

(Section 8) Section 7 – CWA Printing, Publishing and Media Workers
Sector Vice President

(Section 9) Section 8 – TNG-CWA Sector Vice President

(Section 10) Section 9 – NABET-CWA Sector Vice President

(Section 11) Section 10 – IUE-CWA Division Vice President

(Section 12) Section 11 – AFA-CWA Sector Vice President

(Section 13) Section 12 – At-Large Diversity Executive Board Members

(Section 14) Section 13 – Director, CWA-SCA Canada

ARTICLE XV – Elections

Section 1 – Union Officers – Delete reference to Executive Vice President

Section 1—Union Officers

The President, Executive Vice President and Secretary-Treasurer of the Union shall be elected separately by secret ballot of the delegates to the Convention following nominations made from the floor of the Convention. Beginning with the election of 2011 the term of office shall be four years or until their successors have been duly elected and qualified, except for the term of office of an Executive Vice President added by the Convention during a non-election year, such term of office shall expire at the same time as the terms of office of the other officers.

Section 5 (b) – Order of Nomination and Election of Officers of the Union – Eliminate reference to Executive Vice President; move up the pattern of letters.

(b) Executive Vice President;

(c) Secretary-Treasurer;

(d) Vice Presidents;

(e) At-Large Diversity Executive Board Members. The nomination for At-Large Diversity Executive Board Member seats shall be conducted separately. A majority vote shall be required for election to each At-Large seat.
If no candidate receives a majority vote for an At-Large Diversity seat 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 for that individual seat shall be the nominees on the second ballot for that individual seat.

(Submitted by the CWA Executive Board)

The purpose of this amendment is to eliminate the position of the Executive Vice President.

At the 2006 CWA Convention, the delegates adopted Resolution 1 “Ready for the Future: 10 Steps To Strengthen Bargaining Power,” which instructed the Board to make proposals to right-size the Board by 2011. In 2010, Districts 2 and 13 and the C&T and Telecom Sectors combined. This action eliminates two Vice Presidents in 2011 and saves the Union a projected $800,000. The current proposal to eliminate the EVP continues the mandate adopted in Ready for the Future to right-size the Board and results in additional savings.

The announced retirement of Secretary-Treasurer Jeff Rechenbach provides an opportunity for this cost-saving restructuring. During these times of unprecedented attacks on the labor movement and membership losses, it is critical that we allocate resources in the most effective way possible. If the EVP position is eliminated, we will still have two principal officers and 13 full-time Vice Presidents.

The Committee strongly recommends adoption of this proposal.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

5. AMEND ARTICLE V – Membership
   Section 5 – Retired Members’ Chapter – Sub Section (b)
   Delete language

ARTICLE V – Membership
Section 5 – Retired Members’ Chapter (b)

(b) Application for membership in a Chapter shall be made to the Retiree Chapter. If the applicant was a member of the Union in good standing at the time of his or her retirement, he or she shall be admitted to membership in the appropriate chapter.
AMEND ARTICLE V – Membership

Section 6 – Retired Members’ Council – Sub Section (a), (d) & (e)

Change language

ARTICLE V – Membership
Section 6 – Retired Members’ Council – Sub Section (a)

(a) All dues paying members of the Union **in good standing** who are or may be retired by reason of age or disability shall be eligible to become CWA Retired Members’ Council Lifetime members.

ARTICLE V – Membership
Section 6 – Retired Members’ Council (d)

(d) A Council Executive Board shall be elected which will consist of one representative from each of the CWA Districts and **one three Sector/Division members** who shall be elected from the Printing, Publishing and Media Workers Sector, NABET-CWA, TNG-CWA, IUE-CWA, AFA-CWA, and any other groups that may merge with CWA **Media Sector (consisting of the Printing, Publishing and Media Workers Sector, NABET-CWA and TNG-CWA), the IUE-CWA Division and the AFA-CWA Sector.** The District representatives on the Council Executive Board shall be elected by secret ballot among the Council Lifetime members within the appropriate CWA District. The Sector and **Division** representatives shall be elected by secret ballot among the Council Lifetime members who retired from the Printing, Publishing and Media Workers Sector, NABET-CWA, TNG-CWA, IUE-CWA, AFA-CWA, and any other groups that may merge with CWA. **Media Sector (consisting of the Printing, Publishing and Media Workers Sector, NABET-CWA and TNG-CWA), the IUE-CWA Division, and the AFA-CWA Sector. Within the Council, Districts 2 and 13 shall not be combined until the end of the 2012 term.** Terms of office shall be consistent with those of Local **International** officers. The elections shall be conducted in accordance with Council bylaws, federal and provincial laws and this Constitution. Any challenge to the Council Executive Board elections or Council officers’ elections shall be resolved in accordance with the Council bylaws.
ARTICLE V – Membership

Section 6 – Retired Members’ Council (e)

(e) The officers of the Retired Members’ Council shall be Executive President, Executive Vice President, and Secretary-Treasurer or Secretary and Treasurer. Such offices shall be elected from the Council Executive Board in accordance with Council bylaws. The term of the office for Council officers shall be four years or until their successors have been duly elected and qualified.

(Submitted by Ray Myers, Executive President, on behalf of the Retired Members’ Council)

The purpose of these amendments is to clean up member eligibility language, to add two seats to the Retired Members’ Council Executive Board and to change the term of office for Council members to four years.

The Committee reviewed these amendments and determined two are housekeeping items.

The proposed amendment to delete language in Article V, Section 5(b), reflects the structure currently in place.

The proposed amendment to Article V, Section 6(d), converts the Retired Members’ Council Executive Board Sector member to the IUE-CWA member and adds two additional seats: Media Sector (consisting of the Printing, Publishing and Media Workers Sector, NABET-CWA and TNG-CWA) and the AFA-CWA Sector. The Committee agrees increased participation on the Council Executive Board will strengthen our Retired Members Council.

The proposed amendment to Article V, Section 6(e), would change the term of office for Council officers to four years is to be consistent with the term of International officers and the Biennial Convention.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

6. AMEND ARTICLE IX — Executive Board
   Section 1 – Sub Sections (d), (e) & (f)
   Change language in Section 1(d) and (e); renumber (e) and (f), add (g)
ARTICLE IX — Executive Board

Section 1(d), (e), (f) & (g)

(d) The Vice Presidents (District; Telecom and Technology; Public, Health Care and Education Workers; Printing, Publishing and Media Workers Sector; TNG-CWA Sector; NABET-CWA Sector; IUE-CWA Division, and AFA-CWA Sector).

(e) The Printing, Publishing and Media Workers Executive Officer;

(f) Four At-Large Diversity Executive Board Members. The four At-Large Diversity Executive Board members shall represent four separate geographical areas within CWA as follows:

(g) The Director of CWA-SCA Canada.

AMEND ARTICLE XII — Officers and Their Duties – Change Title

ARTICLE XII — Duties of Officers and Their Duties other Executive Board Members

AMEND ARTICLE XII — Officers and Their Duties

Section 4—Vice Presidents — District; Telecom and Technology; Public Health Care and Education Workers and CWA Sectors

Change Section 4 Title

ARTICLE XII — Officers and Their Duties

Section 4 - Vice Presidents - District; Telecom and Technology; Public, Health Care and Education Workers, TNG-CWA, NABET-CWA, IUE-CWA and AFA-CWA and CWA Sectors

AMEND ARTICLE XII — Officers and Their Duties

Section 8 — CWA Printing, Publishing and Media Workers Sector Vice President

Change Section 8 Title and add sub sections (a) thru (f)

ARTICLE XII — Officers and Their Duties
The President of the Printing, Publishing and Media Workers Sector of CWA (PPMWS) shall also be the CWA Printing, Publishing and Media Workers Sector Vice President Executive Officer who shall be responsible under the direction of the Executive Board for coordinating matters of common concern and interest with respect to contracts, wages, hours of employment and other working conditions with the units of the Printing, Publishing and Media Workers Sector.

**The PPMWS Executive Officer shall:**

(a) Act under the direction of the President and perform such administrative and constitutional obligations as may be assigned by the President or the Executive Board;

(b) Recommend to the President the employment of such personnel as may be required;

(c) Recommend to the President that services of such personnel as may be assigned to the PPMWS Executive Officer be terminated for cause;

(d) Supervise full-time and part-time personnel as may be assigned to the PPMWS Executive Officer and employ and terminate the employment of clerical forces subject to the limitations of the budget;

(e) Preside at meetings;

(f) Hold no other office in the Union and shall not be engaged in any other employment. The PPMWS Executive Officer shall receive the annual salary established for the office of the PPMWS Director by the Convention.
AMEND ARTICLE XV – Elections

Sections 2 - Vice Presidents – Sub Sections (b), (d), and (e)

ARTICLE XV – Elections
Section 2 - Vice Presidents (b), (d), and (e)

(b) The duly elected President of the Printing, Publishing and Media Workers Sector of CWA shall be the CWA Printing, Publishing and Media Workers Sector Vice President Executive Officer and shall be elected in accordance with the Sector Bylaws and the CWA Constitution. The duly elected President of the TNG-CWA Sector shall be the TNG-CWA Sector Vice President and shall be elected in accordance with the CWA Constitution and the merger agreement. The duly elected NABET-CWA President shall be the NABET-CWA Sector Vice President and shall be elected by delegates representing NABET-CWA members in accordance with the CWA Constitution and NABET-CWA Sector Bylaws. The duly elected President of the IUE-CWA Division shall be the IUE-CWA Division Vice President and shall be elected in accordance with the IUE-CWA Rules and the CWA Constitution. The duly elected President of the AFA-CWA Sector shall be the AFA-CWA Sector Vice President and shall be elected in accordance with the AFA-CWA Rules and the CWA Constitution.

(d) Beginning in 2011, the term of office of Vice President and PPMWS Executive Officer shall be four years or until their successors have been duly elected and qualified.

(e) In the event a vacancy occurs in the Office of Vice President, PPMWS Executive Officer, or At-Large Diversity Executive Board Member for any reason, an election shall be held at the next regular Convention for the purpose of electing a Vice President, PPMWS Executive Officer, or At-Large Diversity Executive Board Member to fill the unexpired term.

AMEND ARTICLE XV – Elections
Add Section 7

ARTICLE XV – Elections
Section 7 – PPMWS Executive Officer

Elections for the post of PPMWS Executive Officer shall be held in full conformity with the requirements of the Sector Bylaws and the CWA
Constitution. The PPMWS Executive Officer shall be elected to four-year terms in the same cycle as the other CWA Executive Board members.

AMEND ARTICLE XVIII – Strikes

Section 2 – Notification,
Section 6 – Procedure for Local Strike Vote, Sub Section (e)
Section 7 – Local Strike Assistance
Section 8 – Termination of Local Strikes Within a District
Sub Section (a)
Add language

ARTICLE XVIII – Strikes

Section 2—Notification

After a strike vote has been taken by a Local or groups of Locals in a District or Region and a strike is imminent, the Vice President, PPMWS Executive Officer, or the Director of the CWA-SCA Canada shall notify the President of the Union in writing.

Section 6—Procedure for Local Strike Vote (e)

(e) Copies of notice of the result of strike vote shall be sent to the Vice President or Executive Officer and to the President of the Union.

Section 7—Local Strike Assistance

When Locals, not directly involved in the negotiations, the breakdown of which has caused or is about to cause a strike, desire to aid the striking Local or Locals by strike action, they shall first notify the Vice President or Executive Officer and President of the Union of such desire, and, if they receive approval by the Convention or the Executive Board, they shall proceed according to the provisions of Section 6 of this Article.
Section 8—Termination of Local Strikes within a District (a)

(a) A Local or Locals engaging in a Local strike may terminate such strike in accordance with Local Bylaws and Rules and approval of the Vice President or Executive Officer.

AMEND ARTICLE XXI—Recall Petition Against Persons Holding Elective Office in the Union

Section 1—Petition for Recall of Union Officers and Executive Board Members, and Section 1 (3)

Add/Delete language

ARTICLE XXI—Recall Petition Against Persons Holding Elective Office in the Union

Section 1—Petition for Recall of Union Officers and Executive Board Members

A petition for recall of an officer of the Union or any member of the Executive Board, including At-Large Diversity Executive Board Members, the Executive Officer of the PPMWS, and the Director of CWA-SCA Canada:

Section 1—Petition for Recall of Union Officers and Executive Board Members (3)

(3) May be preferred against a Vice President of a District by twenty percent (20%) of the Locals representing twenty percent (20%) of the membership within the District, and may be preferred against the Telecom and Technology Vice President; Public, Health Care and Education Workers Vice President; Printing, Publishing and Media Workers Sector Vice President; the TNG-CWA Sector Vice President; the NABET-CWA Sector Vice President; the IUE-CWA Division Vice President; the AFA-CWA Sector Vice President; the PPMWS Executive Officer, and the Director of CWA-SCA Canada by twenty percent (20%) of the Locals representing twenty percent (20%) of the membership of the units the affected Vice President, the PPMWS Executive Officer, or the Director of CWA-SCA Canada represents;
AMEND ARTICLE XXII —Referendum and Recall
Section 7 – Sub Section (c) - Add/delete language

ARTICLE XXII —Referendum and Recall

Section 7 (c)

(c) The Public, Health Care and Education Workers Vice President, the Printing, Publishing and Media Workers Sector Vice President, **Executive Officer**, the TNG-CWA Sector Vice President, the NABET-CWA Sector Vice President, and the IUE-CWA Division Vice President may be recalled by delegates at an International Convention, who represent the membership of their respective units, by a two-thirds (2/3) vote of those voting on the question, or by a referendum among the members of the Union in the units the affected Vice President or **PPMWS Executive Officer** represents, if two-thirds (2/3) of the votes cast in such referendum favor recall.

(Submitted by the CWA Executive Committee)

The purpose of this proposal is to restructure the PPMWS Sector and add an elected full-time Printing, Publishing and Media Workers Sector Executive Officer in place of a Vice President.

When the International Typographical Union merged with CWA in 1987, the ITU represented 67,000 members. Since then, the PPMWS membership has declined precipitously – it now stands at about 7,600 members, 2,000 of whom are retirees.

The decline in membership has resulted in a dramatic decline in revenue and significant annual deficit spending. PPMWS dues revenue has not covered expenses for many years. CWA has for the past decade subsidized the sector at approximately $1 million per year. Delegates to the 2006 CWA Convention approved the “Ready for the Future” resolution that provides guidelines about how the union can adjust to changes and thrive going forward. Two of the Ready for the Future recommendations directly address the current issue with the PPMWS: that sectors and districts live within their income and that the CWA Executive Board be right-sized.

When former PPMWS President and CWA Vice President William Boarman retired earlier this year to accept an appointment as the U.S. Public Printer, CWA leadership requested the Laws and Finance Committee select a representative for the CWA Executive Board. The leadership also began
discussions with the Sector about its future structure. The CWA leadership outlined four guiding principles for the discussions:

- PPMWS would retain a seat on the CWA Executive Board
- PPMWS would retain self-governance
- PPMWS would become financially sound
- The PPMWS identity, including recognition of the long history of the ITU in U.S. labor history, would be protected and preserved

CWA leadership and the Laws and Finance Committee have met several times and had follow-up discussions. In May, when the Constitution Committee issued its preliminary report, there was no agreement among the parties on this proposal. However, since that time, both parties have come to an agreement and now support this Constitutional amendment.

The proposal to alter the PPMWS structure required amendments to the Sector’s merger agreement. Delegates to the PPMWS Sector Conference adopted the necessary amendments to their merger agreement on July 9, 2011. The PPMWS and other sectors within CWA have their own unique identities and the Union has always strived to protect those identities and to recognize their historic contributions. This proposal ensures the PPMWS will continue to function as an independent Sector.

The Constitution Committee commends the PPMWS Laws and Finance Committee and the PPMWS Sector delegates for their dedication to resolve this difficult and sensitive issue. Despite structural changes, we remain one union committed to solidarity among all of our members in the fight for our righteous cause.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

7. AMEND ARTICLE IX – Executive Board
   Section 1 – Sub Section (d) and Add (g)
   Delete/add language

ARTICLE IX – Executive Board
Section 1

The Executive Board of the Union shall consist of the following:
(d) The Vice Presidents (District; Telecom and Technology; Public, Health Care and Education Workers; Printing, Publishing and Media Workers Sector; TNG-CWA Sector; NABET-CWA Sector; IUE-CWA Division, and AFA-CWA Sector).

(g) The CWA President, Secretary-Treasurer and Executive Board and the Printing, Publishing and Media Sector (PPMWS) are negotiating the status of a PPMWS representative to serve on the CWA Executive Board and to perform such administrative and constitutional obligations and duties as may be assigned by the President or the Executive Board. Pending the outcome of those negotiations, the existing PPMWS Vice President position shall remain vacant. When negotiations have reached fruition, the PPMWS Vice President position may be eliminated and/or replaced, per agreement of the CWA President, Secretary-Treasurer and Executive Board and the Printing, Publishing and Media Workers Sector (PPMWS).

AMEND ARTICLE IX – Executive Board
Section 2(a) – Add new language

ARTICLE IX – Executive Board
Section 2 (a)

(a) Except in the case of the President, if a vacancy should occur among the members of the Executive Board, the Executive Board shall designate a successor, having the same constitutional qualifications as the member whose place the person takes and that person shall serve until the next regular Convention, at which time a successor shall be elected for the balance of the unexpired term, if any. In the case of the Vice President of the Printing, Publishing and Media Sector, the position shall remain vacant until such time as agreement has been reached between the CWA President, Secretary-Treasurer and Executive Board and the PPMWS on the appropriate status of a PPMWS representative to serve on the CWA Executive Board.

AMEND ARTICLE XII—Officers and Their Duties – Change title
Article XII—**Duties of Officers and Their Duties** **other Executive Board Members**

AMEND ARTICLE XII—Officers and Their Duties
Section 8—CWA Printing, Publishing and Media Workers Sector
Vice President
Delete/add language

ARTICLE XII – Officers and Their Duties

Section 8—CWA Printing, Publishing and Media Workers Sector Vice President

The President of the Printing, Publishing and Media Workers Sector of CWA shall also be the CWA Printing, Publishing and Media Workers Sector Vice President who shall be responsible under the direction of the Executive Board for coordinating matters of common concern and interest with respect to contracts, wages, hours of employment and other working conditions with the units of the Printing, Publishing and Media Workers Sector. **This position shall remain vacant pending agreement between the CWA Executive Board and the PPMWS on the appropriate status of a representative of the Sector to serve on the Executive Board.**

AMEND ARTICLE XV – Elections - Section 2 – Vice Presidents
Sub Sections (b), (d) & (e)
Delete/add language

ARTICLE XV - Elections

Section 2—Vice Presidents (b), (d) & (e)

(b) The duly elected President of the Printing, Publishing and Media Workers Sector of CWA shall be the CWA Printing, Publishing and Media Workers Sector Vice President and shall be elected in accordance with the Sector Bylaws and the CWA Constitution. The duly elected President of the TNG-CWA Sector shall be the TNG-CWA Sector Vice President and shall be elected in accordance with the CWA Constitution and the merger agreement. The duly elected NABET-CWA President shall be the NABET-CWA Sector Vice President
and shall be elected by delegates representing NABET-CWA members in accordance with the CWA Constitution and NABET-CWA Sector Bylaws. The duly elected President of the IUE-CWA Division shall be the IUE-CWA Division Vice President and shall be elected in accordance with the IUE-CWA Rules and the CWA Constitution. The duly elected President of the AFA-CWA Sector shall be the AFA-CWA Sector Vice President and shall be elected in accordance with the AFA-CWA Rules and the CWA Constitution. Once the CWA Executive Board and the PPMWS reach agreement on the appropriate status of a representative of the PPMWS to serve on the CWA Executive Board, the election of such individual will be governed by the CWA Constitution.

(d) Beginning in 2011, the term of office of Vice President or other Executive Board member shall be four years or until their successors have been duly elected and qualified.

(e) In the event a vacancy occurs for any reason in the Office of Vice President, At-Large Diversity Executive Board Member, or other Executive Board member who is not an officer of the Union for any reason, an election shall be held at the next regular Convention for the purpose of electing such a Vice President or At-Large Diversity Executive Board Member to fill the unexpired term.

AMEND ARTICLE XXI—Recall Petition Against Persons Holding Elective Office in the Union— Section 1—Petition for Recall of Union Officers and Executive Board Members – Sub Section (3)

Add/delete language

ARTICLE XXI —Recall Petition Against Persons Holding Elective Office in the Union

Section 1—Petition for Recall of Union Officers and Executive Board Members (3)

A petition for recall of an officer of the Union or any member of the Executive Board, including At-Large Diversity Executive Board Members and the Director of CWA-SCA Canada:
(3) May be preferred against a Vice President of a District by twenty percent (20%) of the Locals representing twenty percent (20%) of the membership within the District, and may be preferred against the Telecom and Technology Vice President; Public; Health Care and Education Workers Vice President; Printing, Publishing and Media Workers Sector representative Vice President; the TNG-CWA Sector Vice President; the NABET-CWA Sector Vice President; the IUE-CWA Division Vice President; the AFA-CWA Sector Vice President; and the Director of CWA-SCA Canada by twenty percent (20%) of the Locals representing twenty percent (20%) of the membership of the units the affected Vice President or the Director of CWA-SCA Canada represents;

AMEND ARTICLE XXII—Referendum and Recall
Section 7(c)

ARTICLE XXII—Referendum and Recall
Section 7(c)

(c) The Public, Health Care and Education Workers Vice President, the Printing, Publishing and Media Workers Sector Vice President, representative, the TNG-CWA Sector Vice President, the NABET-CWA Sector Vice President, the IUE-CWA Division Vice President, and the IUE-CWA Division Vice President may be recalled by delegates at an International Convention, who represent the membership of their respective units, by a two-thirds (2/3) vote of those voting on the question, or by a referendum among the members of the Union in the units the affected Vice President represents, if two-thirds (2/3) of the votes cast in such referendum favor recall.

(Submitted by the CWA Executive Committee)

THIS AMENDMENT HAS BEEN WITHDRAWN BY THE CWA EXECUTIVE COMMITTEE.
Respectfully submitted,

Lupe Mercado, Chair, President, CWA Local 9421
Edward Luster, President, CWA Local 1102
Jane Phillips, Vice President, CWA Local 4900
Mike Bucsko, Executive Officer. TNG-CWA Local 37002
Chandra Nunnery, President, IUE-CWA Local 83718