



BYLAWS

COMMUNICATIONS WORKERS
OF AMERICA

**RETIRED
MEMBERS' COUNCIL**

Amended June 6, 2015

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1 BYLAWS OF THE CWA RETIRED MEMBERS' COUNCIL

2
3 ARTICLE I - NAME

4
5 This organization shall be known as the Retired Members' Council, Communications
6 Workers of America, AFL-CIO, CLC (Council).

7
8 ARTICLE II - JURISDICTION

9
10 The jurisdiction of the Council shall be Council Lifetime members and all the CWA
11 Retired Members' Chapters duly chartered by the International Communications Workers
12 of America (Union)

13
14 ARTICLE III - OBJECTS

15
16 The objects of the Council shall be to represent and serve the members in accordance with
17 the Bylaws and Rules of the Council and the Constitution and policies of the Union.

18
19 ARTICLE IV - COUNCIL STRUCTURE

20
21 (1) Membership

- 22
23 (a) The Council shall be a unit of the Union and shall consist of Council Lifetime
24 members and duly chartered Chapters.
25
26 (b) The Council will adopt bylaws and rules consistent with federal laws and the
27 CWA Constitution and policies of the Union.
28
29 (c) The Vice Presidents shall have voice but not vote. They may speak on
30 motions but not make them.
31
32 (d) All members of the General Board shall be bonded in accordance with the
33 Constitution of the Union or any state or federal law.

34
35 (2) Executive Board

- 36
37 (a) The Council shall elect an Executive Board, which will consist of one
38 representative from each of the Union's districts, and one representative from
39 the Media Sector, which shall consist of the Printing, Publishing and Media
40 Workers Sector, NABET-CWA, and TNG-CWA; the IUE-CWA Division;

41 and the AFA-CWA Sector. The representatives shall be known as District or
42 Sector Presidents.

43
44 (3) General Board

- 45
46 (a) The Council shall elect a General Board which will consist of the Executive
47 Board and one representative from each of the Union's districts, and one
48 representative from the Media Sector, which shall consist of the Printing,
49 Publishing and Media Workers Sector, NABET-CWA, and TNG-CWA; the
50 IUE-CWA Division; and the AFA-CWA Sector. The representatives shall be
51 known as District or Sector Vice Presidents.

52
53 (4) Executive Committee

- 54
55 (a) Executive President
56 (b) Executive Vice President
57 (c) Secretary-Treasurer or Secretary and Treasurer

58
59 5) Committees

- 60
61 (a) Audit - Finance
62 (b) Elections
63 (c) Legislative
64 (d) Organizing
65 (e) Bylaws
66 (f) Credentials
67 (g) Resolutions

68
69 ARTICLE V - COUNCIL DUES

- 70
71 (1) Council Lifetime dues shall be a one-time payment of \$25.

72
73 ARTICLE VI - GOVERNING AUTHORITY

74
75 The affairs of the Council shall be governed by its membership in accordance with
76 the CWA Constitution, these Bylaws and policies of the Union in the following manner:

- 77
78 (a) Through the actions taken by delegates to the Council meetings.
79
80 (b) Through actions and decisions of the Executive Board or the Executive
81 Committee of the Council.

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ARTICLE VII - COUNCIL MEETINGS

(1) The Council shall meet during each CWA International Union Convention. Those in attendance shall constitute a quorum.

(2) Chapter Voting Strength

- (a) One delegate if the Chapter has less than 25 members in good standing.
- (b) Two delegates if the Chapter has 25 or more but less than 50 members in good standing.
- (c) Three delegates if the Chapter has 50 members or more but less than 75 members in good standing.
- (d) One additional delegate for each 75 members or major fraction thereof above 75 members.
- (e) Chapters shall elect or appoint their delegates on the basis of the number of their members on the Council's data base sixty (60) days prior to the Council meeting.
- (f) Each Chapter will determine the number of its delegates, not to exceed the number as provided in Article VII Section 2 (a), (b), (c) and (d). Each Chapter shall assign the number of votes to which it is entitled equally among the delegates.

(3) Method of Voting

- (a) Each Chapter delegate and unaffiliated Council Lifetime member shall have one vote in the Council meeting, except on a roll call vote.
- (b) A roll call vote of the Council may be had upon request of twenty percent (20%) of the delegates.
- (c) In a roll call vote each delegate shall cast the number of votes assigned. Unaffiliated Council Lifetime members shall cast one vote each.

- 121
122 (4) Certification of Delegates
123
124 (a) Each Chapter shall certify to the Credentials Committee, no less than 20 days
125 prior to the opening of the Council meeting, on forms provided by the Council, the
126 names of the delegates
127
128 (5) The Council shall have the power to:
129
130 (a) Pass upon the credentials and seating of representatives;
131
132 (b) Establish the policies to be followed by the Council;
133
134 (c) Interpret and amend these Bylaws;
135
136 (d) Do all things necessary for the proper disposition of any matter
137 which may come before it for consideration.
138
139 (6) The Union shall pay the normal and usual expenses incidental to the meetings of the
140 Council together with the expenses of the Executive Board. The Council shall pay
141 the normal and usual expenses of the District/Sector Vice Presidents. The Chapters
142 shall pay the expenses of their respective representatives.
143
144 (9) Anyone may attend the general meetings of the Council as a guest.

145
146 ARTICLE VIII - GENERAL BOARD MEETINGS
147

148 The General Board shall meet at least once a year. Additional meetings, including
149 conference calls, may be called upon majority vote of the Executive Board.
150

151 ARTICLE IX - DELEGATES TO THE UNION CONVENTION
152

153 The District/Sector Presidents shall also serve as delegates to CWA Conventions during
154 their term of office and shall each carry one (1) vote. District/Sector Vice Presidents shall
155 serve as alternates to the CWA Conventions during their term of office.
156

157 ARTICLE X - COUNCIL COMMITTEES
158

- 159 (1) The Council shall have the following regular committees:
160
161 (a) Audit - Finance

- 162 (b) Election
163 (c) Legislation
164 (d) Organizing
165 (e) Bylaws
166 (f) Credentials
167 (g) Resolutions
168
169 (2) Members of all committees shall be appointed by a majority vote of the Executive
170 Board.
171
172 (3) Vacancies on committees shall be filled in the same manner as the original
173 appointments.
174
175 (4) Duties of Committees:
176
177 (a) Audit - Finance
178 To review the annual audit of the Council's funds prepared by an independent
179 Certified Public Accountant and to make recommendations to the General
180 Board concerning the financial structure of the Council.
181
182 (b) Elections
183 To organize and supervise Council elections
184
185 (c) Legislative
186 To assist the District/Sector Presidents and Vice Presidents in developing and
187 pursuing the program of the Union in the legislative-political field.
188
189 (d) Organizing
190 To develop strategies to assist the District/Sector Presidents and Vice
191 Presidents in the organization of new Chapters and in the enrollment of CWA
192 retirees as Council Lifetime members
193
194 (e) Bylaws
195 To make recommendations to the Council on any proposed bylaws changes
196 received ninety (90) days prior to the next Council meeting. To report all
197 proposed amendments and recommendations of the Committee thirty (30)
198 days prior to the Council meeting. The Bylaws and proposed amendments
199 shall be posted to the Council website thirty (30) days prior to the Council
200 meeting.
201
202

- 203 (f) Credentials
204 To verify all delegate credentials, including those who do not preregister, as
205 well as confirming the voting strength of the Chapters.
206
207 (g) Resolutions
208 To make recommendations to the Council on any proposed resolutions
209 submitted by the membership and received ninety (90) days prior to the next
210 Council meeting. The committee may reformat proposed resolutions and
211 originate resolutions.
212

213
214 ARTICLE XI - ORDER OF BUSINESS
215

- 216 (1) The order of business at Council meetings and General Board meetings shall be as
217 follows:
218
219 (a) Call to order
220 (b) Roll call of General Board Members
221 (c) Reading and action on minutes of previous meeting
222 (d) Report of the Executive President of the Council
223 (e) Report of the District/Sector Presidents
224 (f) Report of committees
225 (g) Unfinished business
226 (h) New business
227 (i) Good and Welfare
228 (j) Adjournment
229

230
231 ARTICLE XII - EXECUTIVE COMMITTEE AND GENERAL BOARD
232

233 Section 1 - Executive Committee
234

- 235 (1) The Executive Committee shall be made up of the following officers of
236 the Council:
237
238 (a) Executive President
239 (b) Executive Vice President
240 (c) Secretary-Treasurer or Secretary and Treasurer
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242 (2) The duties of the officers shall be as follows:
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- (a) The Executive President shall:
 - (1) Be responsible for the conduct of all Council business;
 - (2) Preside at all meetings of the Council;
 - (3) Supervise and be ex officio member of all Council committees;
 - (4) Sign all checks drawn on the Council's treasury
 - (5) Perform such other additional duties as may be assigned by the Council, the Executive Board or required by the policy or Constitution of the Union.

- (b) The Executive Vice President shall:
 - (1) Work under the direction of the Executive President.
 - (2) Perform such other additional duties as may be assigned by the Council and/or the Executive Board.
 - (3) Perform the duties of the Executive President in the absence of the Executive President.

- (c) The Secretary shall:
 - (1) Maintain the records of the Council.
 - (2) Record and maintain the minutes of all meetings of the Council and the General Board. All motions passed in a meeting or conference call which establishes an ongoing policy or rule of the Council or General Board shall be recorded in a separate file and maintained in RMC files.
 - (3) Perform such other additional duties as may be assigned by the Council, the Executive Board, or the Executive President.

- (d) The Treasurer shall:

- 285 (1) Be custodian of all assets of the Council.
286
287 (2) Report at each Council meeting on the financial status of
288 the Council.
289
290 (3) Approve all bills to be paid, and counter-sign all checks
291 drawn on the Council's treasury; be responsible for
292 overseeing the treasury report, audit and budget.
293
294 (4) Cause the proper filing of all reports or filings required by
295 federal, state or local law.
296
297 (5) Perform such other additional duties as may be assigned
298 by the Council, the Executive Board, or the Executive
299 President
300
301 (3) The Executive President, Executive Vice President, Secretary-
302 Treasurer or Secretary and Treasurer shall constitute the Executive
303 Committee of the Council and shall have such administrative powers,
304 duties and authorities as may be assigned by the Council or the
305 Executive Board. The Executive Committee shall set the policy of the
306 Council between General Board Meetings.
307

308 Section 2 – District/Sector Presidents

- 309
310 (1) The duties of the District/Sector Presidents shall be as follows:
311
312 (a) Organize retiree Chapters and keep them informed and involved
313 in the activities and programs of the Council and the Union.
314
315 (b) Promote the growth of the Council by recruiting Lifetime
316 members
317
318 (c) Assist Chapters with internal organizing
319

320 Section 3 – District/Sector Vice Presidents

- 321
322 (1) The duties of the District/Sector Vice Presidents shall be to assist the
323 District/Sector Presidents in carrying out their duties as defined in
324 Section 2.
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Section 4 - Executive Board

- (1) The duties of the Executive Board
 - (a) Set policy of the Council between Council meetings.
 - (b) Meet at least once a year in conjunction with the General Board.
 - (c) Actions and decisions of the Executive Board shall be subject to approval by the membership.
 - (d) A majority of the Executive Board shall constitute a quorum.

Section 5 –General Board

- (1) The General Board shall meet once a year.
- (2) The General Board shall be made up of District/Sector Presidents and Vice Presidents.

ARTICLE XIII - ELECTION OF GENERAL BOARD AND EXECUTIVE COMMITTEE

Section 1 –General Board Members

- (a) Members of the General Board shall be elected by secret ballot vote among the Chapters within their respective district or sector.
- (b) Chapter presidents shall cast the votes of the Chapter membership in accordance with Chapter Bylaws.
- (c) Chapter presidents shall cast their pro rata share of the unaffiliated Council members within their District or Sector.
- (d) Voting strength shall be based on the number of members in the Council’s data base as of August 1.

- 365 (e) General Board Members shall be nominated and elected during the
366 months of August, September and October. Those elected shall take
367 office on January 1 of the following year.
368
- 369 (f) The term of office for General Board Members shall be four years or
370 until their successors have been duly elected.
371
- 372 (g) A vacancy in the position of District/ Sector President or an inability to
373 serve by that individual shall cause that position to be filled by the Vice
374 President. A vacancy in the office of Vice President or an inability to
375 serve by that individual shall be filled by appointment of the Executive
376 Board with the recommendation of the President.
377
- 378 Inability to serve shall include but is not limited to an individual having
379 two consecutive unexcused absences from General Board meetings.
380
- 381 (h) The Election Committee shall develop and distribute election rules
382 governing the election of General Board Members. These election
383 rules shall be consistent with these Bylaws, the CWA Constitution and
384 federal law and shall provide for reasonable nomination procedures, a
385 60-day time period for candidates to campaign, and a fifteen-day
386 written notice of the election. Write-in candidates shall not be
387 permitted.
388
- 389 (i) All Council Lifetime members shall be eligible to hold elective office.
390
- 391 (j) The nominee within each CWA district or sector receiving the most
392 number of votes shall be declared elected.
393
- 394 (k) All questions concerning the conduct and challenge of elections shall
395 be determined by the Election Committee subject to the right of appeal
396 to the Executive Board. The Election Committee shall oversee the
397 tallying of the ballots in all elections and shall tentatively certify the
398 results. Absent a challenge to the election, the tentative certification
399 shall become final twenty (20) days thereafter.
400
- 401 (l) Any challenge to the conduct of an election must be in writing, filed
402 and received by the Election Committee within twenty (20) days of the
403 tentative certification. The Election Committee shall rule on any such
404 challenges and shall within twenty (20) days of the tentative
405 certification, make a final determination or certification. Such

determination or certification shall be subject to the right of appeal to the Executive Board. Any challenge to the decision of the Election Committee must be in writing, filed and received by the Secretary or Secretary-Treasurer within twenty (20) days of the Committee's ruling. The Executive Board shall rule on any such challenges within ten (10) days of receipt of the challenge. Such determination or certification shall be subject to the right of appeal to the CWA Executive Committee.

- (m) The decision of the Executive Board may be appealed to the CWA Executive Committee. Such appeal shall be filed with the CWA Secretary-Treasurer within twenty (20) days of the Executive Board's decision. The CWA Executive Committee shall review the appeal and affirm, reverse or modify the decision of the Executive Board within twenty (20) days. The decision of the CWA Executive Committee is final.

Section 2 - Officers of the Executive Committee

- (a) District/Sector Presidents shall be eligible to serve on the Executive Committee
- (b) The officers of the Executive Committee shall be an Executive President, an Executive Vice President and a Secretary-Treasurer or a Secretary and a Treasurer.
- (c) The Council shall elect the officers of the Executive Committee to four (4) year terms of office. The voting strength of the Chapters shall be based on the number of members in the Council's data base at the time of the election. Those elected shall take office on January 1 of the following year.
- (d) Chapter presidents shall cast the votes of the Chapter members in accordance with the Chapter Bylaws.
- (e) Chapter presidents shall cast their pro rata share of unaffiliated Council Lifetime members within their respective District/Sector
- (f) A vacancy in the office of the Executive President shall be filled by the Executive Vice President for the remainder of the term. A vacancy in the offices of Executive Vice President, Secretary, Treasurer or

447 Secretary-Treasurer shall be filled by an election conducted within
448 sixty (60) days of the vacancy occurring. Those elected in this manner
449 shall fill the remainder of the unexpired term.
450

451
452 ARTICLE XIV - RECALL PETITION
453

- 454 (1) A petition for recall of members of the General Board:
455
- 456 (a) May be referred by twenty (20) percent of the Chapters within the
457 CWA District or Sector represented by the General Board Member.
458
 - 459 (b) Shall be in writing and signed by the accusing member.
460
 - 461 (c) Shall contain a description of the offense or offenses and the
462 approximate date or dates thereof. Offenses shall include but not be
463 limited to willfully violating the CWA Constitution or Council Bylaws
464 or rules; disobeying or willfully failing to comply with any lawful
465 decision of the Union or Council; misappropriating money or property
466 of the Council.
467
 - 468 (d) Shall be submitted within sixty (60) days from the time the accusing
469 members become aware of the alleged offense or offenses;
470
 - 471 (e) Shall be filed with the Secretary or Secretary-Treasurer provided,
472 however, that a petition directed against the Secretary or Secretary-
473 Treasurer shall be filed with the Executive President. Should the
474 Secretary or Secretary-Treasurer or the Executive President receiving
475 the petition conclude that the offense or offenses described are too
476 vague or frivolous to warrant submission to a referendum that
477 determination shall be presented in writing to the petitioners and to the
478 accused. The determination shall become final unless appealed by one
479 or more of the petitioners within thirty (30) days after receipt. Such an
480 appeal shall be filed with the Secretary, or Secretary-Treasurer or
481 Executive President and shall be addressed and decided by the
482 Executive Board within thirty (30) days of the receipt of the appeal.
483 The General Board Member against whom the recall petition is directed
484 may participate in the Executive Board's deliberations but shall abstain
485 from voting on the matter.
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487

488 (f) Members of the Executive Board against whom a petition for recall has
489 been filed for allegedly misappropriating money or property of the
490 Council may be suspended by a majority vote of the Executive Board,
491 pending the determination of the recall proceedings, and the Executive
492 Board shall cause a substitute to be appointed to serve in the
493 individual's stead during the individual's suspension.
494

495 (2) Charges Against Members:
496

- 497 (a) Shall be in writing and signed by the accusing member.
498
- 499 (b) Shall contain a description of the offense or offenses and the
500 approximate date or dates thereof. Offenses shall include but not be
501 limited to willfully violating the CWA Constitution or Council Bylaws
502 or rules; disobeying or willfully failing to comply with any lawful
503 decision of the Union or Council; misappropriating money or property
504 of the Council.
505
- 506 (c) Shall be submitted within sixty (60) days from the time the accusing
507 members become aware of the alleged offense or offenses.
508
- 509 (d) Shall be filed with the Secretary or Secretary-Treasurer provided,
510 however, that a charge directed against the Secretary or Secretary-
511 Treasurer shall be filed with the Executive President. Should the
512 Secretary or Secretary-Treasurer or the Executive President receiving
513 the charges determine that the offense or offenses described are too
514 vague or frivolous to warrant submission to the Executive Committee
515 that determination shall be presented in writing to the charging party
516 and to the accused. The determination shall become final unless
517 appealed in writing by the charging party within thirty (30) days after
518 receipt. Such an appeal shall be filed with the Secretary or Secretary-
519 Treasurer or Executive President and shall be addressed and decided by
520 the Executive Committee within thirty (30) days after receipt of the
521 appeal. The charging member and the accused may be a party to any
522 deliberations conducted in face to face meetings or conference calls of
523 the Executive Committee in regard to the chargers.
524
- 525 (e) The determination of the Executive Committee shall become final
526 unless appealed in writing by the charging member or the accused
527 within thirty (30) days after receipt of the Executive Committee
528 decision.

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- (f) Such an appeal shall be filed with the Secretary or Secretary-Treasurer or Executive President and shall be addressed and decided by the RMC Executive Board within thirty (30) days after receipt of the appeal. The charging members and the accused may be a party to any deliberations conducted in face to face meetings or conference calls of the Executive Board in regard to the changes.

- (g) The determination of the Executive Board shall become final unless appealed in writing by the charging member or the accused with (30) days after receipt of the Executive Board’s decision. Such an appeal shall be filed with the Secretary or Secretary/Treasurer or Executive President and shall be addressed and decided by the delegates attending the next Retired Members Council Meeting.

- (h) The determination of the delegates attending the Retired Members Council Meeting shall be final. Should the delegates determine that the charges have merit the delegates shall assess a punishment against the accused.

ARTICLE XV - AMENDMENTS TO THESE BYLAWS

These bylaws may be amended by a majority vote of the Council if such amendment has been submitted to the Bylaws Committee at least ninety (90) days prior to the Council meeting and approved by the committee, or by a seventy-five (75) percent vote of those delegates attending the Council meeting if the proposed change has not been submitted to the Bylaws Committee within that time limit.

ARTICLE XVI - FISCAL YEAR AND AUDIT

- (1) The fiscal year of the Council shall be January 1 to December 31

- (2) The financial records of the Council shall be audited by a Certified Public Accountant.

ARTICLE XVII - OATH OF OFFICE

Each elected officer of the General Board, after meeting all other qualifications shall be duly installed upon taking the following oath:

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"I (give name) hereby accept the office of (name of office) of the Retired Members' Council of the Communications Workers of America, AFL-CIO, CLC with full knowledge of the responsibilities and duties of such office. I promise to faithfully discharge my duties according to the Bylaws and rules of the Council 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 Council and the Union to the best of my ability, so help me God."

As amended June 6, 2015