COMMUNICATIONS WORKERS OF AMERICA AFL-CIO – LOCAL 1000
BYLAWS

ARTICLE I
Name

This Local shall be known as Local 1000, Communications Workers of America, AFL-CIO.

ARTICLE II
Jurisdiction

Jurisdiction of the Local shall be the jurisdiction assigned by the national Communications Workers of America, AFL-CIO herein after referred to as the Union, and appearing on the face of the Local Charter.

ARTICLE III
Objects

The objects of Local 1000 shall be to represent and serve the workers within its jurisdiction in accordance with the Bylaws 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:

Membership
Executive Board
Officers
Stewards
Committees

ARTICLE V
Membership

Section 1 – Eligibility

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

Section 2 – Application

Membership in the Local shall be obtained after payment of the Local initiation fee of $2.00 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 Local Membership Committee. The initiation fee may be waived upon recommendation of the Local Membership Committee and upon approval of the CWA Executive Board.

Section 3 – Membership Obligations

A. By applying for, and accepting membership a person agrees to be bound by the Constitution of CWA, now in effect or subsequently enacted by CWA, as well as the bylaws. Among those obligations are:

1. In the event of a sanctioned strike, to comply with any lawful decisions or orders of the CWA or Local with respect to the maintenance and control of strike activities.

2. In the event of a sanctioned strike, to do their designated share of strike duty.

3. In the event of a sanctioned strike, to refuse to cross picket lines without proper Union authorization, for the duration of the strike and without exception.

B. A member who fails to honor these obligations may be subject to any or all of the penalties set forth in Article XVI, together with possible loss of strike fund benefits.

Section 4 – 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 of the Union Constitution and the member shall be bound to the bylaws of the transferee Local upon receipt by the transferee Local of the transfer notice.

Section 5 – Resignations

A. A member may resign upon written notice submitted to the Secretary-Treasurer of the Local. The notice shall be submitted by U.S. Mail or delivered in person and the resignation is accepted effective 12:01 a.m. on the day following receipt of the resignation notice. Resignations are not retroactive.

B. Members of Local 1000 who resign their membership and remain in the jurisdiction of the Local, upon reapplication for membership in Local 1000, will be required to pay a reapplication fee of $200.00. Such reapplication will be reviewed by the Executive Board.

ARTICLE VI
Local Dues and Assessments

Section 1 – Local Dues

A. The minimum membership dues payable by each member of the Union per month shall be equal to the dues established by the CWA Convention.

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 the Local Website and Social Media at least seven days in advance of the meeting, or by notice mailed postage prepaid to each member at least fourteen days in advance of the meeting.

C. The Convention may establish minimum membership dues, as set forth in Article VI of the Union Constitution.

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, any special assessments levied shall be in compliance with Article VI of the Union Constitution.

ARTICLE VII
Governing Authority

Section 1 – Membership

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

A. Through action taken in membership meetings or by referendum of membership.

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

C. Through actions of the Local Officers between meetings of the Local Executive Board.

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

Section 2 – Executive Board

A. The Local Executive Board shall consist of the following:

President
Executive Vice President
Secretary-Treasurer
Vice President – North (North of Raritan River – representing all bargaining unit members with the exception of AT&T Mobility members)
Vice President – South (South of Raritan River – representing all bargaining unit members with the exception of AT&T Mobility members)
Vice President – AT&T Mobility (only)
Chief Steward – Verizon North (North of Raritan River representing Verizon bargaining unit members in that geographic area.
Chief Steward – Verizon South (South of Raritan River representing Verizon bargaining unit members in that geographic area.

ARTICLE VIII
Local Officers
Executive Board Members
Chief Stewards
Stewards and Their Duties

Section 1 – Local Officers

A. The Officers of the local shall be:

1. President
2. Executive Vice President
3. Secretary-Treasurer
4. Vice President – North (North of Raritan River – representing all bargaining unit members with the exception of AT&T Mobility members).
5. Vice President – South (South of Raritan River – representing all bargaining unit members with the exception of AT&T Mobility members)
6. Vice President – AT&T Mobility (only)
7. Chief Steward – Verizon North (North of Raritan River representing Verizon bargaining unit members in that geographic area)
8. Chief Steward – Verizon South (South of Raritan River representing Verizon bargaining unit members in that geographic area)

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

1. The President shall:

a. Be responsible for the conduct of all Local business;

b. Preside at Local membership, Local Executive Board and Local Officer's meetings;

c. Prosecute Local grievances and appeal them to higher levels of the Union when not satisfactorily settled;

d. Supervise all Local Committees; he or she has the right to attend Committee meetings and discuss issues but has no voting rights;

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

f. Be a delegate and chairperson of the delegation to all General and Special Conventions and to any District Meetings held during his/her term in office;

g. Perform whatever additional duties as may be assigned by the Local or required by the policies or Constitution of the Union.

h. Is expected to attend all Executive Board, General Membership and Special Meetings within the Local;

2. The Local Executive Vice President shall:

a. Work under the direction of the Local President;

b. Be a delegate to all General and Special Conventions and to any District Meetings held during his/her term of office in the event the Local is entitled to more than one delegate;

c. Perform whatever duties may be assigned by the Local, the Local Executive Board or the Local President;

d. Countersign checks in the absence of the President or Secretary-Treasurer;

e. Perform the duties of the President during a temporary absence or disability of the President;

f. Is expected to attend all Executive Board, General Membership and Special Meetings within the Local.

3. The Local Secretary-Treasurer shall:

a. Work under the direction of the Local President;

b. Be a delegate to all General and Special Conventions and to any District Meetings held during his/her term of office in the event the Local is entitled to more than two (2) delegates;

c. Record and maintain the minutes of all meetings of the Local, the Local Executive Board or the Local Officers;

c. Furnish the District Vice President and Secretary-Treasurer of the Union with copies of any changes in these Bylaws within ten (10) days after such changes are made;

d. Countersign checks drawn on the Local Treasury along with either the President or Executive Vice President;

e. Be responsible for furnishing the Secretary-Treasurer of the Union with all proper forms signed by Local Officers which are required;

f. Be a custodian of all assets of the Local;

g. Report to each Local membership meeting on the financial status of the Local;

h. 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 Laws;

i. Cause payment of all bills approved by two of the following; Local President, Local Executive Vice President or Local Secretary-Treasurer;

j. The Local Secretary-Treasurer shall supervise the Local Finance Committee; he or she has the right to attend Local Finance Committee meetings and discuss issues but has no voting rights;

k. Perform such other duties as may be assigned by the Local, the Local Executive Board or the Local President;

l. Is expected to attend all Executive Board, General Membership and Special Meetings within the Local;

m. Maintain record of the Local Membership.

4. The Local Vice Presidents shall:

a. Work under the direction of the Local President;

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

c. Is expected to attend all Executive Board, General Membership and Special Meetings within the Local.

d. Offer leadership and assistance to the Chief Stewards in their respective groups in the handling of grievances, organizing, policing the contract, building a strong Union and handling the programs of the Local.

e. Be a delegate to all General and Special Conventions and to any District Meetings held during his/her term of office in the event the Local is entitled to more than three (3) delegates.

Section 2 – Local Executive Board

A. The Local Executive Board shall:

1. Meet on a monthly basis (and/or as appropriate) to take such action and make such decisions as may be required to carry out fully and adequately the programs and policies of the Union and the Local and all provisions of the Union's Constitution and these Bylaws;

2. Take action necessary to safeguard and promote the best interest of the Membership;

3. Establish and maintain Local Union Headquarters and engage such assistance as may

be deemed necessary for the general welfare of the members of the Local;

4. Local Executive Board members shall be assigned to assist and oversee committee activities.

Section 3 – Local Chief Stewards

The Local shall have as many Local Chief Stewards as may be deemed necessary by the Local Executive Board for proper servicing of the members. Local Chief Stewards shall be elected by the members within the groups defined by the Local Executive Board for this representation.

A. The Local Chief Stewards shall:

1. Work under the direction of the Local President, Local Executive Vice President and Local Vice Presidents;

2. Offer leadership and assistance to the Local Stewards in their respective groups in the handling of grievances, organizing, policing the contract, building a strong Union and handling the programs of the Local.

3. Perform whatever duties as may be assigned by the Local, the Local Executive Board or the Local President;

4. Is expected to attend all General Membership, Steward Meetings and Special Meetings within the Local.

5. While a representative of the Local, the Local Chief Steward is not the policy setting authority for the Local in any meetings, grievances or discussions with the employer.

B. The Local Chief Stewards will also be members of the Local Chief Steward Committee (See Article XII - Local Committees – Section 9.) and shall:

1. Select two (2) Local Chief Stewards from the Local Chief Steward Committee, one (1) from Verizon North (North of the Raritan River) and one (1) from Verizon South (South of the Raritan River) to serve as members of the Local Executive Board. These selections shall be made every three (3) years in the month of January after the election of Local Officers, Local Chief Stewards and Local Stewards have concluded.

Section 4 – Local Stewards

The Local shall have as many Local stewards as may be deemed necessary by the Local Executive Board for the proper servicing of the members. Local Stewards shall be elected by the members within the groups defined by the Local Executive Board for this representation.

A. The Local Steward shall:

1. Work under the direction of the Local President;

2. Perform whatever duties as may be assigned by the Local, the Local Executive Board or the Local President;

3. Is expected to attend all General Membership, Steward Meetings and Special Meetings within the Local.

4. While a representative of the Local, the Local Steward is not the policy setting authority for the Local in any meetings, grievances or discussions with the employer.

ARTICLE IX
Meetings

Section 1 – General Membership Meetings

Regular meetings of the Local shall be held two times a calendar year in the months of June and December. Meeting dates and locations shall be set by the Local Executive Board and posted on the Local Website and Social Media by January 15 of each year. Such meetings are subject to change by the Local Executive Board with at least fourteen (14) day advance notice and posted on the Local Website and Social Media. The use of alcoholic beverages will not be permitted during any Local meeting.

Section 2 – Special Meetings

Special meetings of the Local may be called by a majority vote of the Local Officers or by a petition signed by thirty percent (30%) of the members. Upon receipt of a proper petition the Local Officers shall call a special meeting to be held within fifteen (15) days. Due notice by Local Website and Social Media shall be given at least seven (7) days prior to the meeting.

Section 3 – Meeting Notice

The Local Meeting Notice shall be posted on the Local Website and Social Media, and shall show the date, time and location of the scheduled meeting and shall include any and all items that must be voted on by the membership.

ARTICLE X
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 meeting
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 present.

ARTICLE XI
Local Delegates to National Convention and Conferences

A. The Local President shall automatically be a delegate to any General or Special Conventions and to any District Meetings held during his/her term of office.

B. The Local Executive Vice President shall automatically be a delegate to any General or Special Conventions and to any District Meetings held during his/her term of office should the Local be entitled to more than one delegate.

C. The Local Secretary-Treasurer shall automatically be a delegate to any General or Special Conventions and to any District Meetings held during his/her term of office should the Local be entitled to more than two (2) delegates.

D. Should the Local be entitled to more than three (3) delegates, the Local Executive Board will select from the Vice Presidents who will attend each General or Special Convention and any District Meeting.

E. The Local President shall be the Chairperson of all delegations during his/her term of office.

F. In the event the Local President cannot attend a General or Special Convention or any District Meetings held during his/her term of office, the Local Executive Vice President shall substitute for the Local President and the Local Secretary-Treasurer shall substitute for the Local Executive Vice President.

G. In the event the Local elects more than one delegate to the Convention, the Local shall assign its Convention votes to the delegates in accordance with Article VIII of the CWA Constitution.

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

ARTICLE XII
Local Committees

A. The Local shall have the following regular committees:

1. Education Committee
2. Election Committee
3. Organizing/Mobilization Committee
4. Legislative – Political Committee
5. Membership Committee
6. Community Services Committee
7. Finance Committee
8. Civil Rights and Equity/Women's
9. Chief Steward Committee

B. The President of the Local with the approval of the Local Executive Board may appoint Local Ad Hoc Committees as deemed necessary. These Local Ad Hoc Committees shall be dissolved at the completion of their assigned task.

C. Members of all Local committees, except members of the Local Chief Steward Committee, shall be elected by a majority vote of the newly elected Local Executive Board every three (3) years. The elections will take place in the month of January after Local Officer, Local Chief Steward and Local Steward Elections have concluded, and are subject to the right of the Local Membership to overrule such appointments.

D. Vacancies on Local Committees shall be filled in the same manner as the original appointments.

E. A member of any Local committee, except a member of the Local Chief Steward Committee, may be removed by a majority vote of the Local Executive Board, subject to the right of the Local Membership to overrule the action of the Local Executive Board in a membership meeting.

F. Duties of Local Committees:

1. **Education Committee** – The Local Education Committee shall assist in developing the Local's Education Program and, with the Local Officers, be responsible for effectuating the Union's and the Local's Educational Programs.

2. **Election Committee** – The Local Election Committee shall conduct all nominations, elections and referendums of this Local in accordance with the CWA Constitution, Bylaws and federal law.

3. **Organizing/Mobilization Committee** – The Local Organizing Committee shall assist in developing the Local's Internal and External Organizing Program and with the Local Officers be responsible for effectuating the Union's and Local's Organizing Programs.

4. **Legislative – Political Action Committee** – The Local Legislative – Political Action Committee shall keep members informed of all legislation and candidates that will affect their livelihood. It shall be responsible for the Local's programs to register each qualified voter and to "Get out the Vote" on Election Day. It shall observe the Legislature for any proposed laws which would affect the Union membership, mobilize the Local membership to contact Local, State and Congressional Representatives to request their support of legislative issues and when required, would serve as a Local Political Action Committee.

5. **Membership Committee** – The Local Membership Committee shall accept or reject membership applications in accordance with the CWA Constitution and policies of the Union.

6. **Community Services Committee** – The Local Community Services Committee shall assist in developing the Local's Community Services Programs and with the Local Officers, be responsible for effectuating the Union's and the Local's Community Services Programs. Such activities include involving the Local in the community, joining in coalitions with other organizations in support of worthwhile causes, and actively participating in programs to help the less fortunate.

7. **Finance Committee** – This Local Committee monitors the finances of the Local Union and with the assistance of the Local Secretary-Treasurer presents a budget to the Local Executive Board and members each year.

8. **Civil Rights and Equity/Women's Committee** – The Local Civil Rights and Equity/Women's Committee shall ensure that fair and equitable representation is provided for all Local Union Members in accordance with the CWA Constitution and CWA Guidelines. The Committee will develop and promote the CWA Human Rights program by building a union where members of all cultures, religions, sexual orientation, gender, disabilities, ages and nationalities feel welcomed, respected and heard.

9. **Chief Steward Committee** – The Local Chief Steward Committee will be made up of all elected Local Chief Stewards and will meet quarterly. One (1) Local Chief Steward on the Committee, from Verizon North (North of the Raritan River) and one (1) from Verizon South (South of the Raritan River) shall be selected by the Chief Stewards in their respective areas to serve on the Local Executive Board. The selection for the Local Chief Stewards serving on the Local Executive Board will be made every three (3) years in the month of January after Local Officer, Local Chief Steward and Local Steward Elections have concluded.

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 Bylaws and rules of the Local and in conformity with the Union Constitution. On questions where the Local Bylaws, the Local rules or the Union Constitution do not clearly apply Robert's Rules of Order shall govern.

B. If due notice of membership meetings is given at least fourteen (14) days prior to the meeting the number constituting a quorum for Local meetings shall be 2% of the membership.

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

D. A Local Sergeant-at-Arms may be appointed by the Local President at each Local General or Special Membership meeting to see that order is maintained.

ARTICLE XIV
Nomination and Election of Local Officers, Chief Stewards and Stewards

All Local members in good standing are eligible for nomination to Local offices.

Section 1 – Nominations

A. Local Officers – President, Executive Vice President, Secretary-Treasurer, Vice President – North (North of the Raritan River – representing all bargaining unit members with the exception of AT&T Mobility members), Vice President – South (South of the Raritan River – representing all bargaining unit members with the exception of AT&T Mobility members), and Vice President – AT&T Mobility (only) shall be nominated during the month of September of each election year. The Local President, Local Executive Vice President and Local Secretary-Treasurer shall be nominated and elected by members of all Local bargaining units. The Local Vice President – North shall be nominated and elected just by Local members north of the Raritan River who are not AT&T Mobility members. The Local Vice President – South shall be nominated and elected just by Local members south of the Raritan River who are not AT&T Mobility members. The Local Vice President - AT&T Mobility shall be nominated and elected just by AT&T Mobility members. Local Officers shall be nominated during the month of September or October of each election year.

B. Local Chief Stewards and Local Stewards – Shall be nominated by their respective work groups during the month of September or October of each election year at the same time the Local Officers are nominated.

C. The nomination for the office of Local President and Local Executive Vice President shall also constitute a nomination for the same person to serve as a delegate to any General or Special Conventions and any District Meetings held during the term of office for which the election is held, as long as the Local is entitled to more than one (1) delegate.

D. The nomination for the office of Local Secretary-Treasurer shall also constitute a nomination for the same person to serve as a delegate to any General or Special Conventions and any District Meetings held during the term of office for which the election is held only if the Local President or Local Executive Vice President cannot attend, as long as the Local is entitled to more than one (1) delegate. The Local

Secretary-Treasurer will then substitute for the Local President or Local Executive Vice President.

Section 2 – Elections

A. Election of the Local President, Local Executive Vice President, Local Secretary-Treasurer, Local Vice Presidents, and Local Chief Stewards shall be by secret ballot of the membership in the month of October or November at the same time, every three years.

B. Election of the Local Stewards shall be by secret ballot of the membership following the election of the Local President, Local Executive Vice President, Local Secretary-Treasurer, Local Vice Presidents, and Local Chief Stewards at the same time, every three years.

C. The election for the office of Local President**,** ~~and~~ Local Executive Vice President**,** Local Secretary-Treasurer, and Local Vice Presidents shall constitute an election for the same person to serve as a delegate to any General or Special Convention and any District Meetings held during the term of office for which the election is held, as long as the Local is entitled to more than one (1) delegate.

C. The term of office for Local Chief Stewards and Local Stewards shall be three (3) years, or until their successors have been duly elected and qualified.

D. The term of office for the Local Officers shall be three (3) years or until their successors have been duly elected and qualified.

Section 3 – Local Election Committee

A. The Local Election Committee shall conduct any referenda submitted to the membership.

B. A member shall not be permitted to serve on the Local Election Committee if he/she is a candidate for any elected position of the Local.

C. All questions concerning the conduct and challenges of elections shall be determined by the Local Election Committee, subject to the right of appeal to the Executive Board and the Membership of the Local.

D. The Local Election Committee shall be composed of members in good standing from different areas of the Local to give a true representation of the membership.

Section 4 – General Provisions

A. Only members in good standing shall be eligible to vote or hold office.

B. The term of office for Local Officers, Local Chief Stewards and Local Stewards shall be three (3) years.

C. The nominee in any election receiving the majority of votes cast shall be declared elected. If no one receives the majority, there will be a run-off election of the top 2 nominees. If only one person is nominated for a Local Officer, Local Chief Steward or Local Steward position, they shall be considered elected by acclamation.

D. The Local Officers, Chief Stewards and Stewards shall take office on January 1st, following their election and certification by the Local Election Committee.

Section 5 – Vacancies

A. In the case of a vacancy in the office of Local President, the Local Executive Vice President shall immediately assume all of the responsibilities of that office.

B. Vacancies in the offices of Local Executive Vice President, Local Vice President and Local Secretary-Treasurer shall be filled by a secret ballot election within sixty (60) days. If the remaining term of office is one (1) year or less, the Local Executive Board shall appoint to fill the vacancy within thirty (30) days of the vacancy.

C. Vacancies in the office of Local Chief Steward shall be filled by secret ballot election in their Local areas to begin within thirty (30) days of the vacancy. If the remaining term of office is one (1) year or less of the vacancy, the Local Executive Board shall appoint to fill the vacancy within thirty (30) days of the vacancy.

E. Vacancies in the office of Local Steward shall be filled by secret ballot election in their Local areas to begin within thirty (30) days of the vacancy. If the remaining term of office is two (2) years or less, the Local Executive Board shall appoint to fill the vacancy within thirty (30) days of the vacancy.

F. A leave of absence or disability is not considered a vacancy. The Local Executive Board may appoint a member to stand in until the leave expires.

ARTICLE XV
Strikes

The calling, conduct and termination 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.

ARTICLE XVI
Charges, Trials and Appeals

Section 1 – Charges

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

Section 2 – Trials

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

Section 3 – Appeals

Any member or Officer of this Local, upon being found guilty by the Local Trial Court, may appeal as provided in Article XX of the Union Constitution.

Section 4 – Local Trial Court

The Trial Court of this Local shall be composed of not less than three (3) and not more than seven (7) persons who are members of this Local and not parties to the proceedings, and who shall be selected by the Executive Board of the Local.

Section 5 – Fines

A. Fines will be imposed according to the severity of the offense as determined by the Local Trial Court.

B. A Union member who crosses a picket line of a sanctioned strike, for the purpose of working, shall be fined the amount equal to gross wages earned plus one dollar ($1) per day for the period worked.

ARTICLE XVII
Recall of Local Officers and Stewards

Section 1 – Local Officers

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

Section 2 – Local Chief Stewards and Stewards

Local Chief Stewards and Local Stewards may be recalled by a two-thirds (2/3) vote of the members they represent.

ARTICLE XVIII
Amendments to Local Bylaws

After adoption, these Bylaws may be amended by either of the following methods:

A. A majority vote of the members present in a Local Meeting, if the proposed amendment has been introduced at a previous Local membership meeting or has been advertised to the membership by the use of the Local Website and Social Media or U.S. Mail postage prepaid at least fourteen (14) days in advance of the Local meeting; or

B. Referendum of the Local membership.

ARTICLE XIX
Referendum of the Local

A. The Local Election Committee shall submit any questions to a referendum of the membership when directed to do so by action of a regular or special membership meeting of the Local.

B. Questions submitted to a referendum shall be determined by majority vote of those voting on the question.

ARTICLE XX
Fiscal Year and Audit

A. The fiscal year of this Local shall be from October 1st of each year to and including September 30th of the succeeding year.

B. The financial records of this Local shall be audited by Certified Public Accountant or by a committee selected by the Local at the end of each fiscal year. The results of such audit shall be made available for the inspection of any member of the Local.

ARTICLE XXI
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 1000, Communications Workers of America, with full knowledge of the responsibilities and duties of such office.

I promise to faithfully discharge my duties according to the Bylaws and rules of the Local and Constitution of the Union.

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

ARTICLE XXII
Remuneration

Section 1 – Lost time wages:

Any member who is called off the job for Union Business will be compensated for lost time wages by the Local at their base pay rate for the actual time lost. Members on a sales compensation plan shall be paid their base wages plus average daily sales compensation.

Section 2 – Retiree Allowance

A. Any Local Officer who has retired from a Company represented by Local 1000, will be permitted to earn a "Retirees Allowance" at the hourly rate equivalent to the lost basic pay earnings and will be in lieu of the normal "Lost Time Wages Allowance". This will only be allowed for the exact number of days worked for

the Union**,** and will in no way cause the Local to incur any additional cost over what would normally have been paid under the normal lost time wages. EXAMPLE: A retired Verizon Consultant would earn a retiree allowance equivalent to lost time wages for an active Consultant while working for the Local.

ARTICLE XXIII
Adoption

These Bylaws shall be adopted upon approval of a majority of the Local members voting upon their adoption in a secret ballot for that purpose.

These Bylaws adopted as amended on June 7, 2023.

These Bylaws were last updated on June 7, 2023.