

**Previous Notice to be posted on all Local 3207 Bulletin Boards and/or
cwa3207.org**

Motion to be made for a change to the bylaws of CWA Local 3207 by Duayne Altman, to the Local Secretary and will be presented at the regular meeting dated September 5, 2023.

Article VII

Governing Authority

Section 2: Local Executive Board Membership and Duties

- A. The Local Executive Board shall consist of the following as of the elections of 1987:
 - Local President
 - Local Executive Vice President
 - 2nd Vice President – Orangeburg
 - Local Secretary-Treasurer
 - Local Administrative Assistants
- B. The Local Executive Board shall be the governing authority between Membership meetings.
- C. The Local Executive Board shall be responsible for the prosecution of all complaints referred to it.

Proposed Change:

Article VII

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Section 2: Local Executive Board Membership and Duties

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 - Local President
 - Local Vice President
 - Local Secretary – Treasurer
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- B. The Local Executive Board shall be the governing authority between Membership meetings.
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Article IX

Local Delegates to Union Conventions

Local delegates to annual CWA and District Conventions starting after the election of Local Officers in 1987:

- A. Election of delegates to the annual CWA Conventions shall be held at the regular meeting in the quarter preceding the convention.
 1. The Local President, Local Executive Vice President, and the 2nd Vice President, in that order shall be the 1st, 2nd, and 3rd delegates. Delegates or alternatives and additional delegates so voted shall be elected no more than 120 days, and not less than 30 days in advance of the union convention at a regular or special meeting of the Membership by secret ballot. These must be properly advertised on union bulletin boards at least 30 days prior to the nominations.
 2. Should the Local authorize more than three delegates or alternatives or if the Local President, Executive Vice President, or Secretary-Treasurer can not attend the annual convention, then any Member will be eligible for nomination as a delegate and alternate delegate to all conventions. A Member must have attended fifty percent (50%) of the meetings they were eligible to attend in the past twelve (12) months.
- B. Election of a delegate to any CWA district or called CWA annual convention shall be elected in the same manner as in Article IX, Section A, at the next regular meeting, after notification of the convention or at least at the meeting prior to the Convention.
- C. Elections of delegates to all state conventions shall be held at the next Local meeting after notification of such state convention or at least at the Local meeting prior to the state convention. Delegates and/or alternatives shall be nominations at this meeting and shall include the Local President.
- D. The Local President shall be the Chairman of CWA annual, called CWA, district, and state conventions.
- E. It shall be the duty of the Local Secretary-Treasurer to certify the Local delegates their assigned number of votes, and the delegation chairman to the Secretary-Treasurer of the Union within the time limits as specified in the CWA Union Constitution.

Proposed Change:

Article IX

Local Delegates to Union Conventions

Local delegates to annual CWA and District Conventions starting after the election of Local Officers:

- A. Election of delegates to the annual CWA Convention shall be held at the regular meeting in the quarter preceding the convention.

1. The Local President and the Vice President in that order shall be the 1st and 2nd delegates. Delegates or alternatives and additional delegates so voted shall be elected no more than 120 days, and not less than 30 days in advanced of the union convention at a regular or special meeting of the Membership by secret ballot. These must be properly advertised on union bulletin boards at least 30 days prior to the nominations.
 2. Should the Local authorize more than two delegates or alternatives or if the Local President, Vice President, or Secretary-Treasurer can not attend the annual convention, then any Member will be eligible for nomination as a delegate and alternate delegate to all conventions. A Member must have attended fifty percent (50%) of the meetings they were eligible to attend in the past twelve (12) months.
- B.** Election of a delegate to any CWA district or called CWA annual convention shall be elected in the same manner as in Article IX, Section A, at the next regular meeting, after notification of the convention or at least at the meeting prior to the convention.
 - C.** Elections of a delegate to all state conventions shall be held at the next Local meeting after notification of such state convention or at least at the Local meeting prior to the state convention. Delegates and/or alternatives shall be nominations at this meeting and shall include the Local President.
 - D.** The Local President shall be the Chairman of CWA annual, called CWA, district, and state conventions.
 - E.** It shall be the duty of the Local Secretary-Treasurer to certify the Local delegates their assigned number of votes, and the delegation chairman to the Secretary-Treasurer of the Union within the time limits specified in the CWA Union Constitution.

Article XII

Duties of Local Officers, Administrative Assistants, and Stewards

- A. The Officers of the Local Shall be:

The Local President
 The Local Executive Vice President
 2nd Vice President – Orangeburg
 The Local Secretary-Treasurer

- B. Duties of the Local President

1. The Local President shall preside at meetings of the local; and at meetings of the Local Executive Board and shall be responsible for the conduct of the Local meetings.
2. The processing of grievances, including appealing to a higher level.
3. The directions of all committees in the Local.
4. The approval of bills to be paid by the Local Secretary-Treasurer and to counter sign checks drawn on the treasury of the Local.
5. Approve certification and de-certification of all stewards and all steward training.

C. Duties of the Executive Vice President

1. Shall work under the direction of the Local President
2. Shall perform such duties as assigned by the Local President, Local Executive Board, and the Local Members
3. In case of a vacancy in the office of the Local President, the Local Executive Vice President shall immediately assume all responsibilities for that office for the remainder of that term.
4. Shall be authorized to approve vouchers and countersign checks drawn of the treasury of the Local.

D. Duties of the 2nd Vice President, Orangeburg

1. Shall work under the direction of the Local President
2. Shall perform such duties as assigned by the Local President, Local Executive Board, and the Local Members
3. Shall provide Executive Board coverage for the Orangeburg-Barnwell area of South Carolina (formerly Local 3719) including establishing a remote location for members in that area to attend membership meetings via conference call and to verify eligibility, attendance, and meeting participation of each member present.
4. Shall oversee Job Stewards and Administrative Assistants for the Orangeburg-Barnwell area of South Carolina (formerly Local 37190)

E. Duties of the Secretary-Treasurer

1. Maintain a record of the Local Membership and shall keep minutes of all meetings of the Local, such as regular business, Membership, and Executive Board meetings.
2. Furnish both the District Vice President and Secretary-Treasurer of the Union with two copies of any changes in the Local by-laws within 10 days after such changes are made.
3. Be responsible for furnishing the Secretary-Treasurer of the National Union with all proper forms signed by Local Officers which are required by state and federal laws immediately upon their execution.
4. Be responsible for distributing all literature to be posted on the Local bulletin boards to the Administrative Assistants.
5. Shall be bonded and shall be custodian of all assets of the Local and shall post itemized financial reports of transactions since the previous meeting of the Local's monthly meeting.
6. Shall cause the payment of all bills approved by the Local Executive Board.
7. Shall perform such other duties as may be assigned by the Local President or the Local Executive Board.
8. Shall be authorized to countersign checks drawn on the treasury of the Local.

F. Duties of the Local Administrative Assistants

1. Act as direct representative of the Members within a particular division of their respective companies.
2. Shall be responsible for grievances in their company and/or division.
3. To direct the stewards in their division.
4. Shall perform such other duties as may be assigned by the Local President, the Local Executive Board, or the Local Membership.
5. Assure that all employees in their division who are eligible for Union Membership are given the opportunity to become Members of this local

- G. Duties of the Local Stewards
 - 1. Here after only trained Members may certified and appointed as stewards to represent the Local.
 - 2. This Local shall have as many stewards as may be appointed by the Local President subject to the approval of the Local Executive Board.
 - 3. The Stewarts of the Local shall work under the direction of the Administrative Assistants

- H. Any Member accepting the position of Officer will not take a position of relief for a supervisor of manager.

Proposed Change:

Article XII

Duties of Local Officers, Administrative Assistants, and Stewards

- A. The Officers of the Local shall be:
 - The Local President
 - The Local Vice President
 - The Local Secretary-Treasurer

- B. Duties of the Local President
 - 1. The Local President shall preside at the meeting of the Local and at the meetings of the Local Executive Board and shall be responsible for the conduct of the Local meetings.
 - 2. The processing of grievances, including appealing to a higher level
 - 3. The direction of all committees in the Local
 - 4. The approval of bills to be paid by the Local Secretary-Treasurer and to counter sign check drawn on the treasury of the Local.
 - 5. Approve certification and de-certification of all stewards and all steward training.

- C. Duties of the Vice President
 - 1. Shall work under the direction of the Local President
 - 2. Shall perform such duties as assigned by the Local President, Local Executive Board and the Local Members.
 - 3. In case of a vacancy in the office of the Local President the Local Vice President shall immediately assume all responsibilities for that office for the remainder of the term.
 - 4. Shall be authorized to approve vouchers and countersign checks drawn of the treasury of the Local

D. Duties of the Secretary-Treasurer

1. Maintain a record of the Local Membership and shall keep minutes of all meetings of the Local, such as regular business, Membership, & Executive Board meetings
2. Furnish both the District Vice President and Secretary-Treasurer of the Union with two copies of any changes in the Local by-laws within 10 days after such changes are made.
3. Be responsible for furnishing the Secretary-Treasurer of the National Union with all proper forms signed by Local Officers which are required by state and federal laws immediately upon their execution
4. Be responsible for distributing all literature to be posted on the Local bulletin boards to the Administrative Assistants.
5. Shall be bonded and shall be custodian of all assets of the Local and shall post itemized financial reports of transactions since the previous meeting of the Local's monthly meeting.
6. Shall cause the payment of all bills approved by the Local Executive Board.
7. Shall perform such other duties as may be assigned by the Local President or the Local Executive Board.
8. Shall be authorized to countersign checks drawn on the treasury of the Local.

E. Duties of the Local Administrative Assistant

1. Act as a direct representative of the Members within a particular division of their respective companies.
2. Shall be responsible for grievances in their company and/or division.
3. To direct the stewards in their division
4. Shall perform such other duties as may be assigned by the Local President, the Local Executive Board, and the Local Membership.
5. Assure that all employees in their division who are eligible for Union membership are given the opportunity to become Members of this Local.

F. Duties of the Local Stewards

1. Here after only trained Members may be certified and appointed as stewards to represent the Local.
2. This Local shall have as many stewards as may be appointed by the Local President subject to the approval of the Local Executive Board.
3. The stewards of the Local shall work under the direction of the Administrative Assistants.

G. Any Member accepting the position of Officer will not take a position of relief for a supervisor or manager.

Article XIV

Qualifications, Nominations, and Election of Local Officers and Administrative Assistants

Section 2: Nominations

- A. The President, the Executive Vice President, 2nd Vice President-Orangeburg, and Secretary-Treasurer shall be nominated from the floor at a special meeting in the month of September.
- B. The Administrative Assistants shall be nominated from the floor by a Member of their respective divisions at a special meeting in the month of September.
- C. The names of all nominees shall be posted on all bulletin boards within one (1) week after nominations.
- D. The member who is nominated for the position of 2nd Vice President-Orangeburg must be employed in and report to a work location in the Orangeburg-Barnwell area of South Carolina (formerly Local 3719).

Section 6: General Provisions

- A. The nominee in any election receiving the majority of the votes cast shall be declared elected. If no one nominee has a majority on the first ballot, the vote shall be taken again and the two nominees having the greatest number of votes on the first ballot shall be the nominees on the second ballot.
- B. No elected Officer of the Local shall be qualified to take office unless and until he/she has executed all compliance forms necessary to permit the Local and the Union to exercise its full rights under state and federal laws.
- C. The order of nomination and declaration of Local Executive Board Members shall be as follows:
 - 1. President
 - 2. Executive Vice President
 - 3. 2nd Vice President-Orangeburg
 - 4. Secretary-Treasurer
 - 5. Administrative Assistants
- D. Any Member of the Executive Board absenting himself from three (3) successive meeting without just cause shall have his/her seat declared vacant and the Local shall be notified to select another Member in accordance with Article XIV.
- E. Any nominee running for an elected office that is unopposed shall be declared winner by acclamation.

Section 7: Vacancies

- A. The Executive Vice President shall resume a vacancy in the office of Local President until the end of the current term.
- B. A vacancy in the office of Local Executive Vice President, 2nd Vice President-Orangeburg, or Secretary-Treasurer shall be filled immediately by the Local Executive Board.
 - 1. E-board nominates candidates.
 - 2. Candidate and the posting of the position are posted on all bulletin boards.
 - 3. Additional candidates nominated to the election committee through the next business meeting. (30 days)
 - 4. All candidates posted on all bulletin boards until the next business meeting. (30 days)
 - 5. Voting for the position is done at the next business meeting. Election committee to count the ballots and announce the winner at the end of the meeting.
 - 6. If a vacancy in the office of Local Executive Vice President or Secretary-Treasurer occurs within (6) months of the next regular general election, the Executive Board will appoint a member for the remainder of the term with the right of the membership to overturn by motion at the next regular business meeting. No other election will be held before the general election occurs.

Proposed Change:

Article XIV

Qualifications, Nominations, and Election of Local Officers and Administrative Assistants

Section 2: Nominations

- A. The President, the Vice President, and the Secretary-Treasurer shall be nominated from the floor at a special meeting in the month of September.
- B. The Administrative Assistants shall be nominated from the floor by a Member of their respective divisions at a special meeting in the month of September.
- C. The names of all nominees shall be posted on all bulletin boards within one (1) week after nominations.

Section 6: General Provisions

- A. The nominee in any election receiving the majority of the votes cast shall be declared elected. If no one nominee has a majority on the first ballot, the vote shall be taken again and the two nominees having the greatest number of votes on the first ballot shall be the nominees on the second ballot.
- B. No elected Officer of the Local shall be qualified to take office unless and until he/she has executed all compliance forms necessary to permit the Local and the Union to exercise its full rights under state and federal laws.
- C. The order of nomination and declaration of Local Executive Board Members shall be as follows:
 1. President
 2. Vice President
 3. Secretary-Treasurer
 4. Administrative Assistants
- D. Any member of the Executive Board absent from three (3) successive meetings without just cause shall have his/her seat declared vacant and the Local shall be notified to select another member in accordance with Article XIV.
- E. Any nominee running for an elected office that is unopposed shall be declared winner by acclamation.

Section 7: Vacancies

- A. The Vice President shall assume a vacancy in the office of the Local President until the end of the current term.
- B. A vacancy in the office of the Local Vice President or Secretary-Treasurer shall be filled immediately by the Local Executive Board.
 1. E-Board nominates candidate.
 2. Candidate and the posting of the position are posted on all bulletin boards.

3. Additional Candidates nominated to the election committee through the next business meeting. (30 days)
4. All candidates posted on bulletin boards until the next business meeting. (30 days)
5. Voting for the position is done at the next business meeting. Election committee to count the ballots and announce the winner at the end of the meeting.
6. If a vacancy in the office of Local Vice President or Secretary-Treasurer occurs within six (6) months of the next regular general election, the Executive Board will appoint a member for the remainder of the term with the right of the membership to overturn by motion at the next regular business meeting. No other election will be held before the general election occurs.

Article XXII

Finances

Section 2: Compensation and Reimbursement of Officers

- A. Lost Wages (UA), Lost wages incurred by CWA Local 3207 Officers or members while performing authorized Union business which is not paid by that Officer or Union Member's current CWA represented employer shall be reimbursed as follows:
 1. Money paid in lieu of member's lost wages shall be equal to that Officer or Member's hourly wage rate lost during a scheduled standard tour, at the rate of pay for the job title currently held by the Local Officer or Member at their CWA represented company.
 2. Money paid shall not include differential, overtime, or other amounts that would cause reimbursed hourly wages to be in excess of the standard tour amount.
 3. Duly elected Officers Will be paid a monthly stipend in the amounts listed below to cover incidental expenses incurred while performing Union business:

President:	\$200.00
Vice President:	\$120.00
2 nd Vice President:	\$120.00
Secretary-Treasurer:	\$120.00

Proposed Change:

Article XXII

Finances

Section 2: Compensation and Reimbursement of Officers

A. Lost wages (UA) incurred by CWA Local 3207 Officers or Members while performing authorized Union business which is not paid by that Officer or Union Member's current CWA represented employer shall be reimbursed as follows:

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2. Money paid shall not include differential, overtime, or other amounts that would cause reimbursed hourly wages to be in excess of the standard tour amount.
3. Duly elected Officers will paid a monthly stipend in the amounts listed below to cover incidental expenses incurred while performing Union business:

President:	\$200.00
Vice President:	\$120.00
Secretary-Treasurer:	\$120.00

