



CWA Local 3140

Serving Florida and San Juan, PR

ARTICLE I - NAME:

This Local shall be known as Local 3140, Communications Workers of America.

ARTICLE II - JURISDICTION:

Jurisdiction of this Local 3140 shall be jurisdiction assigned by the Union and appearing on the face of the Local Charter.

ARTICLE III - OBJECTS:

The object of Local 3140 will be to represent and serve the workers within its jurisdiction in accordance with the By-Laws, Rules of the Local, Constitution and policies of the Union.

ARTICLE IV - LOCAL STRUCTURE:

The structure of the Local shall consist of the following :

Section 1 - Local:

- A. The Membership
- B. The Officers: President, Executive Vice President, Secretary, - Treasurer, and Area Vice President
- C. The Executive Board: The Officers and Area Representatives

Section 2-Areas

- A. There shall be (~~6~~9) Area Representatives: *defined as follows*
 - Home Base Reservations (1)
 - Clubs (1)
 - Miami (~~1~~3)
 - Tampa, Orlando, Jacksonville (1)
 - Ft. Lauderdale, West Palm Beach, ~~San Juan~~ (1)
 - Ft. Meyers, Sarasota, Pensacola (1)
 - San Juan (1)

Areas subject to change due to the loss or gain of a station

- B. Any newly acquired stations will be added to the respective Area based on proximity. The area representatives shall be elected by the members within the respective CWA District 3; any position unfilled will be appointed by the Executive Board and approved by the membership.
- C. There shall be one area representative elected from each area, except for Miami which membership currently requires 3 Area Representatives.

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, if employed on a part-time or full-time basis by the Union.

Section 2- 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 the accordance with Article V of the CWA Constitution.

ARTICLE VI - LOCAL DUES AND ASSESSMENTS:

Section 1 - Local Membership Dues:

- A. Each member of the Local shall pay minimum membership dues as established by the CWA Convention.
- B. Membership dues which exceed in amount of the minimum membership dues may be authorized by a majority of those voting on the question in accordance with the Local bylaws.
- C. Membership dues may be changed only by a majority of those voting on the question by secret ballot referendum.

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 assessment levied shall be in compliance with Article VI, of the Union Constitution.

ARTICLE VII-GOVERNING AUTHORITY:

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 area meetings and by referendum of the membership.
- B. Through actions and decisions of the Executive Board between membership meetings. The Executive Board shall establish administrative policies which become necessary to insure that members can participate in the governance of the Local. The Executive Board will consist of the Officers and the Area Representatives.
- C. Through actions and decisions of the Local Officers, between meetings of the Executive Board.

ARTICLE VIII - MEETINGS:

Section 1 - Executive Board:

The Executive Board shall hold meetings as may be necessary to properly transact the business of the Local, on the call of the President or by request of 50% of the Executive Board, the President must call a meeting within 7 days.

Section 2 - Local Meetings:

Regular membership meetings will be held in the months of February, April, June, August, October and December. As a convenience to the membership, the location will be rotated and the date and time will be posted at least 30 days in advance via website and bulletin board.

Section 3 - Special Local:

Special membership meetings shall be called by the Executive Board upon receipt of a petition by 10% of the membership, an Area Representative may also call for a Special Meeting with notification to the E-Board and receipt of a petition by 10% of the membership upon which such meetings shall be held within ten (10) calendar days.

Special meetings may be called under the following examples will be defined but not limited to the following these examples; closing of a station, acquiring a new station, a vacancy that becomes available on the E-Board and or election nominations meeting.

ARTICLE IX-LOCAL DELEGATES TO NATIONAL CONVENTIONS:

- A. Delegates to any General or Special Convention shall be the Local Officers serving in the following order.

1-President

2-Executive VP

3-Area VP

~~3~~4-Secretary ~~Treasurer~~

5-Treasurer

~~4~~Area VP

- B. The ~~Secretary~~-Treasurer shall become an Alternate automatically if the Local is allowed less than ~~four (4)~~ five (5) delegates.
- C. Upon recommendation of the Executive Board and approval of the membership, any additional delegates or alternates that Local is entitled to may be elected by a special secret ballot election conducted not less than 30 days in advance of the Union Convention.
- D. Convention votes shall be distributed among all the Delegates in accordance with Article VIII of the CWA Constitution.
- E. It shall be the duty of the Secretary-Treasurer of the Local to certify the Local Delegates to any General or Special Convention, to the Secretary-Treasurer of the National Union within the time limits specified in the National Constitution.

ARTICLE X - LOCAL COMMITTEES:

The Local shall have the following regular committees:

- 1. Education Committee
- 2. Election Committee
- 3. Organizing Committee
- 4. Legislative-Political Committee
- 5. Mobilization Committee
- 6. Community Services Committee
- 7. Committee on Equity
- 8. Women's Committee
- 9. Finance/By-Laws Committee
- 10. Health & Safety Committee

Other Committees as determined by the Executive Board

Committee fulfillment is strictly voluntary

Members of all committees shall be appointed by the President with the approval of the Executive Board; subject to the right of the Local membership to overrule such appointments.

- A. Vacancies on committees shall be filled in the same manner as the original appointments.
- B. A member of any Local Committee may be removed by a majority vote of the Executive Board, subject to the right of the Local members to overrule the action of the Executive Board. A committee member may also be removed by action of the Local in a membership meeting.
- C. Duties of Committees:

1. **Education Committee:** Shall assist in developing the Local's education program with the Local Officers; be responsible for effectuation of the Union and Local's educational program.
2. **Election Committee:** Shall conduct all nominations, elections and referendum of the Local.
3. **Organizing Committee:** Shall assist the Local Officers and Stewards in organizing all members within the Local's jurisdiction.
4. **Legislative-Political Committee:** Shall assist in developing and pursuing the program of the Union and the Local in the Legislative field. It shall be responsible for the Local 's program to register each qualified voter.
5. **Mobilization Committee:** Shall work to put in place a mobilization structure that enables communications, education and action.
6. **Community Services Committee:** Shall assist in developing any and all Community Services programs.
7. **Committee on Equity:** Shall study and report to the Local on ways and means of eliminating discrimination on the basis of sex, race or any other basis.
8. **Finance/ By-Laws Committee:** Shall review the financial records of the Local and make a written report semi-annually to the Local in addition to the audit performed by the Local's CPA. The Committee will assist the Local Officers in preparing the annual budget, maintain the By-Laws and recommend any updates and or changes.
9. **Health & Safety Committee:** Shall study workplace health and safety issues and coordinate the Local's efforts in joint Union/ Management health and safety program.
10. **Women's Committee:** Shall study and report to the Local ways to unite women for the purpose of addressing their concerns and issues in the workplace and at home.

Other committees as determined by the Executive Board

ARTICLE XI - ORDER OF BUSINESS:

- A. The order of business at a Local or Area 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

- AB. The order of business may be suspended by a two-thirds vote of the members present.

ARTICLE XII - DUTIES OF LOCAL OFFICERS AND STEWARDS:

Section 1 - The officers of the Local shall be:

- A. President
- ~~B.~~ Executive Vice President
- ~~B.C.~~ Area Vice President
- ~~D.~~ Secretary ~~Treasurer~~
- ~~C.E.~~ Treasurer
- ~~D.~~ ~~Area Vice President~~

Section 2 - Local Officers shall hold no other office

Section 3 - Duties of Local President

The Local President shall be full-time. The President salary will be established by the Executive Board and approved by the Finance Committee. The Presidents salary will remain in effect through the term. The President shall preside meetings of the Local and at meeting of the Local Executive Board and shall be responsible for the conduct of the Local including:

1. The prosecution of grievances and appealing them to higher levels of the Union, if not satisfactorily settled.
2. The supervision of all Committees of the Local.
3. The approval of all bills to be paid by the local Treasurer and to countersign checks drawn on the Treasury of the Local or delegate an approved signature on the account.
4. Select a location for the Local Union Headquarters, where official correspondence will be sent, books and records maintained and Local business conducted, subject to the approval of the Executive Board.
- ~~B.5.~~ The Local President shall have such additional duties as assigned by the Local, the Governing Board, or required by the Constitution or Policies of the Union.

Section 4 - Duties of Local Executive Vice President

- A. The Executive Vice-President shall work under the direction of the Local President and shall perform such duties as assigned by the Local President, the Local Executive Board, and the Local.
- B. The Executive Vice-President shall assume the duties of the President in his/her absence.

Section 5 - Duties of the Secretary: ~~Treasurer~~

- A. The Secretary-~~Treasurer~~ shall maintain a record of the Local membership and shall keep minutes of all Local and meetings of the Local Executive Board.
- B. The Secretary-~~Treasurer~~ shall furnish both the District Vice-President and Secretary-~~Treasurer~~ of the National Union with two (2) copies of any changes in the Local By-Laws.
- C. The Secretary-~~Treasurer~~ shall be responsible for furnishing the Secretary-~~Treasurer~~ of the National Union with all the proper forms signed by Local Officers which are required by State and Federal Laws immediately upon completion.
- D. The Secretary shall perform such other duties as may be assigned by the Local, the Local Executive Board, or the Local President.

Section 6 – Duties of the Treasurer:

- C.A. The ~~Secretary~~-Treasurer shall be bonded and shall be custodian of all assets of the Local and shall make a report to each membership meeting.
- D.B. The ~~Secretary~~-Treasurer shall cause the payment of all bills approved by the President.
- E.C. The ~~Secretary~~-Treasurer shall perform such other duties as may be assigned by the Local, the Local Executive Board, or the Local President.

Section 67 - Area Vice President and their duties:

- A. The Area Vice President shall work under the direction of the Local President and shall perform such duties as assigned by the Local, and the Executive Board, ~~and the Local President.~~

Section 78 - Area Representatives and their duties:

- A. Area Representatives shall work under the direction of the President and shall perform such duties as may be assigned by the Local Executive Board, ~~or the Local.~~
- B. The Area Representatives shall preside at meetings of their respective area.

Section 89 - Chief Stewards and their duties:

This Local shall have as many Chief Stewards as may deemed necessary by the Area Representative.

- A. The Chief Stewards shall be appointed from their respective groups by the Executive Board.
- B. The Chief Stewards of any area shall work under the direction of the Area Representative of their respective area. They shall perform such duties and responsibilities as may be assigned by their Area Representative.

Section 910 - Job Stewards:

- A. Each area shall have as many Job Stewards as may be deemed necessary by the Area Representative.
- B. The Job Stewards will be appointed by the Executive Board.
- C. They shall perform other duties and responsibilities as may be assigned by their Area Representative.

Section 911 - Local Executive Board:

- A. The duties of the Local Executive Board shall be as follows:
 - 1. Be responsible for making decisions and taking action on behalf of Local membership between Local or Area meetings on all matters concerning the good and welfare of members, including but not limited to the employment of such employees and/or professionals to carry out the mission, duties and operations of the Local.
 - 2. Meet on a regular basis as necessary. The Local shall call a meeting of the Executive Board whenever requested by a majority of board members to do so.
 - 3. Cause an annual budget to be prepared and presented to the membership.
 - 4. Be responsible for the operation of strike action procedures as outlined in the Union Constitution.
 - 5. Actions and decisions of the Executive Board are subject to the approval of the membership.
 - 6. A majority of the Executive Board shall constitute a quorum.

ARTICLE XIII – CONDUCT OF MEETING AND QUORUM:

Section 1 – Local and Area Meetings of this Local shall be conducted under these By-Laws and Rules and in conformity with the National Union Constitution. On questions where the Local By-Laws, the Local Rules, or the National Constitution do not clearly apply, Robert’s Rules of Order shall govern.

Section 2 – The members in attendance at a Local or Area meeting shall constitute a quorum.

Section 3 – A majority of the Executive Board, or the majority of the members of a Committee, shall constitute quorum for those bodies.

Section 4 – Motions made at an area meeting that effect the entire membership shall be referred to the Executive Board for the purpose of determining whether or not the motion is in order under these By-Laws and the Union Constitution. The Executive Board may refer motions to committee or to the membership through all of the Area Meetings; Action taken by the Executive Board on Motion shall be part of the Executive Board Report.

ARTICLE XIV – NOMINATION AND ELECTION OF LOCAL OFFICERS AND AREA REPRESENTATIVES:

Section 1-Nomination Elections

- A. Nominations for President/ First Delegate, Executive Vice President / Second

- Delegate, Area Vice President/Third Delegate, Secretary-~~Treasurer~~/ Fourth Third Delegate and ~~Area Vice President~~ Treasurer/ Fourth Fifth Delegate shall be local-wide. Nominations for Area Representatives shall be local-wide.
- B. The President, Executive Vice President, Secretary, ~~Treasurer~~ and Area Vice President shall serve as Local delegates during their term of office. In the absence of any above-listed officer, the respective Alternate Delegate shall serve as the Delegate.
- C. The term of office shall be three years or until their successors have been duly elected and qualified.
- D. Elections shall be conducted by ~~electronic voting method~~ Mail ballot, on site ballot or such methods as comport with applicable law and the Union's governing documents. ~~and the election notice instructions~~ shall be sent by US mail, in the month of October, ~~and in the event of mail balloting, with ballot being will be mailed~~ to the last known address of each member in good standing. Write in votes are not permitted. ~~Each~~ The member shall be responsible for providing their address to the Local.
- E. President, Executive Vice President, Area Vice President, Secretary and Treasurer ~~Secretary Treasurer and Area Vice President~~ shall be elected by a majority of votes cast. Area Representatives shall be elected by a plurality of votes cast.
- F. Each election year, the Elections Committee shall conduct nominations and Local elections in the following manner:
- 1 On the second Thursday in September, a notice of nominations will be posted on the local website: www.cwa3140.com and all CWA bulletin boards and may be provided in such other methods of reasonable notice. The notice shall include necessary information for submitting nominations.
 - 2 The deadline for receiving nominations will be at noon, 14 days after the initial posting.
 - 3 The election ballots shall be mailed to the members no later than 7 days after the close of nominations.
 - 4 The run-off election ballots, if necessary, shall be mailed on the second Thursday of November.
 - 5 If there is only 1 nominee for any position, the nominee shall be elected by acclamation. Write-in votes are not permitted.
 - 6 The Local Executive Board shall take office on the second Thursday in December.

Section 2 - Local Election Committee:

- A. The nominations and election of Local Officers and Executive Board members shall be conducted under the supervision of the Election Committee. The Committee shall have the authority and responsibility to see nominations and elections are conducted in accordance with the Union Constitution and By-Laws ~~with reasonable opportunity for each member to vote electronically~~ providing for each eligible member an opportunity to vote.
- B. The Election Committee shall also conduct any referendums submitted to the

membership. The Committee shall preserve the ballots and all other election records for one year.

- C. A member shall not be permitted to serve on the Election Committee if he/she is a candidate for any office of the Local.
- D. All questions concerning the conduct and challenges of elections shall be determined by the Election Committee subject to the right of appeal to the Executive Board or membership of the Local and such other appeal as may be authorized in accordance with Article XV of the C.W.A Constitution.

Section 3 - General Provisions:

- A. In the case of elections requiring a majority vote, if no one nominee receives a majority 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 shall be the nominees on the second ballot.
- B. Only members in good standing shall be eligible to vote or hold office.
- C. No elected officer of the Local shall be qualified to take office until he or she meets the qualifications and requirements set forth in these By-Laws, the CWA Constitution, or any state or federal law.
- D. The term of office shall be three years.

Section 4 – Vacancies:

- A. A vacancy in the office of the Local President shall be filled by the Executive Vice President.
- ~~8~~**B.** Vacancies in other Local Offices shall be filled by appointment of the Executive Board, subject to approval by the affected membership within 60 days.

ARTICLE XV – STRIKES:

The calling, conduct, and termination of strikes effecting this Local shall at all times be carried on in compliance with rules prescribed by the C.W.A and Article XVIII of its Constitution.

ARTICLE XVI - CHARGES, ~~TRIALS~~ TRIALS AND APPEALS:

Section I – Members of this Local may be fined, suspended, removed from office, and/or expelled for:

- A. any of the Acts enumerated in Article XIX of the Union Constitution;
- B. In addition to those acts, members who are also officers or agents or representatives of the Local may be subject to charges for engaging in conduct, including social media posting, while acting as the agent or officer of the union, which conduct or posting tends to sabotage or subvert the policies of the union; or by otherwise refusing to cooperate in implementing policies and programs of the union officers.

C. An officer who is unable to or refuses to carry out the duties and responsibilities of his or her office may be suspended or removed from office.

Section 2 – Any accused person shall be tried under the provisions of Article XX of the Union Constitution.

Section 3 - A member or officer of this Local, upon being found guilty by a Local Trial Court, may appeal as provided in Article XX of the Union Constitution.

Section 4 – A trial court of this Local shall be composed of five (5) persons in accordance with the Constitution and must be randomly selected from members of this Local and not parties to the proceedings.

ARTICLE XVII - RECALL OF OFFICERS:

A. The President, Executive Vice President, Secretary/ Treasurer and Area Vice President may be recalled in conformity with the provisions of Article XXI, Section 2 and Section 8 of the Union Constitution.

AB. The Area Representatives of this Local may be recalled under the provisions of the Union Constitution, by their respective constituencies and the membership comprising the constituency.

ARTICLE XVIII - AMENDMENTS TO LOCAL BY-LAWS:

After adoption, these By-Laws may be amended by a majority of the members voting in a referendum of the Local.

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 the Executive Board or by a Motion approved by the membership at membership meetings.

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

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 a Certified Public Accountant and the Finance Committee of 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 and a copy thereof shall be sent to the District Vice President.

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, (your name) hereby accept the office (name of office) of Local 3140, 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 By- Laws and Rules of the Local and the Constitution and policies of the Union." "I shall promise to give my successor in office all books and records in my possession. I shall at all time's endeavor to serve my Local and the Union to the best of my ability, so help me God."

ARTICLE XXII - ADOPTION:

These By-Laws shall be adopted upon the approval of a majority of the members voting upon their adoption in the Membership meeting called for that purpose or by referendum of the membership.

These BYLAWS Adopted: February 8, 2000

Revised BYLAWS Adopted: March 18, 2003

Revised BYLAWS Adopted: July 24, 2017

Revised BYLAWS Adopted: September 27, 2018

Revised BYLAWS Adopted: April 05, 2023

Revised BYLAWS Adopted: _____