

Proposed By-Law Changes

These proposed changes will be up for a vote at the UCW Convention on Sept. 16, 2017.

The strikethrough text are words to be deleted. Bolded text are words to be added.

Proposed Change 1

Article V. Structure

The structure of the union shall consist of the following:

- 1) Membership.
- 2) The Executive Board
- 3) The Local Officers.
- 4) Chapters.
- 5) Area Committees and Stewards.
- 6) Caucuses.**
- ~~6) 7) Work Committees.~~
- ~~7) 8) Policy & Campaign Committee.~~

[Reason for proposed change: Caucuses are already included in our current bylaws. This change would just add them to the structure list.]

Proposed Change 2

Article XI. Nomination and Election of Local Officers

Section 5. Resignation and Vacancies

(b) In the event of a vacancy in the office of the Local President, ~~the Executive Board shall select a new Local President from among the Chapter Vice Presidents by secret ballot vote. Beginning with the 2011 general elections, the Executive Vice President will assume the office of Local President~~ **the Local VP will assume the role of Local President. A special election to elect a new Local President should be held no later than 60 days after the vacancy occurs.**

[Reason for proposed change: Instead of having the Executive Board elect the new President, the decision would be based on a vote of the membership. The Local VP would fulfil the President's responsibilities until the election could take place.]

Proposed Change 3

Article XIV. POLICY AND CAMPAIGN COMMITTEE.

The Policy & Campaign Committee would meet twice a year—once the day after the Convention, and once more at the date of its choosing—to make decisions about the overall statewide program and campaigns of the Local. A majority of the members of the Policy & Campaign Committee shall be the quorum. It would elect its chair from its members. **The term length of PCC members is three years.**

The Committee would be composed of the following **elected** representatives:

[Reason for the proposed change: The change clarifies that all positions on the PCC are elected positions and specifies the term length.]

Proposed Change 4

Article XIII. WORK COMMITTEES

Section 1. Definition.

The union shall have the following regular work committees:

1. Education Committee
2. Election Committee
3. Organizing Committee
4. Legislative-Political Committee
5. Membership Committee
- ~~6. Publications Committee~~
- ~~7. Community Outreach Committee~~
- 6. Community Services**
- ~~8. Committee on Equity~~
- 7. Civil Rights & Equity**
- 8. Women's Committee**
9. Other work committees as determined by the Executive Board or the membership.

[Reason for the proposed change: This change puts UCW in compliance with the CWA Constitution, which requires that all Locals have these committees. We are recommending the deletion of the Publications Committee because this has been handled by our Membership Services coordinator and not a committee.]

Proposed Change 5

Section 3. Duties.

- (a) The Education Committee shall assist in developing the union's education program and, with the Local Officers, be responsible for effectuating the CWA and UCW-CWA education programs.
- (b) The Election Committee shall conduct all nominations and elections and referenda of the union.
- (c) The Organizing Committee shall assist the Local Officers, Stewards and members in organizing all non-union workers within the union's jurisdiction, as well as unorganized workers in external units.
- (d) The Legislative-Political Committee shall **work to advance the interests of the Local, CWA, and its members** ~~in the assist in developing and pursuing the program of the union and CWA~~ in the legislative-political field, **to promote members being registered voters, and to involve the members in campaigns of candidates who care about**

working people and their families. ~~and shall be responsible for the union's program to register each qualified voter.~~

- (e) The Membership Committee shall accept or reject membership applications in accordance with the Bylaws and rules of the Local and Article V of the CWA Constitution and policies of the CWA.
- ~~(f) The Publications Committee shall produce and arrange distribution of union newsletters and other materials.~~
- (g) The Community ~~Services Outreach~~ Committee shall assist in developing all community service programs and maintain and develop communications with the union's community allies. **Local Community Service Committees are also involved in programs aimed to help the less fortunate such as the United Way, blood drives, and many other worthwhile local community efforts.**
- (h) ~~The Committee on Civil Rights and~~ Equity Committee shall **develop and promote the CWA Human Rights program by building a union where members of all cultures, religions, sexual orientations, gender, disabilities, ages, and nationalities feel welcomed, respected, and heard. The Committee will** study and report to the union on the ways and means of eliminating discrimination on the basis of gender, race, sexual orientation, or any other basis.
- (i) The Women's Committee shall educate on health, economic and social issues that affect women and encourage the involvement of women in the labor movement.**

Proposed Change 6

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[Reason for the proposed change: The PCC has been having regular meetings by phone. This change in the bylaws would give the PCC more flexibility in deciding when in-person meetings are necessary. Having the meeting the day after Convention makes it necessary to find housing for people to stay overnight in Nashville.]