

## BY-LAWS OF COMMUNICATIONS WORKERS OF AMERICA LOCAL 6001

### ARTICLE I - NAME

The local shall be known as Communications Workers of America Local 6001

### ARTICLE II - JURISDICTION

Jurisdiction of Local 6001 shall be all current, retired, and furloughed airline customer service employees who work for American Airlines at locations in CWA District 6, members in other units as authorized by the national Executive Board of CWA, and full-time or part-time employees of the CWA or of Local 6001.

### ARTICLE III – OBJECTIVES

The objectives of Local 6001 shall be:

- A. To represent and serve the workers within its jurisdiction in accordance with the by-laws and policies of Local 6001 and the constitution and policies of the CWA.
- B. To strengthen our union and the union movement by involving and mobilizing our members and by organizing new groups of workers.
- C. To build a movement for justice and dignity for airline customer service employees.
- D. To join with other unions and organizations to build a broad movement for justice and dignity; and for labor, economic, social, and civil rights.
- E. To ensure non-discrimination and equal opportunity: Local 6001 is committed to equal treatment, equal opportunity, and non-discrimination in the workplace and in society. In relations with employers, within our own organizations, and in society at large. Local 6001 will actively oppose discrimination based on, but not limited to, race, ethnicity, nationality, gender, sexual orientation, gender identity, or disability; and will work for freedom from such discrimination for all.

### ARTICLE IV - LOCAL STRUCTURE

#### Section 1: Entities within Local 6001

The structure of the local shall consist of the following:

- A. The membership of Local 6001
- B. The Delegate Assembly, as described in these by-laws.
- C. The Executive Board: the officers and area representatives
- D. Committees, as required by the CWA constitution and others as appointed by the president of Local 6001.

#### Section 2: Areas: There will be five areas of Local 6001 defined as follows:

- A. Area 1: Members at the hub airport (DFW)
- B. Area 2: Office-based members at DFW RES at Skyview 1
- C. Area 3: Premium Services in TX and MOKA areas
- D. Area 4: Agents at other stations in Texas
- E. Area 5: Agents at other stations in Missouri, Oklahoma, Kansas, and Arkansas (MOKA)

### ARTICLE V - MEMBERSHIP

A. Eligibility: Any person eligible for membership in the CWA, as defined in Article V, of its Constitution, shall be eligible for membership in this Local if performing work within the local's jurisdiction as described in Article II. Retired employees of American Airlines passenger services, or of other employers included in the jurisdiction of Local 6001, are eligible for membership if they reside in CWA District 6.

B. Membership Application: Membership in the local shall be obtained by completing a membership application. Where there is a question of eligibility of a potential member, the matter shall be referred to the Membership Committee.

C. Transfers: The transfer of membership from Local 6001 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 CWA Constitution.

## ARTICLE VI- LOCAL DUES AND ASSESSMENTS

### Section I - Local Membership Dues

A. Each member of Local 6001 shall pay dues as established by the CWA Convention and by Local 6001.

B. Membership dues that exceed the minimum dues established by the CWA Convention may be authorized by Local 6001.

C. Membership dues may be changed only by adaption of the change by the Delegate Assembly.

Adoption of changed dues amounts by the CWA Convention will be accepted and implemented by Local 6001 without further action by the Local.

D. Special assessments: special assessments may be levied in the same manner as provided for changes in the regular dues amounts. Any special assessment will be in compliance with Article VI, Section 3 of the CWA Constitution.

## ARTICLE VII - GOVERNING AUTHORITY

The governing authority of Local 6001 will be in order of precedence:

A. The membership of the Local, acting through secret ballot referendum and in accordance with the CWA Constitution. Such action by the members will be the highest governing authority of Local 6001.

B. The Delegate Assembly of Local 6001, as provided in these by-laws.

C. The Executive Board, consisting of elected officers and such other members as established in these by-laws, acting in regular or special meetings.

D. The officers of Local 6001 between meetings of the Executive Board.

E. The President of Local 6001 will have the power to act on matters authorized in these by-laws, by the Executive Board, or by the Delegate Assembly.

## ARTICLE VIII - DELEGATE ASSEMBLY

### Section I: Definition of the Delegate Assembly

A. The Delegate Assembly will be a regularly occurring meeting of delegates elected by the members. Delegates acting in the Delegate Assembly will have powers to make decisions and determine policies except those reserved to the full membership.

B. The Delegate Assembly will meet biennially in each even-numbered year at a place and time designated by the Executive Board.

C. Special Delegate Assemblies may be called by the Executive Board or by petition of 30% of the membership of the Local.

### Section 2: Delegate Assembly Call

A. Regular Delegate Assemblies: The secretary of Local 6001 will notify all members of the date and place of the Delegate Assembly not later than 90 days in advance of the opening of the Delegate Assembly. This notice will be by publication in the regularly published newsletter of Local 6001 or by mailing by US Mail to the address on record of each member.

B. Special Delegate Assemblies: The secretary of Local 6001 will notify all members of the date and place of a Special Delegate Assembly within 30 days of receipt of a valid petition by members or direction by the Executive Board. The notification to members will be published in the regular newsletter of the Local or mailed to members no less than 30 days prior to the date of the special Delegate assembly.

C. The call to a Delegate Assembly must include the date, time, and place of the assembly, and full information regarding the election of delegates.

1. Information on delegate elections must include eligibility requirements, procedures for nomination and election of delegates, and the schedule and deadline for each step of the nomination and election procedure.

### Section 3: Composition of the Delegate Assembly

A. Each station or location with 15 to 49 members will elect one delegate.

B. Members at locations with 50 members or more will elect one additional delegate for each 50 members.

C. Locations in Local 6001 with fewer than 15 members will be considered to comprise one location for the purpose of electing Delegate Assembly delegates and will elect delegates as described in Section 3 A and B above.

D. Members at the following departments will be considered as separate locations for the purposes of electing Delegate Assembly delegates

1. Club/Premium Services

2. Tower/planners at hub airports

3. Office-based reservations agents at reservations offices

E. Delegate elections will be conducted in accordance with the general election procedures established in these by-laws.

F. For the purpose of roll-call votes, each delegate will carry one vote for each member that they represent. Delegate votes from locations with more than one delegate will be divided evenly among the delegates from that location.

G. The Executive Board members will serve as voting delegates and will carry one vote each in the case of roll call votes.

### Section 4: Conduct of the Delegate Assembly

A. The President of Local 6001 will serve as chair of regular and special Delegate assemblies.

B. The President will appoint a parliamentarian and other such officials, and temporary committees, of a Delegate Assembly as needed.

C. The President of Local 6001 will prepare an agenda and provide copies to all delegates at least 14 days before the beginning of a Delegate Assembly.

D. The Delegate Assembly will be conducted according to Robert's Rules of Order.

E. Voting: issues requiring a vote of the delegates will be by show of hands or division of the house, with each delegate having one vote.

F. A roll call vote may be called upon passage of a motion by the delegates. In the case of a roll-call vote, each delegate will vote the number of votes they carry as described in Section 3-E of this article.

### Section 5: Powers of the Delegate Assembly

A regular delegate assembly will have the power to:

1. Pass upon the credential and seating of delegates

2. Establish policies to be followed by Local 6001

3. Interpret the Local 6001 by-laws

4. Do all things necessary for the proper disposition of any matter that may come before it for consideration.

#### Section 6: Quorum

A quorum of a delegate assembly is defined as the number of duly elected and seated delegates present.

#### Section 7: Attendance of individual members

Any member of the local in good standing may attend the Delegate Assembly as an observer.

### ARTICLE IX: EXECUTIVE BOARD

#### Section 1: Composition and Eligibility

A. The Executive Board of Local 6001 will consist of the elected local officers and the elected area representatives.

B. Local officers: the elected officers of Local 6001 will be President, Vice-President, Secretary, and Treasurer.

C. Two Area Representatives will be elected by the members in Area 1 and Area 2 as described in Article IV, Section 2. One Area Representative will be elected by the members in Area 3, Area 4, and Area 5 as described in Article IV, Section 2.

D. Eligibility. All members in good standing will be eligible to run for local officer positions. All members in good standing working at or retired from a station or location in the assigned area will be eligible to run for area representative positions.

#### Section 2: Duties of the Executive Board members of Local 6001

A. It is the policy of Local 6001 that the members of the Executive Board will function as a collective decision making body for the Local as a whole, and that all members accept as their duty to place the highest priority on the overall strength and welfare of the local and all of its members.

B. The duties of the Executive Board include:

1. To meet as necessary to conduct the business of Local 6001.
2. To consider and approve an annual budget.
3. To be responsible for the coordination of any strike action procedures as provided by the Constitution of the CWA.

C. All elected and appointed officials of Local 6001, including Executive Board members, committee leaders, and stewards, agree specifically that all records, documents, sums of money, or other tangible resources of the Local held or created by them are the property of Local 6001, and will be surrendered to Local 6001 or to their successor in office when they leave office for any reason.

D. The President:

1. Is responsible for the conduct of all Local business.
2. Presides at Local Membership meetings and Executive Board Meetings.
3. Approves all bills to be paid and countersigns all checks drawn on the Local Treasury.
4. Supervises the prosecution of grievances and their appeal to higher levels of the union if not satisfactorily resolved.
5. Supervises all committees of the local.
6. Serves as chair of delegate assemblies and of Executive Board meetings.
7. Performs such additional duties as may be assigned by the Executive Board.

E. The Vice-President

1. Performs the duties of President in his/her absence.

2. Works under the leadership of the Local President and performs additional duties as may be assigned by the Executive Board.

F. The Secretary:

1. Maintains a record of the Local Membership.
2. Records and maintains the minutes of Local meetings and Executive Board meetings.
3. Certifies the Local delegates to the Union Convention and furnishes the District Vice-President with any changes to these by-laws.
4. Works under the leadership of the Local President and performs such additional duties as may be assigned by the Executive Board.

G. The Treasurer:

1. Is custodian for all assets of the Local.
2. Reports to the Executive Board and to Delegate Assemblies on the financial status of the Local.
3. Is bonded in accordance with the Union Constitution.
4. Pays all bills approved by the Local President.
5. Files all reports, or other documents required by law.
6. In cooperation with the President, prepares a proposed budget for each upcoming year and present it to the Executive Board for approval at a regularly scheduled meeting not less than 30 days prior to the beginning of the fiscal year.
7. Works under the leadership of the Local President and performs such additional duties as may be assigned by the Executive Board.

H. Area Representatives:

1. Coordinate regular membership informational meetings in their areas.
2. Maintain communication and provide information to members in their areas.
3. Work under the leadership of the Local President and performs such additional duties as may be assigned by the Executive Board.

Section 4: Vacancies

A vacancy in the office of Local 6001's President shall be filled by Local 6001's Vice President. Vacancies in other offices shall be filled by appointment of the Executive Board of Local 6001, subject to approval of the appointment by Local 6001's membership within sixty (60) days.

Section 5: Recall of officers

- A. The president, vice-president, secretary, and treasurer may be recalled in conformity with the provisions of Article XX.I, Sections 2 and 8 of the CWA Constitution.
- B. Area representatives may be recalled in conformity with the provisions of Article XXT, Sections 2 and 8 of the CWA Constitution, by their respective constituencies.

ARTICLE X - FISCAL YEAR AND AUDIT

- A. The fiscal year of Local 6001 will begin on October 1 of each year and end on September 30 of the succeeding year.
- B. The financial records of Local 6001 will be audited annually by a certified public accountant. The results of such audits will be reported by the Treasurer to the full Executive Board and to the delegates of the Delegate Assembly, and to the District Vice-president of CWA District 6. The results will be available for inspection by any member in good standing on demand.

ARTICLE XI - 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 Communications Workers of America Local 6001, 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 further promise to give my successor, in the office, all books and records in my possession and I shall, at all times, endeavor to serve my Local and the Union to the best of my ability. I so swear or affirm.

## ARTICLE XII - MEETINGS

### Section 1: Executive Board

A. Executive Board: The Executive Board shall meet at times and places to be determined by the Executive Board, but no less than three times per year. Dates, times, and places of Executive Board meetings will be made available to members via Local 6001 website, [cwalocal6001.org](http://cwalocal6001.org).

B. A majority of the Executive Board will constitute a quorum for meetings of the Executive Board.

### Section 2: Membership Informational meetings

A. Membership Informational meetings: Area Representatives of the Executive Board will be responsible for organizing regular membership informational meetings at various locations in their areas, at times and places that are accessible to members.

B. Membership Informational meetings will be called no less than once per calendar year in each area. For Area 5 a meeting will be called in each state at least once per calendar year.

## ARTICLE XIII - ELECTIONS

Section 1: Election for initial Executive Board Elections for local officers and area representatives will take place as soon as practical after January 1, 2015.

### Section 2: Regular election of Executive Board

A. Officers and area representatives will be elected in accordance with policies established by these by-laws, by election rules and procedures established by Local 6001, and in accordance with the CWA Constitution.

B. Election of delegates to the CWA Convention and other higher bodies: the Election Committee will add a separate issue to each ballot for Executive Board candidates, asking for the member's yes or no vote for that candidate, if elected, to serve as a local delegate to the CWA Convention and other higher bodies.

C. Only members of Local 6001 in good standing shall be eligible to vote.

D. Nomination for election as an Executive Board member: A petition bearing the signatures of at least 5 members in good standing who are eligible to vote for the position sought by the nominee, and clearly stating the name of the person being nominated, must be received by Election Committee by the deadline established by the election committee.

E. The nominee in any election that has one elected representative who receives 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 nominees on the second ballot. In any area that has two elected representatives, as described in Article IX, Sec. 1 C., the two nominees receiving the highest number of the votes cast shall be declared elected. In the event of a tie, a runoff election shall be conducted and the nominees who tied for such position on the first ballot shall be the nominees on the second ballot.

F. After the initial election, the term of office shall be for three (3) years, and elections for the Executive Board will be held at intervals not greater than three years.

G. The officers shall take office in November.

#### Section 3: Election of delegates to delegate assemblies

A. The schedule and deadlines for nomination and election of delegates will be established by the Executive Board.

B. Delegates will be elected by the members in each location or group of locations by secret ballot vote of members in good standing.

C. Elections for delegates will be conducted by the Local 6001 election committee. The election committee will have the responsibility to notify members of eligibility requirements for delegates, procedures for nomination and election, and all schedules and deadlines in the nomination and election process.

D. Nomination for election as a delegate: A petition bearing the signatures of at least 5 members in good standing who are eligible to vote for the position sought by the nominee, and clearly stating the name of the person being nominated, must be received by Election Committee by the deadline established by the election committee.

#### Section 4: Election procedures and rules, and changes

The Executive Board will draft and present for approval to the first regular Delegate Assembly detailed procedures and rules for the conduct of elections and referenda. The Executive Board will, as needed, present proposed changes to these rules for approval by a Delegate Assembly.

ARTICLE XIV - STRIKES The calling, conduct, and termination of strikes affecting members of Local 6001 shall at all times be in compliance with the rules and procedures established in the CWA Constitution.

ARTICLE XV: CHARGES, TRIALS, AND APPEALS Section 1: Jurisdiction Members of Local 6001 may be fined, suspended, and/or expelled for any of the acts enumerated in Article XIX of the CWA Constitution.

Section 2: Authority Any member of Local 6001 who is accused of violations described in Article XIX of the CWA Constitution will be tried according to the provisions of Article XX of the CWA Constitution. A member may appeal decisions of a Local Trial Court as provided in Article XX of the CWA Constitution.

Section 3: Trial Court Trial Courts will be established and conduct business according to the provisions of the CWA Constitution. A Trial Court of Local 6001 will be composed of five members in good standing who are not parties to the proceedings before the Trial Court and who have been selected by a random process.

#### ARTICLE XVI - LOCAL COMMITTEES

Section 1: required committees: Local 6001 shall have the following regular committees:

- A. Education Committee
- B. Election Committee
- C. Organizing Committee
- D. Legislative-Political Committee
- E. Membership Committee
- F. Community Services Committee
- G. Committee on Equity
- H. Other Committees

## Section 2: Appointment of committee members

Members of all committees shall be appointed by the President and approved by a majority vote of Local 6001's Executive Board.

## Section 3: Elections committee

A. The nomination and election of the Local 6001 Executive Board, nomination and election of delegates to delegate assemblies, and ratification votes/referenda shall be conducted under the supervision of the election committee in accordance with the rules and regulations as determined by the Local Executive Board. This committee shall have the authority and responsibility to see that nominations and elections are conducted in accordance with federal law, CWA Constitution and these bylaws, with reasonable opportunity for each member to nominate and vote for the candidate of their choice.

B. The Election Committee will be appointed by the president with approval by vote of the Executive Board. A member shall not be permitted to serve on the election committee if he/she is a candidate for any office of Local 6001.

C. All questions concerning the conduct and challenges of elections shall be determined by the election committee, subject to the right of appeal to the governing body of Local 6001 in accordance with Article XV of the CWA Constitution.

## ARTICLE XVII – STEWARDS

Local 6001 shall have as many stewards as may be appointed by the Local 6001 officers. The stewards serve at the pleasure of the officers.

## ARTICLE XVIII - AMENDMENTS TO LOCAL 6001's BY-LAWS

After adoption, these by-laws may be amended by a recommendation of the Executive Board and a referendum vote of the membership.

20200325 Adopted