

Report of the Committee on Membership and Office-Holding Eligibility

The Committee on Membership and Office-Holding Eligibility was established by Resolution # 79A-23-06 at the last convention.

CWA District 1 Vice President Dennis Trainor and CWA District 6 Vice President Derrick Osobase served as Co-Chairs of the CWA Committee on Membership and Eligibility which included:

D1 - Adam Liebttag, Local 1036
D2-13 - Brandon Simmons, Local 2105,
D3 - Tammy Scott, Local 3642
D4 Jim Simmons, Local 4009
D6 - Mykolas Gedutis, Local 6186
D7 - Lisa Markegard, Local 7200
D9 - Kenny Williams
AFA-CWA - Dante Harris
T&T - Rich Marra
NABET-CWA - Alex Staherski
GUILD-CWA - Susan DeCarava, Local 31003



June 11, 2025

To: CWA Executive Board

Subject: Proposed Constitutional Amendments -
Membership and Eligibility Committee

Dear Colleagues:

Vice Presidents Dennis Trainor and Derrick Osobase, Districts 1 and 6, respectively, have requested that the members of the CWA Executive Board be polled for their endorsement of one constitutional amendment prepared by the Membership and Eligibility Committee ahead of the 2025 CWA Convention. This amendment was prepared in response to the feedback from the Executive Board during the June 10, 2025, meeting and is submitted in lieu of the proposed amendments presented during that meeting.

The amendment submitted today would add the phrase “or employees of Locals or the Union” to Article V, Membership, Section 1(b); thereby amending Article V, Section 1(b) to read, “All persons who are officers of labor organizations representing workers within the jurisdiction of the Union or employees of Locals or the Union shall be eligible for membership in the Union.” This amendment will permit employees of Locals or the Union to be members of CWA; provided, consistent with the existing provisions of the Constitution, such persons can obtain membership from a chartered Local with appropriate jurisdiction. The current language of Article V, a version of Article V with changes tracked, and a version of Article V with the proposed amendment accompanies this correspondence.

I concur with the recommendation of Vice Presidents Trainor and Osobase and the Membership and Eligibility Committee, and therefore offer the following motion:

MOTION: Move that the CWA Executive Board support the proposed amendment to Article V, Section 1(b) prepared and submitted by the Membership and Eligibility Committee.

Please cast your vote.

In Unity,

A handwritten signature in cursive script, reading "Claude Cummings Jr.", followed by a large, stylized flourish.

Claude Cummings Jr.
President

Attachments:

Article V Original Language

Article V with Track Changes

Article V Proposed Amendments

EBP-12248



Board Poll <boardpoll@cwa-union.org>

Approved -- EBP-12248: Proposed Constitutional Amendments - Membership and Eligibility Committee

1 message

Board Poll <boardpoll@cwa-union.org>

Thu, Jun 12, 2025 at 5:32 AM

To: Executiveboard <executiveboard@cwa-union.org>

Cc: Admin Directors <admin-directors@cwa-union.org>, Dennis Trainor <dtrainor@cwa-union.org>, Derrick Osobase <dosobase@cwa-union.org>, hqcwalegaldept <hqcwalegaldept@cwa-union.org>, Kelly Aiken <kaiken@cwa-union.org>, Kelly Cline <kcline@cwa-union.org>, Torree Wade <TWADE@cwa-union.org>

June 12, 2025

The Executive Board approved the following on 6/12/2025.

MOTION: Move that the CWA Executive Board support the proposed amendment to Article V, Section 1(b) prepared and submitted by the Membership and Eligibility Committee.

Article V—Membership

Section 1—Eligibility

- (a) All persons engaged in the communications field and other fields of endeavor, both public and private sectors, excepting those excluded by law, shall be eligible for membership in the Union.
- (b) All persons who are officers of labor organizations representing workers within the jurisdiction of the Union shall be eligible for membership in the Union.
- (c) Members of the Union who are on leaves of absence from their employment or who are employed on a full-time or part-time basis by the Union or a Local or who are or may be retired for any reason may continue to be active members.
- (d) No person, otherwise eligible for membership, shall be denied membership in the Union because of sex, race, color, creed or nationality.
- (e) No person, otherwise eligible for membership in the Union, shall be admitted to membership if the person has been fined, suspended or expelled by a Local in this Union, until the person has complied with the terms of such fine, suspension or expulsion.

Section 2—Applications

- (a) Membership in the Union shall be obtained and maintained through membership in a chartered Local of the Union.
- (b) Each application for membership shall be accompanied by the initiation fee established by the Local which shall not be less than two dollars (\$2.00) nor more than five dollars (\$5.00), without approval of the Executive Board.
- (c) The Union's portion of an initiation fee shall be one dollar (\$1.00). Each Local shall pay the Union its portion of initiation fees in such manner as required by the Convention or the Executive Board.
- (d) The Executive Board may waive the Union's portion of the initiation fee. A Local may waive its portion of the initiation fee with approval of the Executive Board.
- (e) In the event an application for membership is denied, the initiation fee shall be refunded to the applicant.

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- (d) The Executive Board may waive the Union's portion of the initiation fee. A Local may waive its portion of the initiation fee with approval of the Executive Board.
- (e) In the event an application for membership is denied, the initiation fee shall be refunded to the applicant.

(f) Each Local shall establish a membership committee or membership committees which shall act upon applications for membership. Membership committees shall accept or reject such applications subject to the right of the Local to overrule the committee.

(g) A Local shall not establish qualifications for membership which contravene qualifications set forth in this Constitution.

Section 3—Transfers

(a) The Executive Board shall establish rules and procedures for the transfer of the membership of a member of the Union who changes employment from the jurisdiction of one Local to another.

(b) The transferred member shall not be required to pay an initiation fee if the transfer is initiated not later than thirty (30) days after the effective date of the change in employment.

(c) The member shall be granted such transfer of membership if the member is in good standing.

(d) All Locals shall be supplied with certificate of transfer forms by the Union.

(e) Members of a Local who are or may be retired for any reason, or who are, or who may be on leaves of absence, may elect to continue to be active members or to assume the status of associate members. In the event any such person elects to become an associate member, the person shall lose voting privileges but shall not be required to pay dues.

Section 4—Termination

(a) Membership in the Union shall be terminated when any member shall accept a position which would render the person ineligible for membership, except that a member who temporarily assumes such a position may retain membership for a period not to exceed thirty (30) days, provided during such period such member shall not hold any office within the Union.

(b) Membership may be terminated by expulsion as provided in this Constitution.

(c) A withdrawal card shall be issued by the Local upon application of a member in good standing leaving the jurisdiction of the Union. Should the holder of a withdrawal card later return to the jurisdiction of the Union, that person shall not be required to pay an initiation fee if such card is presented to the Secretary of the Local having jurisdiction of the member within thirty (30)

days of that person returning to the Union's jurisdiction. Failure to present the card within the time limit specified herein shall void the rights and privileges granted by such withdrawal card.

(d) Membership in the Union shall be terminated following receipt of a member's written request sent to the Local of the Union in which the membership is maintained.

Section 5—Retired Members' Chapter

(a) All CWA Council Lifetime members shall be eligible to join in a CWA Retired Members' Chapter.

(b) Application for membership in a Chapter shall be made to the Retiree Chapter.

(c) Each member of a Chapter shall pay the membership dues established by the Chapter.

(d) Chapters shall be units of the Union and shall be chartered by the CWA Executive Board.

(e) Chapters shall be identified by number.

(f) Application for Charter shall be in writing upon forms provided by the Secretary-Treasurer of the Union and shall be signed by at least five (5) persons eligible for membership in the Chapter.

(g) Chapters shall adopt bylaws which are consistent with this Constitution and the programs of the Union.

Section 6—Retired Members' Council

(a) All dues paying members of the Union in good standing who are or may be retired by reason of age or disability shall be eligible to become CWA Retired Members' Council Lifetime members.

(b) The Retired Members' Council shall be a unit of the Union and shall consist of lifetime members.

(c) The Council shall adopt bylaws and rules consistent with federal and provincial laws, the Constitution and policies of CWA.

(d) A Council Executive Board shall be elected which will consist of two representatives from each of the CWA Districts and two representatives from each of the Sector/Division members who shall be elected from the Media

Sector (consisting of the NABET-CWA and TNG-CWA), the IUE-CWA Division, the AFA-CWA Sector, and the Public, Healthcare and Education Workers Sector. The District representatives on the Council Executive Board shall be elected by secret ballot among the Council Lifetime members within the appropriate CWA District. The Sector and Division representatives shall be elected by secret ballot among the Council Lifetime members who retired from the Media Sector (consisting of the NABET-CWA, and TNG-CWA), the IUE-CWA Division, the AFA-CWA Sector, and the Public, Healthcare and Education Workers Sector. Of the two elected Representatives one shall be known as District or Sector President and one shall be known as District or Sector Vice President. Terms of office shall be consistent with those of International officers. The elections shall be conducted in accordance with Council bylaws, federal and provincial laws and this Constitution. Any challenge to the Council Executive Board elections or Council officers' elections shall be resolved in accordance with the Council bylaws.

(e) The officers of the Retired Members' Council shall be an Executive President, Executive Vice President and Secretary-Treasurer or Secretary and Treasurer. Such officers shall be elected from the Council Executive Board in accordance with Council bylaws. The term of the office for Council officers shall be four years or until their successors have been duly elected and qualified.

(f) The Council Executive Board Presidents shall also serve as delegates to all CWA Conventions during their term of office and shall each carry one (1) vote. As delegates to the CWA Convention, Council Executive Board Presidents shall have the right to vote in elections of the CWA President and Secretary-Treasurer.

(g) The Council shall concern itself with organizing the unorganized, and the social, economic, educational, legislative, and political developments and concerns of its members and the CWA. Consistent with CWA policies and this Constitution, the Council shall engage in organizing, political, legislative, educational, civic, social, economic, and community activities to advance and enhance the interests of its membership and the CWA.

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(b) The transferred member shall not be required to pay an initiation fee if the transfer is initiated not later than thirty (30) days after the effective date of the change in employment.

(c) The member shall be granted such transfer of membership if the member is in good standing.

(d) All Locals shall be supplied with certificate of transfer forms by the Union.

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(d) Chapters shall be units of the Union and shall be chartered by the CWA Executive Board.

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