



**BYLAWS of
NABET-CWA LOCAL 41
AFL-CIO**

NOVEMBER, 2025

(Revised)

Last Amended November 19, 2025

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ARTICLE I - Name

Section 1 - Name

This organization shall be known as Local 41 of the National Association of Broadcast Employees and Technicians, the Broadcasting and Cable Television Workers Sector of the Communication Workers of America, AFL-CIO.

It may be abbreviated as NABET-CWA. The word "NABET" shall be written using all capital letters, and without the use of periods. It shall be pronounced with the "A" long as in "ale" and the "E" short as in "end." The accent shall be on the first syllable. For CWA numbering purposes, the Local shall be designated as Local 54041.

Section 2 - Authority

Local 41 of NABET-CWA is organized subject to the CWA Constitution, the NABET-CWA By-Laws, and the applicable Federal, State, and Local laws.

Section 3 - Jurisdiction

The geographical boundaries of Local 41 shall be consistent with the Local 41 Charter and any other jurisdictions assigned by the NABET-CWA Sector Executive Council.

ARTICLE II - Membership

Section 1 - Eligibility

Eligibility for membership shall be determined by the CWA Constitution and the NABET-CWA By-Laws.

Section 2 - Applications

The Secretary shall receive and process all applications for membership in Local 41. The Secretary shall present all applications, together with any information on the membership candidate, to the Executive Board at the next Executive Board meeting.

Section 3 - Steward Responsibilities

a. It shall be the duty of the Steward to see that any new employees in a Group shall have made application to NABET-CWA for membership. The Steward shall also inform Group members leaving the Union about the provisions for a withdrawal card.

b. When a new member is accepted into NABET-CWA, the member's Steward shall be responsible for supplying the new member with the latest copy of the NABET-CWA Sector By-Laws, the Local 41 Bylaws, and the applicable Contract. The NABET-CWA Local 41 office shall provide the Steward with these materials.

Section 4 – Member Responsibilities

a. By accepting membership into NABET-CWA Local 41, a member agrees to abide by the CWA Constitution, the NABET-CWA By-Laws, the Local 41 Bylaws, and all policies of the Union, including but not limited to the attached Conflict of Interest Policy of NABET-CWA Local 41. Each member is obligated to maintain membership in good standing in the Local and Sector. Also, by accepting membership in the Union, each member designates and constitutes the Union as the exclusive collective bargaining representative for wages, rate of pay, hours of employment, conditions of work, grievances and labor disputes with any employer with which NABET-CWA has or is negotiating a contract.

b. Each member shall maintain good standing in the Sector and Local by paying the required financial obligations in a timely fashion as herein provided:

- (1) By paying the initiation fee in accordance with Local By-Laws.
- (2) By paying all financial obligations owed to the NABET-CWA Sector or Local 41; including but not limited to dues, assessments, fines and cash advances.

c. A member is not in good standing when the member:

- (1) Fails to fulfill any of the above conditions and/or is more than thirty (30) days in arrears.
- (2) Is suspended from membership. A member is automatically suspended when more than three (3) months in arrears.
- (3) Is expelled or suspended as a result of a trial conducted in accordance with Article X of the NABET-CWA By-Laws. Members may appeal any such discipline by the method outlined in Article X.
- (4) Abandons membership, as defined by Section 2.5 of the NABET-CWA By-Laws.

d. Members not in good standing shall not be eligible to attend meetings, to vote, to hold office or to be a candidate for office. A member can reacquire good standing by fulfillment of the financial obligation, or completion of the penalty assessed as the result of a trial.

e. Each member is responsible for providing the Union the member's current mailing address, non-Company email address, and telephone number. The NABET-CWA Local 41 office shall provide each member's Steward(s) with this information.

Section 5 - Withdrawal Card

In the event an active member in good standing (1) withdraws from employment and seeking employment in all industries within the jurisdiction of the Union; or (2) obtains employment in a position within any such industry beyond the scope of the Union's representation for the purpose of collective bargaining, and such member does not desire to continue as an active member, the member shall be responsible for applying for a withdrawal card through the Local Office. The withdrawal card grants such withdrawn member the right to become active again, as outlined in the NABET-CWA By-Laws.

ARTICLE III - Organization

Section 1 - Groups

The membership of the Local shall be divided into the following Steward Groups for the purpose of representation on the Executive Board, and administration. Members of each Group shall be entitled to one (1) Steward and one (1) Steward Alternate, unless otherwise noted. Each group is represented by a number below (not to be confused with the group headings).

ABC

1. WLS Studio – Field Operations - TV7/Media Center - Post Production (Editing & Audio)
2. WLS Maintenance – Transmission – ENG Maintenance
3. WLS ENG Crews - EFP Crews
4. WLS ENG Editing - EFP Editing – NEWSONE
5. WLS Newswriters - Assignment Editors - Desk Assistants

NBC

1. WMAQ Transmission – Media Managers - Production Editing - Building Maintenance - Mail Messenger
2. WMAQ Studio - Field
3. WMAQ Technical Maintenance - Engineering Development Group - IT Maintenance
4. WMAQ Minicam - ENG Maintenance - Couriers
5. WMAQ Newsroom Editorial (Producers, Newswriters, Content Producers)

FOX

1. WFLD Field Operations – Maintenance (Technicians in Transmission Control, Studio Control, Master Control, and Maintenance), two Stewards and two Steward Alternates elected at large
2. WFLD News (Technicians in Photojournalism and Editing), two Stewards and Steward Alternates elected at large

TELEMUNDO

1. WSNS, two Stewards and Steward Alternates elected at large

UNIVISION

1. WGBO two Stewards and Steward Alternates elected at large

OTHERS (One elected at large unless noted otherwise)

1. CANTV
2. Independent Daily Hires (three Stewards and Steward Alternates elected at large)
3. Program Productions
4. Clarion Productions

Section 2 - Representation

Each group shall be entitled to representation on the Executive Board by Stewards and Steward Alternates elected from and by that group in the manner prescribed in Article IV. In a group allotted more than one Steward or Steward Alternate, such Stewards and Steward Alternates shall be elected at large from and by that group. Staff, vacation relief, and daily hires who spend most of their time working at the local stations, as well as staff assigned to network bureaus, shall be represented by the Stewards and Steward Alternates in the respective groups listed above. Members who spend most of their time working as network daily hires shall be represented by the Stewards and Steward Alternates for the Independent Daily Hire Group.

Section 3 - Local President

a. The duties of the President shall be as provided in the NABET-CWA Sector By-Laws. In the event of the resignation of, or the inability, refusal or disqualification of the President to perform the duties of the office, the Vice President shall immediately succeed to the office of Local President for the remainder of the term.

b. The Local 41 President is expected to devote one's full-time to the position, and any outside employment must be disclosed to the Executive Board. The President's annual salary shall be the highest current base salary in force under administrated network contracts and the President shall be eligible to participate in the CWA 401(k) plan with a maximum union contribution of 10%. Expenses in performance of the President's duties shall be subject to Executive Board approval.

c. The President of NABET-CWA Local 41 shall be entitled to seven (7) weeks of vacation annually. The Local President shall use all seven (7) weeks of vacation in the calendar year, as there shall be no banking, no carryover, nor payout for unused vacation. If the Local President conducts Union business while on vacation, he or she shall receive no additional compensation for conducting such business. The President shall also be entitled to the following paid holidays on the dates of their observance: New Year's Day, MLK Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving, and Christmas.

~~During the President's vacation, the Vice President shall assume all duties and functions of the President. During such vacation, the Vice President shall receive the same pay rate as the President.~~ (deleted)

d. The President shall have the power to appoint ad hoc committees and individuals to assist in carrying out functions and duties, with Executive Board approval. When the work of these ad hoc committees and individuals is completed, the President shall formally discharge them with the approval of the Executive Board; and the discharge be noted in the minutes.

e. The President, with the approval of the Executive Board, as it relates to Article VII of these Bylaws, shall appoint a trial body for each calendar year. The trial body shall consist of three (3) members and four (4) alternates. One such member shall be designated to chair the standing trial body. At no time shall more than two members from any one of the Steward Group Headings (ABC, NBC, FOX, TELEMUNDO, UNIVISION, OTHERS) as found in Article III, Section 1, of these Bylaws, serve as a member or alternate of the trial body. This trial body shall remain intact past its term, if necessary, to conclude a trial in progress.

f. If the President receives no health benefits from any Company employer, and/or is on official Union leave, an additional \$40 shall be paid into the Flex Plan on his or her behalf for each day worked. If the President does participate in a Company employer's health benefits program, NABET-CWA Local 41 shall make the employer's contribution when/if required; the Local President shall be responsible for his or her employee contribution.

g. The Local President shall have the power to communicate with the attorneys and representatives employed by the Local Executive Board, pursuant to Article III, Section 9(f) of these Bylaws.

Section 4 - Local Vice President

a. The Local Vice President shall act in behalf of the Local President in the event of the President's inability or refusal to act. In the event of the resignation, death or disqualification of the Local President, the Vice President shall immediately succeed to the office of Local President for the remainder of the term.

b. The Vice President shall assist the President in the performance of the President's duties, and in conducting the Local's business; provided, however, that the Vice President must at all times follow the direction of the President.

c. The Vice President's salary shall be \$350 per month; except when the Vice President serves in behalf of the President, his or her pay shall be the normal hourly rate where he or she worked most under a Local 41 contract in the calendar year. Expenses in performance of the Vice President's duties shall be subject to Executive Board approval.

d. If the Vice President receives no health benefits from any employer, or is on official Union leave, the Vice President shall be paid an additional \$50 for each day served in behalf of the Local President.

e. In the event that the Local Vice President succeeds to the office of Local President in order to fill the remainder of that term, the Executive Board shall elect a Steward or Steward Alternate to serve as Vice President. This will only be the case if there is less than one year until the next regular officer election. The new Local President shall have a vote in the selection of his replacement. If there is more than one year until the next regular officer election, however, the Local Executive Board shall schedule a special election in which the general membership can vote to fill the vacant Vice President's office.

f. i. In the event of the temporary inability, refusal or disqualification of the Vice President to perform the duties of the office, the President may appoint an acting Vice President, subject to Executive Board approval by majority vote.

f.ii. In the event of the resignation or the permanent inability, refusal or disqualification of the Vice President to perform the duties of the office, the President may appoint a new Vice President, subject to Executive Board approval by a majority vote at the Board's next regular meeting. At its option, the Executive Board may instead by a majority vote require a special election for a new Vice President to serve the remainder of the term.

Section 5 - Local Secretary

a. The Local Secretary shall conduct correspondence pertaining to the business of the Local, give notice of all general meetings and elections pursuant to the Bylaws of the Local, keep minutes of all meetings of the Local and its Executive Board, and promptly send copies of all the above to the NABET- CWA national Sector office and the Regional Vice-President. The Local Secretary shall perform such other duties as the Local President directs.

b. The Local Secretary shall be authorized a salary of \$350 per month. Expenses in performance of the Secretary's duties shall be subject to Executive Board Approval.

c. If the Local Secretary receives no health benefits from any employer, or is on official Union Leave, the Local Secretary shall be paid an additional \$60 for each day served in behalf of the Local President.

d.i. In the event of the temporary inability, refusal or disqualification of the Secretary to perform the duties of the office, the President may appoint an acting Secretary, subject to Executive Board approval by majority vote.

d.ii. In the event of the resignation or the permanent inability, refusal or disqualification of the Secretary to perform the duties of the office, the President may appoint a new Secretary, subject to Executive Board approval by a majority vote at the Board's next regular meeting. At its option, the Executive Board may instead by a majority vote require a special election for a new Secretary to serve the remainder of the term.

Section 6 - Local Treasurer

a. The Local Treasurer shall also keep the official books and records of the Local; have charge, custody, and responsibility for all funds and securities of the Local; receive monies due and payable to the Local from any source; give receipts for such monies; and deposit all such monies in the name of the Local with banks and trust companies authorized by the Local Executive Board. The Local Treasurer shall collect all NABET-CWA national Sector dues, and forward them to that office within 30 days of their receipt. The Treasurer shall in general perform all the functions incident to the office.

The Local Treasurer shall pay all bills of the Local authorized by the By-Laws or by action of the Local Executive Board. Amounts rebated by the NABET-CWA Sector, minus any expenses incurred by the Local and paid by the Sector, shall be reported in the monthly financial statement.

The Local Treasurer shall notify the President of any member whose fees, dues and/or fines are more than thirty (30) days in arrears.

The Local Treasurer shall pay NABET-CWA Sector dues, when due and collected, without further authorization.

The Local Treasurer shall collect and forward to the NABET Sector office those dues from non-checkoff members payable to the NABET-CWA Sector. The Treasurer shall enter into the Local 's financial records all monies refunded to Local 41 from the NABET-CWA Sector.

The Local Treasurer shall cause to be performed an annual audit of all books, records and accounts of the Local in accordance with the NABET-CWA By-Laws.

b. The Local Treasurer's salary shall be \$500 per month. Expenses in performance of the Treasurer's duties shall be subject to Executive Board approval.

c.i. In the event of the temporary inability, refusal or disqualification of the Treasurer to perform the duties of the office, the President shall appoint an acting Treasurer, subject to Executive Board approval by majority vote.

c.ii. In the event of the resignation or the permanent inability, refusal or disqualification of the Treasurer to perform the duties of the office, the President shall appoint a new Treasurer, subject to Executive Board approval by a majority vote at the Board's next regular meeting. At its option, the Executive Board may instead by a majority vote require a special election for a new Treasurer to serve the remainder of the term.

d. If the Treasurer receives no health benefits from any employer, or is on official Union Leave, the Treasurer shall be paid an additional \$50 for each day served in behalf of the Local President.

Section 7 - Stewards and Steward Alternates

- a. The Steward and Steward Alternate shall be responsible for enforcement of the CWA Constitution, the Sector and Local By-Laws of NABET-CWA, and the current contract. The Steward shall immediately report any violation to the Local President, Vice-President, Secretary, Treasurer or Grievance Chairman.
- b. The Steward shall be responsible for advising constituents of Union issues, policies and activities. The Steward shall endeavor to maintain the operating morale of constituents. A Steward's constituents shall comprise all staff and daily hire members employed in the Steward's group.
- c. Stewards and Steward Alternates of a Group must be active members of that group, and work most in that group. Active members of the Group are daily hire employees who worked at least twenty (20) days in that group in the past year, or staff employees. Stewards and Steward Alternates for Independent Daily Hires must have worked as Daily Hires for at least twenty (20) days in the past year.
- d. At the end of each Quarter, each Steward shall be responsible for providing the Local 41 office with the names of members on the work schedule for the Steward's group.
- e. For contracts without Grievance Chairpersons, the following shall apply: the Steward shall process the grievances of all the Steward's constituents. In all such cases the Steward must work in conjunction with and under the direction of the Local President or the President's representative. The Steward, Steward's appointee, or President's representative must be present at all Local grievance meetings concerning that Steward's group.
- f. The Steward shall assist in the distribution of properly provided and authorized Union literature.
- g. The Steward Alternate shall assist the Steward in the performance of the Steward's duties, under the direction of the Steward.
- h. The Steward shall be paid \$20 for expenses for each month served as a Steward. In addition, the Steward, Steward Alternate or Steward's Appointee shall be paid \$25 for expenses for each Executive Board meeting attended as a representative of the Steward's Group. The semiannual total of above expenses shall be paid by the Local Treasurer in March and September. Additional expenses shall be subject to Executive Board approval.

Section 8 - Executive Board

- a. The Local Executive Board shall consist of the Local President, Local Vice President, Local Secretary, Local Treasurer, and the Stewards of each group. Local Executive Board meetings shall be scheduled at least once every month.
- b. In the Local Executive Board, each Steward shall have one vote. Provided it is noted in the minutes, a Steward Alternate has full authority to vote in the Steward's absence. A Steward's Appointee may participate in meetings and discussion in the Steward's or Steward Alternate's absence, but may not vote. If a vote ends in a tie, the President may cast a tie-breaking vote.

Section 9 - Powers of Local Executive Board

The Local Executive Board shall be the legislative, judicial, and administrative body of the Local Union. It shall have full authority to govern the Local Union and to conduct its affairs pursuant to the Constitution and By-Laws governing the NABET-CWA Sector and Bylaws of Local 41, including but not limited to the following grant of powers, the authority to:

- a. Levy dues, initiation fees, fines, and general or special assessments; and provide for their collection. The rates of dues and initiation fees shall not be increased, nor shall general or special assessments be levied until such action has been ratified by mailed secret ballot voted by the majority of members in good standing.

- b. Approve expenditures and control the funds and property of the Local and the disposition thereof, including the right to delegate such authority.
 - c. Initiate, promote and conduct all social and all educational activities of the Local Union.
 - d. Judge the credentials, authority, disqualifications or inability of its own members to act.
 - e. Appoint committees to facilitate the work of the Local Executive Board and carry out any of its functions, with the right to delegate to any such power and authority as it may deem requisite and proper.
 - f. Employ and discharge attorneys and other representatives and provide for their compensation. By a majority vote, the Executive Board shall empower a liaison who is a Steward or Steward Alternate to communicate with such attorneys and representatives. The liaison shall communicate information provided by attorneys and representatives to the Local 41 Executive Board, as required. The Executive Board liaison shall be copied on all written communications to and from the attorneys and representatives involving the legislative, judicial, and administrative business of the Local Union. The Executive Board's liaison shall retain such status until a motion to empower a different liaison passes by a majority vote.
 - g. Act upon the application of any person for membership in the Union.
 - h. Expel, suspend, fine or reprimand any member of the Local Union for failure to pay all financial obligations owed to the NABET-CWA Sector or Local 41; including but not limited to dues, initiation fees, assessments, fines and cash advances.
 - i. Censure, suspend or expel any member of the Local Union for failure to pay any fine; or after hearing, for other cause as provided herein.
 - j. Adopt, amend or repeal the Local Bylaws by two-thirds majority vote of all Executive Board members present at a lawfully constituted Executive Board meeting; subject to NABET-CWA Sector approval; and provided that any proposed adoption, amendment or rescission must be proposed at the immediately preceding Executive Board meeting.
- Such changes can be adopted only upon ratification by the Local membership of a majority of mailed ballots cast, if such ratification is required by law.
- k. Determine the inability or refusal of the Local President, Local Vice President, Local Secretary or Local Treasurer to perform duties mandated by these Bylaws by passing a motion by a two-thirds (2/3rds) majority vote, resulting in removal from Office.
 - l. At an Executive Board meeting, for any expenditure more than \$15,000, a motion shall only pass if two-thirds (2/3rds) of those eligible to vote on the motion vote in favor of the motion.

Section 10 - Grievance Chairpersons

The Grievance Chairpersons shall be members in good standing appointed by, and perform all duties assigned under the direction of the Local President. The Grievance Chairpersons shall process the grievances presented by the Stewards on their grievance committees. Grievance Chairpersons shall be reimbursed monthly by the Local Treasurer for the amount of \$67.50 per month for expenses in performance of their duties. Additional expenses shall be subject to Executive Board approval. Grievance Chairpersons shall not be considered Executive Board members, unless such persons are ~~is~~ otherwise ~~an~~ Officers, Stewards, or Steward Alternates.

Section 11 - Contract Negotiators

Local 41 Contract Negotiators shall be members in good standing selected in a manner determined solely by the Executive Board.

Section 12 - Delegates

Local 41 Delegates to the CWA Convention and the NABET-CWA Sector Conference shall be elected in accordance with the procedures in Article IV.

Section 13 – Outside Employment Disclosure

Any full-time Local Officer who accepts outside employment must notify the Local Executive Board of such employment at a regular Executive Board or General Membership Meeting. This notification must be recorded in the minutes and must include a description of the employment, the expected time commitment, and an explanation of why the Officer believes the employment will not interfere with his or her responsibilities to the Local.

ARTICLE IV - Elections

Section 1 - Scheduling

a. To stagger the offices of President and Secretary from Vice President and Treasurer, and align election cycles to be compliant with Article XV, Section 3 of the CWA Constitution; in March, 2028, the offices of Vice President and Treasurer will be elected to a one-time shortened term that will end on September 30, 2029, and terms will then revert back to a normal three-year term ending on September 30, 2032, then every third year thereafter. The offices of President and Secretary will be up for election in March, 2028, for a one-time shortened term that will end on September 30, 2030, and then revert back to a normal three-year term ending September 30, 2033, then every third year thereafter. Nomination procedures for the election of Group Stewards and Steward Alternates shall begin January 15, 2026, for a one-time shortened term ending on September 30, 2028, then every third year thereafter. Officers, Stewards and Steward Alternates shall assume office on October 1st following their election or as soon as practicable thereafter. The Local Executive Board may schedule a special election at any time. Nominations for Delegates to the CWA Convention and the NABET-CWA Sector Conference shall be opened as soon as practicable prior to each respectively.

b. In the event that no nominating petition is received for Vice President, Secretary and Treasurer, Stewards, and Steward Alternates or any Delegate, that position shall be declared vacant; and the President shall appoint an active member in good standing to such position, with Executive Board approval by a majority vote.

Section 2 - Terms of Office

The terms of office for Local President, Vice President, Secretary, Treasurer, Executive Board Representatives, Stewards, and Steward Alternates shall be three years; except as listed above. Delegates to the CWA Convention and NABET-CWA Sector Conference shall serve until the conclusion of their Convention or Conference.

Section 3 - Election Committee

a. The Election Committee shall consist of five (5) members of the Local, appointed by the President, and approved by the Executive Board. At no time shall more than two (2) members from any one of the Steward Group Headings as found in Article III, Section 1 of these Bylaws (ABC, NBC, FOX, TELEMUNDO, UNIVISION, OTHERS) serve on the election committee. With the exception of contract ratification votes, the Committee shall direct the issuance and distribution of all ballots issued by Local-41. The Committee shall tally all ballots issued by Local 41.

b. For elections of candidates, this Committee shall, not less than fifteen (15) days prior to a Local election, order a mailed and an electronic notice to each member's last-known address that nominations are being accepted for the coming election. A nominating petition must be signed by the nominee and nominator. The nominee's signature must be attested to by the signature of a NABET-CWA Local-41 member in good standing other than the nominee or the nominator. Nothing provided herein shall prevent a nominee from nominating oneself. Nominating petitions must be delivered, either electronically or physically, to the Election Committee by 5 p.m. of the deadline date. Physical copies of nominating petitions delivered electronically shall be retained by nominees to establish compliance with this requirement in the event of challenges to petitions. Any Committee member receiving a timely nominating

petition shall initial and note the time and date of the receipt on the nominating petition or reply electronically to confirm its receipt.

c. Within seventy-two (72) hours of the deadline date, a nominee shall be notified by the Election Committee if there is opposition in that nominee's race. Also within seventy-two (72) hours of the deadline date, the names of the candidates for office and/or delegate shall be published on the Local 41 website in the order that they will appear on the ballot. Candidates' names shall be placed on the official ballot in alphabetical order. The candidate or candidates' supporters may present to the Committee one letter-sized sheet of campaign material. All such candidate materials shall be distributed with the ballot. A candidate may withdraw at any time by notifying the Election Committee in writing.

With the exception of contract ratification votes, the Committee shall set issuing dates and due dates for all Local ballots; direct the disposition of ballots after counting in accordance with Article IV; declare and notify the winners; and in general perform all the duties normally performed by the Election Committee.

Section 4 - Eligibility of Nominees

a. Only members in good standing shall vote or hold office in Local 41. A member is not in good standing as defined in Article II, Section 4(c) of these Bylaws.

b. No member shall simultaneously hold more than one of the following local offices: President, Vice President, Secretary, Treasurer, or Steward. No member shall simultaneously hold the office of Steward for more than one group. Should a member be appointed or elected to more than one office, that member shall at once resign all offices except one. This paragraph shall not apply to those appointed to temporarily fill such offices by reason of resignation, recall, death, disqualification or inability to act.

Nothing in this section shall be construed as preventing a member from being a candidate for an office while holding another office.

c. Nominees for Local President, Local Vice President, Local Treasurer, Local Secretary, and Delegate to the CWA Convention or NABET-CWA Sector Conference shall have been members continuously in good standing in NABET-CWA for no less than one year contiguous to the nomination deadline. Non-elected representatives and employees of the NABET-CWA Sector or Local 41 shall not be eligible to be delegates.

Section 5 - Ballot Procedure

Votes may be cast by mail or via an electronic balloting system, but not both, as determined by the Local 41 Election Committee. Use of any electronic balloting system or process must be approved in advance by the NABET-CWA Sector Executive Council.

a. If mailed, a ballot, an inner envelope, and a stamped outer envelope shall be provided each member eligible to vote. Such ballot material shall be mailed under the authority of the Election Committee to eligible members. Each ballot shall show the issuing date, the due date, directions for casting and sealing, the addressee to which the ballot is to be sent, and any other pertinent information. The due date shall be twenty (20) days from the mailing date. Due dates shall be the same for all ballots in a mailing. Campaign materials furnished by the nominees or nominees' supporters shall be mailed with each member's ballot. If electronic, each ballot shall show the issuing date, the due date, directions for casting, and any other pertinent information. The due date shall be twenty (20) days from the date electronic voting opens. Due dates shall be the same for all ballots in an electronic voting procedure. Campaign materials furnished by the nominees or nominees' supporters shall be sent by email on the date electronic voting opens.

b. The list of members eligible to vote shall be prepared as near as practicable to the day the ballots are to be mailed out; and ballots shall be mailed out or sent electronically to such members using that list. In Steward and Steward Alternate elections, members eligible to vote shall be active members of the group who spend the greatest amount of their working time in that group. Active members of the Group are daily hire employees who worked at least twenty (20) days in that group in the past year, or **staff employee**. No names shall be added to or subtracted from such eligibility list. A new list shall be prepared for each election. For the purpose of this section, a runoff election is not to be considered a new election.

c. To cast a ballot by mail, a voter shall mark a ballot according to the directions or leave it blank; then enclose it in the inner envelope, which shall be without any identifying markings. The inner envelope must be sealed in the stamped outer envelope that has been approved by the Election Committee.

Section 6 - Tabulation of Ballots

a. Mailed ballots must be sent to a Post Office Box rented by Local 41. The Post Office Box shall be opened by at least two (2) Election Committee members on the day the mailed ballots are to be tabulated and not before then.

b. The Election Committee shall tabulate all mailed ballots in contract ratification votes assigned to or initiated by the Local, all mailed ballots in elections for Local-41 Officers, Stewards, Steward Alternates, Delegates to the CWA Convention and the NABET-CWA Sector Conference, and all mailed ballots in any recall vote. At least three (3) members of the Election Committee must be present when tabulating mailed ballots for the election of Officers, Delegates, and Network Negotiator, tabulating mailed ballots for recall elections, and tabulating mailed ballots for contract ratification votes. In Steward and Steward Alternate elections, the Election Committee shall determine the number of members necessarily present. In the absence of a regular Election Committee member for any tabulation, the Committee Chairman may appoint temporary substitutes as required. In electronic balloting procedures, the Election Committee shall validate the results.

c. Before opening mailed ballots, the Election Committee shall check the returned ballots against the eligibility list to determine that only eligible members have voted. Any member may observe the opening and counting of ballots, and inspect the eligibility list. The Committee shall protect the secrecy of the ballots. No Category or group's ballots shall be counted separately in a Local-wide election.

d. Uncontested candidates for office shall be declared elected. If a candidate receives a simple majority of the votes on the first ballot, such candidate shall be declared elected.

e. In the event that no candidate for the office of President, Vice President, Secretary, Treasurer, Steward or Steward Alternate shall receive a majority of the ballots cast, there shall be a runoff election by secret ballot between two (2) candidates receiving the highest number of votes in the first poll.

f. In delegate elections, winners shall be declared in descending order of votes received, up to the allotted number of winners. Alternate Delegates shall be declared from runners-up in descending order of votes received.

Section 7 - Notification of Winners

The result of each balloting shall be posted and given in writing or mailed to each Officer, Steward, and winning candidate within seventy-two (72) hours of tabulating the ballots.

Section 8 - Challenges

Any member may challenge a nomination for an election, or an election. The challenge must be in writing to the Executive Board. A challenge to a nomination must be made within seventy-two (72) hours of the Election Committee's notice of opposition. A challenge to an election must be made within thirty (30) days of the posting of the election results. The Executive Board shall act quickly on any challenge; and make a full investigation, determination, and report in a timely manner.

Section 9 - Final Disposition of Ballots

The Election Committee shall preserve for one year the ballots and all other records pertaining to the election, being careful to keep them separate so as to preserve the secrecy of the ballots. During that year, any NABET-CWA member may inspect the ballots and records.

Section 10 - Installation

After an election for the offices of President, Vice President, Secretary, Treasurer, Steward and/or Steward Alternate, a special meeting of the Executive Board will be scheduled for October 1 or the first business day thereafter. The only order of business, conducted by the current or outgoing Local President, shall be the installation of newly-elected Officers and/or Stewards or Steward Alternates. Installation shall be accomplished by an Officer administering the following oath:

"I swear (or affirm) that as an officer of NABET-CWA, I will uphold the Constitution, By-Laws and rules of my Union and faithfully carry out the duties and responsibilities of my office to the best of my ability- (so help me God)."

Officers, Stewards, and Steward Alternates appointed by the Local President and approved by the Executive Board to fill vacancies shall also be installed and sworn in as the final order of business following their appointment and approval in a meeting. No motion to go out of order for the purpose of the installation and swearing in of the newly-appointed and approved Officers, Stewards, and/or Steward Alternates shall be entertained at such meeting.

Section 11 - Recall

a. OFFICERS

Upon petition submitted to the Local Executive Board and signed by twenty-five percent (25%) of the active members in good standing in the Local, the Local Executive Board shall within fifteen (15) days order a vote on recall of the officer or officers named; that is, the Local President, Local Vice-President, Local Secretary and/or Local Treasurer. Notice of such petition shall be sent to all Local Executive Board Members. Within the said fifteen (15) days, the Local Secretary shall mail a recall ballot to all active members in good standing at their last known home address. The ballots must be returned within thirty

(30) days of mailing. An officer can be recalled and removed from office by a two-thirds (2/3) majority of the members voting, provided that no fewer than fifty percent (50%) of the members of the Union eligible to vote shall have cast valid ballots. Only active members in good standing shall be eligible to cast such ballots.

b. EXECUTIVE BOARD MEMBERS - STEWARDS

Upon petition submitted to the Local President and signed by twenty-five percent (25%) of the active members in good standing in any appropriate Group, the Local President shall within fifteen (15) days order a vote on recall of the Steward named in the petition. Notice of such petition shall be sent to all Local Executive Board Members. Within the said fifteen (15) days, the Local Secretary shall mail a recall ballot to all such active members in good standing within the appropriate Group at their last known home address. The ballots must be returned within thirty (30) days of mailing. A Steward can be recalled and removed from office by a two-thirds (2/3) majority of members voting, provided that no fewer than fifty percent (50%) of the active members in good standing in such Group shall have cast valid ballots.

c. CONTRACT NEGOTIATOR

Upon petition submitted to the Local Executive Board and signed by twenty-five percent (25%) of the active members in good standing of the contract involved, the Local Executive Board shall within fifteen (15) days order a vote on recall of that contract's Local 41 Network Contract Negotiator. Notice of such petition shall be sent to all Local Executive Board Members. Within the said fifteen (15) days, the Local Secretary shall mail a recall ballot to all that contract's active members in good standing at their last known home address. Daily Hires shall be considered active members in good standing under that contract if they have worked under it for a minimum of twenty (20) days during the twelve (12) months prior to the date of the issuance of ballots. The ballots must be returned within thirty (30) days of mailing. The Local 41 Contract Negotiator can be recalled and removed from office by a two-thirds (2/3) majority of the members voting, providing that no fewer than fifty percent (50%)

of the active members in good standing under the contract shall have cast valid ballots. This section is applicable to a Local 41 Network Contract Negotiator that has been elected by the members under the contract.

ARTICLE V - Finances

Section 1 - Initiation Fees

a. The initiation fee for applicants shall be as follows:

(1) For staff, temporary, daily hire, or vacation relief employees whose gross five-day top scale is \$450 or less, the initiation fee shall be \$750.

(2) For staff, temporary, daily hire, or vacation relief employees whose gross five-day top scale is more than \$450, the initiation fee shall be \$1500.

(3) The initiation fee for an NBC courier shall be \$750.

(4) The initiation fee for all CAN TV employees and ABC part-time desk assistants shall be \$750.

(5) The initiation fee for independent daily hires who work thirty-five (35) days or less in their first calendar year of membership shall be \$750.

b. All applicants shall pay the applicable initiation fee in twelve (12) equal monthly installments, or sooner if they desire. The Executive Board shall have the authority to modify the payment schedule, on a case-by-case basis, by majority vote. The Local President shall also have the authority to modify the payment, on a case-by-case and conditional basis, so long as such modification is later approved by the Executive Board.

Section 2 - Dues

NABET-CWA membership dues shall be 1.67% of total income earned, payable as stipulated in Article 12.2 of the NABET-CWA By-Laws.

Section 3 - Special Assessments

Nothing contained herein shall be constructed to prevent the Local Executive Board from levying and collecting special assessments, subject to existing laws and the NABET-CWA By-Laws.

Section 4 - Method of Payment

Dues, initiation fees, all assessments and penalties shall be paid by check or money order payable to: NABET-CWA LOCAL 41; and mailed to the address designated by the Local Treasurer. Checks returned for "Not Sufficient Funds" shall not be considered payment, and members submitting such checks shall be assessed any bank charges incurred. Electronic payments may also be accepted if such a method is made available to the Local 41 office.

Section 5 - Late or Non-Payment

If all or any part of a member's financial obligations, including but not limited to initiation fees, dues, assessments or penalties are not paid by the due date, the member shall be considered in arrears, and not in good standing in NABET-CWA. The Treasurer shall notify a member by mail when the member is five days in arrears. Members in arrears shall be penalized \$50 for the first day in arrears, and \$5 for each additional day in arrears.

Section 6 - Financial Report

- a. The Treasurer shall issue a financial report together with the minutes of each monthly Executive Board meeting.
- b. When the report of the annual audit, or any other audit required by Article III of the NABET-CWA By-Laws is complete, the Treasurer shall present written copies to Executive Board members at their next official meeting, and shall be open to questions regarding the report.

Section 7 - Surety Bonds

The Local President, Vice-President, Secretary and Treasurer, and any signatory to Local 41's financial accounts shall be under adequate surety bond, paid for by the Local.

ARTICLE VI - Meetings

Section 1 - Scheduling and Procedure

- a. General membership meetings shall be held at least once each calendar year at a time and place designated by the Local President. The Local Secretary shall notify members in good standing by mail, at least seven (7) days before the date of the meeting.
- b. Special meetings may be scheduled by the Local President, or upon the presentation of a petition from nine (9) or more members of the Executive Board (Officers, Stewards, and/or Steward Alternates); provided, however, that at least forty-eight (48) hours notice of such meeting shall be given to the members of the Executive Board; and also provided that the only business acted upon at such special meeting concerns that about which the members of the Executive Board have received notice. A special General Membership meeting may also be scheduled upon the presentation of a petition signed by no fewer than twenty-five percent (25%) of the active members of the Local in good standing; provided, however, that at least forty-eight (48) hours notice of such meeting shall be given to the membership; and also provided that the only business acted upon at such special meeting concerns that about which the membership has received notice.
- c. All meetings provided for in these bylaws shall be conducted in accordance with Robert's Rules of Order, unless two-thirds (2/3rds) of those eligible to vote at the meeting vote to suspend or modify this procedure. If there is conflict between the Local 41 Bylaws and Robert's Rules of Order, the Local 41 Bylaws shall prevail. At Executive Board meetings, a quorum shall consist of (9) nine members, provided one such member is an Officer.
- d. At Executive Board meetings, Officers, Stewards, and Steward Alternates may participate via telepresence. Telepresence can be in the form of any video conference technology or robotics that will allow the Officers, Stewards and/or Steward Alternates to be electronically present. The Stewards and Steward Alternates participating via telepresence may vote, participate in discussions and make motions at Executive Board meetings.
- e. The Local President shall not be the maker of a motion at Executive Board or General Membership meetings, nor on motions voted on by email.

Section 2 - Reports

- a. At each regular Executive Board meeting, the President, Vice President, Secretary, Treasurer and each Committee shall present a report on their NABET-CWA activities since the previous such meeting. The report of the Secretary shall include any interim Executive Board action. The Treasurer's report shall include an itemized list of expenditures since the last report. Each committee shall list the names of all its members.
- b. If a Committee fails to make a report, the Secretary shall make one for it. If no Committee action is known, the Secretary shall so state. All reports above shall be included in the minutes of the Executive Board meeting.

Section 3 - Voting

a. Voting on questions at General Membership meetings shall be by acclamation. However, should five (5) or more members object to voting by acclamation on a question, then the voting on that question shall be by secret ballot.

b. After the election and swearing in of Group Stewards and Steward Alternates in 2026, an Executive Board motion may be made and voted on by email upon the presentation of a petition from nine (9) or more members of the Executive Board (Officers, Stewards, and/or Steward Alternates) to the Local Secretary. For votes by email, the following shall apply:

(1) The Local Secretary shall disseminate the motion to all members of the Executive Board.

(2) Both Stewards and Steward Alternates may discuss and vote by replying to all to the Secretary's email. However, a Steward Alternate's vote shall only be counted if the Steward in his or her group has not cast a vote.

(3) Voting shall close forty-eight (48) hours after the Local Secretary disseminates the motion.

(4) The Local Secretary will record the vote, disseminate the results as soon as is practicable thereafter, and read the results at the next meeting of the Executive Board.

c. The Local Vice President, the Local Treasurer, and Local Secretary shall not vote on motions at Executive Board or General Membership meetings, nor on motions voted by email; and on these motions, the Local President may only vote in the case of a tie.

Section 4 - Security

When necessary for the security of the Union or the protection of any of its members, any discussion, question, names connected or voting thereon may be omitted from the minutes of any General Membership or Executive Board meeting; provided, however, that this shall be done by a motion which clearly states that "For reasons of security, Motion No. ____ was omitted from the minutes".

Section 5 - Published Minutes

A copy of the minutes of each General Membership or Executive Board meeting shall be either transmitted electronically or mailed to the President, Vice President, Secretary, Treasurer, Stewards, Steward Alternates, Regional Vice-President and Sector Office by the Local Secretary within fifteen (15) working days following such meeting.

ARTICLE VII - Discipline

Section 1 - Grounds

Any member who shall violate any provision of the CWA Constitution, or the NABET-CWA By-Laws and Rules, or the Local 41 Bylaws, or who shall be guilty of conduct detrimental to the advancement of the purposes of the Union, or reflecting discredit upon it, shall be subject to discipline as set forth in Article X of the NABET-CWA By-Laws.

Section 2 - Filing Charges

All charges of the character described in Section 1 shall be on a form supplied by the Union, and shall be notarized by the person(s) making the charges, who shall be an active member(s) in good standing of the Union. The form shall be filled out and submitted according to the procedures outlined in Article X of the NABET-CWA By-Laws.

ARTICLE VIII - Benefits

Section 1 - Procedure

The Treasurer and Steward or Steward Alternate of the member in question shall be a committee of two to arrange Remembrances, gifts, and Retirement or Death benefits.

Section 2 - Remembrances

a. A suitable remembrance may be offered by majority vote of the Executive Board in the event of the death of a member's spouse. The remembrance may be paid only within one year after the death in question and may not exceed \$200.00.

b. Suitable gifts and remembrances may be given in other cases by majority vote of the Executive Board.

Section 3 - Retirement Benefit

A retirement benefit of \$25 per year of active Local 41 membership shall be paid to each member in good standing upon retirement from NABET-CWA. This benefit shall be paid only once. In order to be eligible, such member must have paid more than the minimum dues and this benefit is capped at \$300.00.

Section 4 - Death Benefit

a. The Treasurer and the Steward of the deceased member shall be a committee of two to arrange a remembrance of \$300.00, payable by check to the member's estate; provided that the deceased was an active member in good standing. Members on leave of absence shall be considered active members for the purposes of this section.

b. The Treasurer shall mail a check to the member's last known home address. Returned checks shall be re-deposited with the Local. Any subsequent claims to the benefit are payable only if approved by the Executive Board; however, no death benefit shall be paid after one year from the member's death.

c. The \$300.00 payment shall be reduced by an amount equal to any retirement benefit received by a deceased member who returned to active status.

NABET-CWA Local 41/54041
By-Laws Approval



APPROVED BY:

Charles G. Braico, NABET-CWA, Sector President

DATE:

12/02/2025



APPROVED BY:

Stephen Griswold, NABET-CWA Local 41 President

DATE:

12/2/2025