

**BYLAWS of the  
COMMUNICATIONS WORKERS OF AMERICA - LOCAL 2204**

**ARTICLE I - NAME**

This Local shall be known as Local 2204, Communications Workers of America.

**ARTICLE II - JURISDICTION**

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

**ARTICLE III - OBJECTS**

The objects of Local 2204 shall be to represent and serve the workers within its jurisdiction in accordance with the Bylaws and Rules of the Local and the Constitution and policies of the Union.

**ARTICLE IV - LOCAL STRUCTURE**

**Section 1**

The structure of the Local shall consist of the following:

- (1) Membership
- (2) Officers
- (3) Executive Board
- (4) Committees

**Section 2**

(a)The membership within the Local shall be divided into groups constituting each major classification of work as follows:

- (1) Roanoke Area Commercial and Inside Plant - Group 1
- (2) Roanoke Area Plant Outside - Group 2
- (3) Norton Area - Group 3
- (4) New River Valley Area - Group 4
- (5) Norton Area Commercial - Group 5
- (6) AT&T Mobility Commercial – Group 6
- (7) Staunton Area - Group 7
- (8) Lynchburg/Bedford Area- Group 8
- (9) Danville Area- Group 10
- (10) Red Onion State Prison- Group 11
- (11) Wallens Ridge State Prison- Group 12
- (12) Keen Mountain Correctional Center- Group 13
- (13) Pocahontas State Correctional Center- Group 14

- (14) Bland Correctional Center- Group 15
- (15) Camp 18- Group 16
- (16) Augusta Correctional Center- Group 17
- (17) Marion Treatment Center- Group 18
- (18) Martinsville Area – Brightspeed – Group 19
- (19) River North Corrections Center- Group 20
- (20) Appalachian Detention Center- Group 21

- (b) Each group within the local shall have at least one Representative per:
  - 15-50 members
  - 51-100 members
  - 101-150 members
  - 151 and above members
 Not to exceed four Representatives per each work location.

- (c) Group or area Representatives shall be the member duly elected by the membership within each group or area to represent the workers of the group or area.

- (d) The Representatives shall be as follows:

- (1) Roanoke Area Commercial and Inside Plant - Group 1  
Representative(s) for 225 Franklin Road and all outlying Central Offices.
- (2) Roanoke Area Plant Outside - Group 2 – Representative(s)
- (3) Norton Area - Group 3 – Representative(s) for “East Norton Plant” and Representative(s) for “West Norton Plant”
- (4) New River Valley Area - Group 4 – Representative(s) “Inside and Outside Plant”
- (5) Norton Area Commercial - Group 5 - Representative(s) for Norton CFS Consultants and Clerks
- (6) AT&T Mobility Commercial – Group 6 –Representative(s) for “AT&T Mobility Call Center”
- (7) Staunton Area – Group 7 –Representative(s) for Staunton Area
- (8) Lynchburg/Bedford Area – Group 8 –Representative(s) for the Lynchburg and Bedford Areas
- (9) Danville Area – Group 10 –Representative(s) for the Danville Area
- (10) Red Onion State Prison- Group 11 – Representative(s)
- (11) Wallens Ridge State Prison- Group 12 – Representative(s)
- (12) Keen Mountain Correctional Center- Group 13- Representative(s)
- (13) Pocahontas State Correctional Center- Group 14 – Representative(s)
- (14) Bland Correctional Center- Group 15- Representative(s)
- (15) Camp 18- Group 16 – Representative(s)
- (16) Augusta Correctional Center- Group 17- Representative(s)
- (17) Marion Treatment Center- Group 18- Representative(s)

- (18) Martinsville Area-Brightspeed –Group 19- Representative(s)
- (19) River North Corrections Center- Group 20 -Representative(s)
- (20) Appalachian Detention Center- Group 21- Representative(s)

(e) Once a Representative has been elected they will not be removed from their position before the end of their term due to loss of membership at their work group.

(f) The Job Steward shall be the member or members within each force group appointed by the group or area representative to assist him in representing the workers within each force group. There shall be at least one (1) Job Steward appointed for each fifteen (15) members.

## ARTICLE V - MEMBERSHIP

### Section 1 - Eligibility

Any person eligible to membership in the Communications Workers of America, as defined in Article V of its Constitution, shall be eligible for membership in this Local, if performing work within the Local's assigned jurisdiction, or if employed on a part-time or full-time basis by the Union.

### Section 2 - Application

Membership in the Local shall be obtained after payment of the Local initiation fee of \$2.00 and upon approval of any membership committee authorized to accept or reject membership on behalf of the Local, subject to the right of the Local to overrule the decision of a membership committee.

### Section 3 - Transfers

The transfer of a membership from the Local to the jurisdiction of another Local or from another Local to the jurisdiction of this Local, shall be made in accordance with Article V of the Union Constitution.

## ARTICLE VI - LOCAL DUES, FINES, AND ASSESSMENTS

### Section 1 - Local Membership Dues

- (a) Each member of the Local shall pay membership dues in the amount which has been established by the membership in a referendum and shall not be less than \$3.00 per month. Membership dues shall be collected in accordance with Article VI, Section I, Paragraph (a), of the Union Constitution. Membership dues may be changed by a majority of those voting on this question by secret ballot referendum.
- (b) In the event the membership becomes delinquent in dues due to the expiration of the Contract, the Company shall be instructed to increase payroll deduction by an amount determined by the Local Executive Board, not to exceed \$1.00 per month, until such dues are collected.
- (c) In the event the International Union raises its per capita dues, the members' per capita shall be raised in the same amount.

#### Section 2 - Local Special Assessments

The membership of this Local may levy a special assessment by a majority of those voting on the question by referendum. However, any special assessments levied shall be in compliance with Article VI, Section 3 of the Union Constitution.

### ARTICLE VII - GOVERNING AUTHORITY

#### Section 1

The affairs of this Local shall be governed by its membership in accordance with the Constitution and policies of the Union in the following manner:

- (a) Through action taken in membership meetings and by referendum of the membership.
- (b) Through actions and decisions of the Executive Board between membership meetings.
- (c) Through actions and decision of the Local Officers between meetings of the Executive Board. All expenditure from the general fund requires Executive Board approval and to notify the membership of the outcome.
- (d) The Local Board shall be composed of the Local Officers and Representatives.

(e) Any/All meetings, conferences, etc. that involve out of town travel or lost work time paid by local 2204 be voted on by the entire executive board. No member shall be sent without express approval by the majority vote of the entire board. Vote for such expenses be taken by conference call or email. Any/All actions paid by SIF funds and Article IX Convention procedures shall be excluded.

#### ARTICLE VIII - LOCAL MEETINGS

- (a) There shall be a minimum of four (4) regular Local membership meetings each year. Time and place of meetings to be established by the Local President.
- (b) Special Local membership meetings may be called by the Local President or by the majority of the Local Board members, or by a petition signed by twenty-five (25) members. Upon receipt of a proper petition, the Local Officers shall call a special meeting to be held within fifteen (15) days.
- (c) There shall be a minimum of two (2) Local Executive Board meetings each year. Time and place of meetings to be established by the Local President.

#### ARTICLE IX - LOCAL DELEGATES TO INTERNATIONAL CONVENTION

- (a) Delegates and Alternate Delegates to the Union Convention shall be nominated by a nominating committee composed of the Local Executive Board. Following the meeting of the nominating committee, a general membership meeting shall be held for the purpose of hearing the report of the nominating committee and receiving further nominations from the floor. A notice of this meeting shall be sent to the membership at least fifteen (15) days prior to the meeting.
- (b) Delegates and Alternate Delegates to the Union Convention shall be elected by the membership voting by secret ballot conducted not less than 30 days in advance of the Union Convention. The Delegates and Alternate Delegates will be selected from the same pool of nominees; with the allowed number of delegates being those with the highest number of votes and the alternate delegates being the nominee(s) with the next highest votes.
- (c) The President of the Local by virtue of his election as President shall automatically be designated as a delegate to the Union Convention and as chairman of the delegation.
- (d) In the event the Local elects more than one delegate to the Union Convention, the Local shall assign an equal number of votes to each delegate with the chairman being delegated to cast odd votes.

- (e) It shall be the duty of the Secretary-Treasurer of the Local to certify the Local Delegates to the Union Convention to the Secretary-Treasurer of the Union within the time limits specified in Article VIII of the Union Constitution.
- (f) The Secretary-Treasurer by virtue of his election as Secretary-Treasurer, shall automatically be designated as a delegate to the Union Convention.

#### ARTICLE X - LOCAL COMMITTEES

- (a) The Local shall have the following regular committees:

- (1) Education Committee
- (2) Election Committee
- (3) Finance Committee
- (4) Legislative and Political Committee
- (5) Membership Committee or Committees
- (6) Organizing Committee
- (7) Social and Entertainment Committee
- (8) Community Services Committee
- (9) Health and Safety Committee
- (10) Human Rights Committee

- (b) Members of all committees shall be appointed by a majority vote of the Local Officers, subject to the right of the Local membership to overrule such appointments.

- (c) Vacancies on committees shall be filled in the same manner as the original appointments.

- (d) A member of any Local committee may be removed by a majority vote of the Local Officers, subject to the right of the Local to overrule the action of the Local officers. A committee member may also be removed by action of the Local in a membership meeting.

- (e) Duties of committees:

- (1) Education Committee - The Education Committee shall assist in developing the Local's education programs; and, with the Local Officers, be responsible for effectuating the Union's and Local's educational program.

- (2) Election Committee - The Election Committee shall conduct all nominations and elections and referenda of the Local.

(3) Finance Committee:

(a) The Finance Committee shall consist of four (4) members, one from each Vice President's geographical area, no one of whom shall be a member of the Local Board.

(b) The Finance Committee shall meet prior to the last regular Local Board meeting of the year and review the financial operations of the Local for the preceding year.

(c) The Finance Committee shall make a report of its findings to the Local Board for the succeeding year's operation.

(4) Legislative and Political Committee - The Legislative committee shall assist in developing and pursuing the program of the Union and the Local in the Legislative field. It shall be responsible for the Local's program to register each qualified voter.

(5) Membership Committee:

(a) The Membership Committee shall accept or reject membership applications in accordance with the Bylaws of this Local and Article V of the CWA Constitution and policies of the Union.

(b) The Membership Committee shall consist of the Local Secretary-Treasurer and the Job Steward or Job Stewards in the force group in which the application for membership originates.

(6) Organizing Committee - The Organizing Committee shall assist the Local Officers, Representatives, Stewards and Members in organizing all non-union employees within the Local's jurisdiction.

(7) Social and Entertainment Committee - The Social and Entertainment Committee shall assist the Officers in effectuating suitable social and entertainment activities when so requested.

(8) Community Services Committee - The Community Services Committee shall assist in developing and pursuing the program of the Union and the Local in the Community Services field.

(9) Health and Safety Committee- The Health and Safety committee shall include at least one member from each Area Vice Presidents' geographical area. They shall assist members of the local with any health or safety issues that may arise and keep members educated on health and safety.

(10) Human Rights Committee - The Human Rights Committee is to 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.

#### ARTICLE XI - ORDER OF BUSINESS

A. The order of business at a Local meeting shall be as follows:

1. Call to order
2. Reading and action on minutes of the previous meeting.
3. Report of officers
4. Report of committees
5. Unfinished business
6. New business
7. Adjournment

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

#### ARTICLE XII - DUTIES OF LOCAL OFFICERS, REPRESENTATIVES, & STEWARDS

A. The officers of the Local shall be:

1. President
2. Four Area Vice Presidents - Roanoke Area, New River Valley Area, Norton Area, and Lynchburg Area
  - (a) Area Vice Presidents are to be elected by members within their area. After the election of the four Area Vice Presidents, the Executive Board will designate one of the four Area Vice Presidents to fill the vacancy of the President, should it occur.
3. Secretary-Treasurer

B. The duties of Local officers shall be as follows:

1. The Local President shall:
  - (a) Be responsible for the conduct of all Local business;
  - (b) Preside at Local Membership, Local Executive Board, and Local Officers' meetings;
  - (c) Shall direct the prosecution of grievances and see that they are appealed to higher levels of the Union when not satisfactorily settled;

- (d) Supervise all Local Committees;
- (e) Approve all bills to be paid;
- (f) Attend all conferences and conventions of our Union to which the Local elects to send a Representative;
- (g) Perform whatever additional duties as may be assigned by the Local or required by the policies or Constitution of the Union;
- (h) Shall receive a monthly stipend of \$200.00 per month

2. The Local Area Vice-Presidents shall:

- (a) Work under the direction of the Local President;
- (b) Perform whatever duties as may be assigned by the Local, the Local Executive Board, or the Local President;
- (c) Shall receive a monthly stipend of \$200.00 per month.
- (d) Prosecute grievances in their respective areas and appeal them through the Local Office of the President to higher levels of the Union when not satisfactorily settled.

3. The Local Secretary-Treasurer shall:

- (a) Act under the direction of the Local President
- (b) Receive all monies due the Local and deposit them in a bank approved by the Local Executive Board;
- (c) Pay the proper bills and expenses of the Local, when evidenced by satisfactory statements or vouchers, by check countersigned by the Local President or by such other persons who may be thereunto authorized by the Local Executive Board;
- (d) Attend all meetings of the Local Board and cause a faithful record to be made of the proceedings. Furnish both the District Director and the Secretary-Treasurer of the Union with two copies of any changes in the Local Bylaws within ten (10) days after such changes are made;
- (e) Maintain a current membership file of all members of the Local including Officers, Representatives, and Job Stewards;

- (f) Furnish the Union Secretary-Treasurer with changes of address of any member of the Local;
- (g) Notify the Local President when any member of the Local becomes delinquent for a period of thirty (30) days in the payment of any financial obligation to the Local;
- (h) Keep all contracts, books, records, and all other property of the Local;
- (i) Collect all fines, dues and assessments due the Local. The method of collection to be determined by the Local Executive Board subject to the mandates of the Union Convention and any contract negotiated by the Union;
- (j) See that the President, Area Vice President, Secretary-Treasurer, and any employees of the Local are bonded in an amount established by the Local Executive Board;
- (k) Turn over all funds, books, records, and all other documents and property of the Local in his custody to his successor in office;
- (l) Be responsible for furnishing the Secretary-Treasurer of the Union with all proper forms signed by Local officers which are required by State and Federal Laws immediately upon their execution;
- (m) Mail a copy of the minutes of the Local Executive Board meeting to each Officer, Representative, and Job Steward within 15 days after the meeting;
- (n) The duties of the Secretary-Treasurer may be performed by the Office Secretary provided adequate supervision is maintained by the Secretary-Treasurer
- (o) Shall receive a monthly stipend of \$200.00 per month.

C. Representatives of the Local shall perform duties as follows:

1. With the assistance of their Job stewards, he shall represent the workers within their group or area
2. Attend all membership meetings within their group or area; and, with the assistance of their Job Stewards determine the majority opinion of the members in order to properly represent the workers at meetings of the Local Executive Board;
3. Attend all Local Executive Board meetings

4. Supervise the negotiations of all grievances within their group or area. Issues which are not settled to the satisfaction of the group or area shall be referred to the Local President for further consideration;
5. Appoint no less than one (1) Job steward for each fifteen (15) people in their group or area;
6. Act under the direction of the Local President and perform such other duties as may from time to time be assigned them by the Local Executive Board.
7. Shall receive a stipend equal to the amount of yearly membership dues paid.

D. Stewards of the Local and their duties shall be:

1. Act under the direction of the group or area Representative and assist them in representing the workers within the force group or area;
2. After having consulted with their group or area representative they shall be delegated with the authority to negotiate grievances with first-line management;
3. All issues or grievances of individual workers of groups of workers not settled to the satisfaction of the individual or group shall be referred to the Local President for further consideration;
4. Assist in carrying out the programs of the Local under the direction of the Officers, Representatives, or Committee Chairmen; and
5. Act as organizers of the Union. All non members shall be contacted the first day upon entering the force group for the purpose of securing their membership in the Union.

E. In the event an elected officer should leave active employment, and remain a member in good standing, the Executive Board may choose to pay an additional salary. The salary amount shall be determined by the executive board and approved by majority of the membership by referendum vote.

## ARTICLE XIII - CONDUCT OF MEETINGS. OTHER LOCAL BUSINESS & QUORUM

- A. Membership meetings and any other business of this Local shall be conducted under these Bylaws and in conformity with the Union Constitution. On questions where the Local Bylaws or the Union Constitution do not clearly apply, Robert's Rules of Order shall govern.
- B. Any number of members present at a Local Membership meeting shall constitute a quorum for Local meetings.
- C. A majority of the Executive Board or a majority of the members of a committee shall constitute a quorum for those bodies.

## ARTICLE XIV - NOMINATION AND ELECTION OF LOCAL OFFICERS & REPRESENTATIVES

### Section 1 - Nominations

- (a) Local Officers - Beginning with the election held in 1972, Local Officers shall be nominated in the month of October of each third year by a nominating committee composed of the Local Executive Board. Following the meeting of the nominating committee, a general membership meeting shall be held for the purpose of hearing the report of the nominating committee and for receiving further nominations from the floor. A notice of this meeting shall be sent to the membership at least fifteen (15) days prior to the meeting.
- (b) Representatives - Beginning with the election held in 1971, Representatives shall be nominated in the month of October in each third year. The Job Stewards in a group shall constitute a nominating committee for the group and shall submit names of nominees to the Chairman of the Election Committee. Following the meeting of the nominating committees, a general membership meeting shall be held for the purpose of hearing the report of the nominating committees and for receiving further nominations from the floor. A notice of this meeting shall be sent to the membership at least fifteen (15) days prior to the meeting.

### Section 2 - Local Elections

- (a) Local Officers. The Local shall elect its Officers during the month of November of each election year by secret ballot of the membership following nominations by the Nominating Committee and in Membership meetings. The elected Officers shall take office on January 1st of the following year.

- (b) Representatives. Representatives shall be elected by secret ballot during the month of November of each election year.
- (c) All elections shall be conducted by United States mail.
- (d) No write in votes on an uncontested election will be accepted.

### Section 3 - Local Election Committee

- (a) The nomination and election of Local Officers, members of the Local Executive Board, and Delegates to the CWA Convention shall be conducted under the supervision of the Election Committee. This committee shall have the authority and responsibility to see that nominations and elections are conducted in accordance with the Union Constitution and these Bylaws.
- (b) The Election Committee shall also conduct any referenda submitted to the membership.
- (c) A member shall not be permitted to serve on the Election Committee if they are a candidate for any office of the Local or Delegate to the CWA Convention.
- (d) All questions concerning the conduct and challenges of elections shall be determined by the Election Committee subject to the right of appeal to the Local Executive Board or membership of the Local.

### Section 4 - General Provisions

- (a) The nominee in any election receiving the majority of votes cast, other than the nominees for Delegate and Alternate Delegate which shall be by a plurality of the votes cast, shall be declared elected. If no one nominee has a majority on the first ballot, the votes shall be taken again and the two nominees having the greatest number of votes on the first ballot shall be nominated on the second ballot.
- (b) In the event there is a tie for second place on the first ballot and no one received a majority, the second ballot shall include the name of the individual leading the ballot and the two who tied for second place.
- (c) In the case of election for Delegate and Alternate Delegate requiring a plurality vote, if a tie renders the election indecisive for any position, a Runoff election shall be conducted and the nominees who tied for such position on the first ballot shall be the nominee on the second ballot.

- (d) Only members of the Local in good standing shall be eligible to vote. To be eligible to run for office, candidates must be members in good standing continuously for the following periods: Local Officers – 2 years; Local Representative- 1 year.
- (e) The term of office shall be for three (3) years.
- (f) No elected officer of the Local shall be qualified to take office unless and until he or she has executed all compliance forms necessary to permit the Local and the Union to exercise its full rights under State and Federal Law.

#### Section 5 - Vacancies

- (a) A vacancy in the office of Local President shall be filled by an Area Vice President selected by majority vote of the Executive Board.
- (b) Vacancies of other Local Officers shall be filled in the same manner as that required for regular elections and within 60 days as required by Article XV of the Union Constitution.
- (c) Vacancies in the position of Local Representatives shall be filled by appointment of the governing body of the Local for any unexpired term of less than six (6) months' duration, otherwise paragraph (b) of this section shall apply.

### ARTICLE XV - STRIKES

#### Section 1

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

### ARTICLE XVI - CHARGES. TRIALS. AND APPEALS

#### Section 1 - Charges

Members of this Local may be fined, suspended, or expelled for any of the acts enumerated in Article XIX of the Union Constitution.

#### Section 2 - Trials

Any accused member, including Officers, of this Local shall be tried under

the provisions of Article XXI of the Union Constitution.

### Section 3 - Appeals

A member or Officer of this Local, upon being found guilty by a Local trial court, may appeal as provided in Article XXI, Section 4 of the Union Constitution.

### Section 4 - Local Trial Court

A trial court of this Local shall be composed of not less than three nor more than seven persons, who shall be members of this Local and not parties to the proceedings, and who shall be selected by the Executive Board of the Local. Trial shall be conducted in accordance with Article XXI of the Union Constitution.

## ARTICLE XVII - RECALL OF LOCAL OFFICERS AND REPRESENTATIVES

An elected Officer of this Local may be recalled in conformity with the provisions of Article XX and Article XXII of the Union Constitution.

## ARTICLE XVIII - AMENDMENTS TO LOCAL BYLAWS

After adoption, these Bylaws may be amended by either of the following methods:

- (a) Majority vote of the members present in a Local meeting, if the proposed amendment has been introduced at a previous membership meeting or has been advertised to the membership by use of bulletin boards or U. S. Mail, postage prepaid at least seven (7) days in advance of the meeting;
- (b) Referendum of the membership; or
- (c) Automatically amended to comply with any changes made necessary by International Convention action.

## ARTICLE XIX - REFERENDUM OF THE LOCAL

### Section 1

The Local Election Committee shall submit any question to a referendum of the membership, when directed to do so by action of a regular or special Local Executive Board or Membership meeting.

## Section 2

Propositions submitted to referendum shall be determined by a majority vote of those voting on the question.

## ARTICLE XX - FISCAL YEAR AND AUDIT

### Section 1

The fiscal year of the Local shall be October 1st, to and including September 30th of the succeeding year.

### Section 2

The financial records of this Local shall be audited by a Certified Public Accountant or by the Local Finance Committee at the end of the fiscal year. The results of such audit shall be available for the inspection of any member of the Local.

### Section 3 - Lost Time Wages

- (a) A person employed on Union business shall be reimbursed for daily wages lost from the company including differential where applicable.
- (b) A person employed on Union business for more than four hours on a non-scheduled day shall receive one day's pay.

### Section 4 – Expense Procedures

- (a) Out of Town/ Overnight Stays (All overnight stays must be approved by Local as specified in Article VII, Section 1 (e).
- (b) Meals (paid only when on Union Business overnight). Will be reimbursed for receipts up to the Per Diem rate for location, including tips (alcoholic beverages not included)
- (c) Motels – Reservations for Conferences and Conventions will be made by the local. Miscellaneous approved overnight reservations may be made by the individual and reimbursed with receipt. Other miscellaneous charges (movies, telephone, etc.) must be paid by the individual

- (d) Mileage- Reimbursed at the Standard IRS rate for the present year and is paid from residence to location of union business and back.
- (e) Travel Expenses – Public transportation (airfare, train, bus, etc.) for out of town trips will be arranged by the local. All necessary taxi fares will be reimbursed (receipt required). Parking Fees and Tolls while on union business will be reimbursed- receipt required.
- (f) All Union time must be approved as follows: The President must authorize all PAID time. Area Vice Presidents are authorized to grant UNPAID time only. The local office must be notified when union time is granted, in case the company questions the absence.
- (g) Any President, Secretary Treasurer, or Area Vice President whose lost time work time exceeds their approved budget amount must be approved by majority vote of the Executive Board. Any lost work time incurred by a member at large which exceeds 25% of their monthly salary shall be approved by the Executive Board. Reimbursed amounts by National will be excluded.
- (h) If no local office is available for use in their area and an executive officer must work from home when doing union business, their monthly internet bill will be paid by the local up to \$130.00 or whichever is less. Executive Officer includes President, Secretary Treasurer, and Area Vice Presidents. They must submit monthly statement from their internet provider to be reimbursed

#### ARTICLE XXI - OATH OF OFFICE

A person elected to an office 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 Local 2204, Communications Workers of America, with full knowledge of the responsibilities and duties of such office.

I promise to faithfully discharge my duties according to the Bylaws and rules of the Local and the Constitution and policies of the Union.

I further promise to give my successor in office all books and records in my possession.

I shall at all times endeavor to serve my Local and the Union to the best of my abilities, so help me God.”

## ARTICLE XXII - ADOPTION

These Bylaws shall be adopted upon the approval of a majority of the members voting upon their adoption in membership meetings called for that purpose.

These Bylaws adopted January, 1951.

### Record of Amendments

Amended December, 1956  
Amended May, 1963  
Amended October, 1971  
Amended February, 1975  
Amended November, 1976  
Amended April, 1979  
Amended April, 1980  
Amended April, 1982  
Amended February, 1984  
Amended January 13, 1986  
Amended February 2, 1987  
Amended June 24, 1988  
Amended November 18, 1988  
Amended May 30, 1989  
Amended March 6, 1990  
Amended July 19, 1991  
Amended November 7, 1991  
Amended May 7, 1993  
Amended August 13, 1993  
Amended October 29, 1997  
Amended October 26, 1999  
Amended May 13, 2003  
Amended May 24, 2004  
Amended March 24, 2006  
Amended August 29, 2006  
Amended December 21, 2007  
Amended June 18, 2008  
Amended September 29, 2010  
Amended October 27, 2011  
Amended September 27, 2012  
Amended October 27, 2013  
Amended July 24, 2014  
Amended October 23, 2014  
Amended April 23, 2015  
Amended October 29, 2015  
Amended January 14, 2016  
Amended October 27, 2016

Amended April 27, 2018  
 Amended May 7, 2019 (Art. IX, (b) amended)  
 Amended January 12, 2021 (Art. XII, C, 7 amended)  
 Amended April 27, 2021 (Art. XX, Sec 4, added (h))  
 Amended August 3, 2021 (Art. XX, Sec 4, amended (h))  
 Amended October 27, 2022 (Art. IV Sec 2 (a) and (d) name change only CenturyLink to Brightspeed.  
 Amended January 31, 2023 Art. IV Sec 2(a) (8) and (9), 2(d) (8) and (9) combined Lynchburg and Bedford work groups into one.

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