

Proposal #1

Proposed Changes	Rationale for Change	Current Constitution Language	New Constitution Language
<p>Remove references to the Alliance in Articles 5, 7, & 9</p>	<p>The Alliance has permanently closed.</p>	<p>Article V (1) - The Executive Board shall consist of a President, a Vice-President, a Secretary-Treasurer, and a Representative from each District and Headquarters along with one (1) Representative from the Alliance for Employee Growth & Development Bargaining Unit.</p> <p>Article V (3): One (1) Representative from the SIF/Growth Fund Titles shall be elected at large by the Staff Union Membership, but for the exception of the Alliance for Employee Growth & Development Bargaining Unit and the Pennsylvania State AFL-CIO, pursuant to Article XVII.</p> <p>Article VII (3&4) - Nominations for the position of Alliance Representative shall be submitted to the Secretary-Treasurer prior to the annual Staff Union regular membership meeting. If more than one (1) nomination petition is received and certified, the election for the position of Alliance Representative shall be conducted by the Election Committee, via first class mail.</p>	<p>Article V (1) -The Executive Board shall consist of a President, a Vice-President, a Secretary-Treasurer, and a Representative from each District and Headquarters. along with one (1) Representative from the Alliance for Employee Growth & Development Bargaining Unit.</p> <p>Article V (3): One (1) Representative from the SIF/Growth Fund Titles shall be elected at large by the Staff Union Membership, but for the exception of the Alliance for Employee Growth & Development Bargaining Unit and the Pennsylvania State AFL-CIO, pursuant to Article XVII.</p> <p>Article VII (3&4) - Nominations for the position of Alliance Representative shall be submitted to the Secretary-Treasurer prior to the annual Staff Union regular membership meeting. Article VII(4) - If more than one (1) nomination petition is received and certified, the election for the position of Alliance Representative shall be conducted by the Election Committee, via first class mail.</p>

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		<p>Article VIII (1) - There shall be a Representative from each District and Headquarters, along with the Alliance Bargaining Unit elected by the respective members of the District and Headquarters, and the Alliance Bargaining Unit at a membership meeting, with the exception of the Alliance Representative, as specified in Article VII, section 1.</p> <p>Article IX(5) - The Alliance Bargaining Committee shall consist of the President and/or designee, the Alliance Representative and other Members, as deemed appropriate by the President.</p>	<p>Article VIII (1) - There shall be a Representative from each District and Headquarters, along with the Alliance Bargaining Unit elected by the respective members of the District and Headquarters, and the Alliance Bargaining Unit at a membership meeting, with the exception of the Alliance Representative, as specified in Article VII, section 1.</p> <p>Article IX(5) - The Alliance Bargaining Committee shall consist of the President and/or designee, the Alliance Representative and other Members, as deemed appropriate by the President.</p>
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Proposal #2

Proposed Changes	Rationale for Change	Current Constitution Language	New Constitution Language
<p>Effective in the 2023 Election Cycle, change the IUE-CWA Executive Board Members to At-Large Positions instead of the prior practice of electing by IUE regions.</p>	<p>More reflective of the way IUE members are currently represented. There aren't clear "region lines" within IUE when it comes to member representation</p>	<p>Article V(2) - The CWA-IUE shall elect three (3) Executive Board Members to the Staff Union Executive Board, one (1) of which shall serve on the Bargaining Committee. The Staff Union Executive Board will review, prior to the next election cycle; the number of Executive Board Members needed to appropriately represent the CWA-IUE membership.</p>	<p>Article V(2) - The CWA-IUE shall elect three (3) <u>At-Large</u> Executive Board Members to the Staff Union Executive Board, one (1) of which shall serve on the Bargaining Committee. The Staff Union Executive Board will review, prior to the next election cycle; the number of Executive Board Members needed to appropriately represent the CWA-IUE membership. <u>[Note: This change shall be effective in the 2023 election cycle]</u></p>

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Proposal #3

Proposed Changes	Rationale for Change	Current Constitution Language	New Constitution Language
<p>Remove gendered language and replace with gender neutral language:</p>	<p>To have the constitution be more inclusive of all gender identities.</p>	<p>Article VI (4) - The President, or his/her designee, shall handle the arbitration of all grievances, with assistance from the Executive Board Member where the grievance originated. A lawyer will only be hired when possible legal action may result, and must be approved, in advance, by the Executive Board.</p> <p>Article VI (5) - The Vice-President shall perform the duties of the President in his/her absence.</p> <p>Article VI (6) - The Secretary-Treasurer shall be the custodian of the records of the CWA Staff Union; shall conduct all regular correspondence and such other correspondence as may be directed by the Executive Board or by the Membership; shall keep accurate minutes of membership meetings and meetings of the Executive Board.</p> <p>He/She shall be the custodian of all funds of the CWA Staff Union, under the direction of the Executive Board, except that no authorization shall be required for routine office expenses.</p>	<p>Article VI (4) - The President, or his/her <u>their</u> designee, shall handle the arbitration of all grievances, with assistance from the Executive Board Member where the grievance originated. A lawyer will only be hired when possible legal action may result, and must be approved, in advance, by the Executive Board.</p> <p>Article VI (5) - The Vice-President shall perform the duties of the President in his/her <u>their</u> absence.</p> <p>Article VI (6) - The Secretary-Treasurer shall be the custodian of the records of the CWA Staff Union; shall conduct all regular correspondence and such other correspondence as may be directed by the Executive Board or by the Membership; shall keep accurate minutes of membership meetings and meetings of the Executive Board.</p> <p><u>They</u> He/She shall be the custodian of all funds of the CWA Staff Union, under the direction of the Executive Board, except that no authorization shall be required for routine office expenses.</p>

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		<p>He/She shall report on the organization's finances at all regular meetings and whenever called upon by the Executive Board or the Membership and shall present his/her accounts for audit at any time the Executive Board or the organization desires.</p> <p>The Secretary-Treasurer shall keep complete and accurate records of the membership, their addresses and dues standing.</p> <p>He/She shall be responsible for the application of the financial provisions of this Constitution.</p> <p>He/She shall issue membership cards for persons admitted to membership.</p> <p>He/She shall be bonded in a sum to be set annually by the Executive Board.</p> <p>The books of the Secretary-Treasurer shall be audited annually by a C.P.A. and a copy of his/her report shall be furnished to the membership.</p>	<p><u>They</u> He/She shall report on the organization's finances at all regular meetings and whenever called upon by the Executive Board or the Membership and shall present <u>the</u> his/her accounts for audit at any time the Executive Board or the organization desires.</p> <p>The Secretary-Treasurer shall keep complete and accurate records of the membership, their addresses and dues standing.</p> <p><u>They</u> He/She shall be responsible for the application of the financial provisions of this Constitution.</p> <p><u>They</u> He/She shall issue membership cards for persons admitted to membership.</p> <p><u>They</u> He/She shall be bonded in a sum to be set annually by the Executive Board.</p> <p>The books of the Secretary-Treasurer shall be audited annually by a C.P.A. and a copy of his/her <u>their</u> report shall be furnished to the membership.</p>
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Proposal #4

Proposed Changes	Rationale for Change	Current Constitution Language	New Constitution Language
<p>Add option to nominate officers and representatives via e-mail.</p> <p>Cleanup – Eliminate language referencing terms of office being extended to 2015.</p>	<p>An alternate way for our membership to nominate. Per OLMS – email nominations are not prohibited.</p>	<p>Article VII (1) - Nominations and election of Officers and Representatives shall be held every four (4) years, at the regular membership meetings, and the current term of office shall be extended to 2015.</p> <p>Article VII (2) - Nominations and elections for the position of an At-Large SIF/Growth Fund Representative shall be held every four (4) years at the regular membership meeting. Nominations may be submitted by any member in good standing. Nominations shall only be for a member who is funded by the SIF/Growth Fund.</p>	<p>Article VII (1) - Nominations and election of Officers and Representatives shall be held every four (4) years, at the regular membership meetings, and the current term of office shall be extended to 2015. <u>Nominations may also be submitted via e-mail at least fifteen (15) calendar days before the day of the membership meeting to the Chair of the Election Committee.</u></p> <p>Article VII (2) - Nominations and elections for the position of an At-Large SIF/Growth Fund Representative shall be held every four (4) years at the regular membership meeting. <u>Nominations may also be submitted via e-mail at least fifteen (15) calendar days before the day of the membership meeting to the Chair of the Election Committee.</u> Nominations may be submitted by any member in good standing. Nominations shall only be for a member who is funded by the SIF/Growth Fund.</p>

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Proposal #5

Proposed Changes	Rationale for Change	Current Constitution Language	New Constitution Language
Add the At-Large SIF/Growth Fund Executive Board Member to the Bargaining Committee	Broaden the SU Bargaining Committee to be more inclusive of all titles represented.	Article IX (1) - The Bargaining Committee shall consist of the President, the Vice-President, and the Secretary-Treasurer, and one of the three CWA-IUE Representatives, as elected by the CWA-IUE members shall serve on the Bargaining Committee.	Article IX (1) - The Bargaining Committee shall consist of the President, the Vice-President, and the Secretary-Treasurer, <u>the At-Large SIF/Growth Fund Executive Board Member</u> , and one of the three CWA-IUE Representatives, as elected by the CWA-IUE members shall serve on the Bargaining Committee.

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Proposal #6

Proposed Changes	Rationale for Change	Current Constitution Language	New Constitution Language
<p>Modifications to Article XIV - Recall and Trial Procedure Language</p> <p>Add recall for stewards</p> <p>Clarify recall process for Executive Board</p> <p>Cleanup Language</p>	<p>Language previously had no recall process for Stewards.</p> <p>Replace preferred with proffered, makes language more clear.</p> <p>In the proposed change, Section 3 was enjoined with Section 2.</p>	<p>ARTICLE XIV - RECALL AND TRIAL PROCEDURE FOR ELECTED OFFICERS AND EXECUTIVE BOARD MEMBERS</p> <p>1. Any Officer or Executive Board Member may be recalled by two-thirds (2/3rds) of those voting at a regular membership meeting or in a general referendum if two-thirds (2/3rds) of the votes cast in such referendum favor recall.</p> <p>2. A petition for recall of an Officer of the Union may preferred by twenty-five percent (25%) of the membership of the Union.</p> <p>3. Such petition shall be in writing and signed by the accusing member or members and shall contain the description of the offense or offenses as specified in Article XII, Section 1 and the approximate date or dates thereof.</p>	<p>Article XIV - RECALL AND TRIAL PROCEDURE FOR ELECTED OFFICERS AND EXECUTIVE BOARD MEMBERS, <u>AND STEWARDS</u></p> <p><u>A. Recall and Trial of Elected Officers and Executive Board Members</u></p> <p>1. Any Officer or Executive Board Member may be recalled by two-thirds (2/3rds) of those voting at a regular membership meeting or in a general referendum if two-thirds (2/3rds) of the votes cast in such referendum favor recall.</p> <p>2. A petition for recall of an Officer of the Union may <u>be proffered</u> preferred by twenty-five percent (25%) of the membership of the Union. Such petition shall be in writing and signed by the accusing member or <u>member(s)</u> and shall contain the description of the offense or offenses as specified in Article XII, Section 1 and the approximate date or <u>date(s)</u> thereof.</p>

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	<p>New language in 3 clarifies recall process for Executive Board.</p> <p>Clarification of language. This language is also similar to language in the CWA constitution.</p>	<p>4. Such petition shall be filed with the Secretary-Treasurer of the Union provided, however, that a petition directed against the Secretary-Treasurer shall be filed with the President.</p> <p>5. A Trial Board of three (3) members shall be elected by the membership and shall act upon all petitions filed as provided herein.</p> <p>6. The accused shall be notified of any petition and shall be given a copy of the petition and shall have the right of counsel and the right to cross examine the accusers.</p> <p>7. A faithful record of the proceedings shall be kept by the Trial Court.</p>	<p><u>3. A petition for recall of an Executive Board Member of the Union may be proffered by twenty-five percent (25%) of the membership that the Executive Board Member represents. Such petition shall be in writing and signed by the accusing member(s) and shall contain the description of the offense(s) as specified in Article XII, Section 1 and the approximate date(s) thereof.</u></p> <p>4. Such petition shall be filed with the Secretary-Treasurer of the Union provided, however, that a petition directed against the Secretary-Treasurer shall be filed with the President.</p> <p>5.A Trial Board of three (3) members shall be elected by the <u>M</u>embership and shall act upon all petitions filed as provided herein.</p> <p>6. The accused shall be notified of any petition and shall be given a copy of the petition. The accused shall have the right of <u>to select a member of the Staff Union as</u> counsel and the right to cross examine the accusers.</p> <p>7. A faithful record of the proceedings shall be kept by the Trial Court.</p>
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	<p>New language for Recall of Stewards.</p>		<p><u>B. Recall of Stewards</u></p> <p><u>1. Any Steward may be recalled by a majority (50%+1) of such Steward's represented office/workgroup by referendum, if a majority of the votes cast in such referendum favor recall.</u></p> <p><u>2. A petition for recall of a Steward may be proffered by thirty-three percent (33%) of such Steward's represented office/workgroup.</u></p> <p><u>3. Such petition shall be filed with the Secretary-Treasurer of the Union in writing, shall be signed by the accusing member(s) and shall contain the description of the offense(s) as specified in Article XII, Section 1 and the approximate date(s) thereof.</u></p> <p><u>4. A petition for recall shall be submitted within sixty (60) days from the time the accusing member(s) became aware of the alleged offense(s).</u></p> <p><u>5. The accused shall be notified of any petition, shall be given a copy of the petition, and shall have the right to respond to the offense(s) if they so choose.</u></p>
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