BYLAWS
OF
COMMUNICATIONS WORKERS OF AMERICA-
LOCAL 7777

Local 7777 shall be governed by these Bylaws and by the Constitution of the Communications Workers of America.

ARTICLE I - NAME
This Local shall be known as Local 7777, Communications Workers of America, AFL-CIO.

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 - OBJECTIVES
The objectives of Local 7777 shall be to represent and serve the members within its jurisdiction in accordance with the Bylaws and rules of the Local and the Constitution and policies of the Union and to represent members equally, without regard to race, color, sex, religion, sexual orientation, age or national origin.

ARTICLE IV - LOCAL STRUCTURE
The structure of the Local shall consist of the following:
A. Membership
B. Executive Board
C. Executive Officers/Vice Presidents
D. Committees
E. Representatives

ARTICLE V - MEMBERSHIP
Section 1. Eligibility
Any person eligible for membership in the Communications Workers of America, as defined in its Constitution, shall be eligible for membership in the Local.

Section 2. Application
Membership in the Local shall be obtained after payment of the Local initiation fee 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 membership from this Local to the jurisdiction of another Local and from another Local to the jurisdiction of this Local shall be made in accordance with the Union Constitution.

Section 4. Resignations
Resignations of membership must be in writing to the Local Secretary-Treasurer and will be effective upon receipt.

ARTICLE VI - LOCAL DUES AND ASSESSMENTS
Section 1. Local Dues
Each member of the Local shall pay minimum membership dues per month, in accordance with Convention action. Membership dues which exceed the amount of the minimum membership dues may be authorized by a majority of those voting on the question by secret ballot conducted in any lawful manner.

Section 2. Local Special Assessments
The membership of this Local may levy a special assessment only in the same manner as provided for changing Local dues. However, any special assessments levied shall be in compliance with the Union Constitution.

ARTICLE VII - LOCAL MEETINGS
A. Regular Membership meetings shall be held on the second Tuesday of even numbered months except when cancelled or changed, with cause, by a motion passed at a General Membership meeting or by the Executive Board.
B. Special Membership meetings may be called by a majority vote of the Officers, by petition signed by 100 members in good standing of the Local Membership or by the Local President.
C. Notice of these meetings shall be given in advance and shall state the location, time and date.
D. Executive Board Meetings shall be held on the fourth Tuesday of odd numbered months except when cancelled or changed, with cause, by the Executive Board.
E. Special Executive Board meetings may be called at the request of the majority of the Board or by the Local's President.

ARTICLE VIII - CONDUCT OF MEETINGS, OTHER LOCAL BUSINESS AND QUORUM
A. Meetings and any other business of the Local shall be conducted under these Bylaws and such rules as the Local may adopt in conformity with the Union Constitution. On questions where these Bylaws, the Local rules, or the Union Constitution do not clearly apply, Roberts Rules of Order shall govern.
B. Members present shall constitute a quorum.

ARTICLE IX - GOVERNING AUTHORITY
Section 1. Membership
The affairs of the Local shall be governed by its members in accordance with the Constitution and policies of the Union, the Bylaws and Rules of the Local, in the following manner:
A. Through actions taken in Local Membership meetings or by referendum of the membership.
B. Through actions and decisions of the Executive Board between Local Membership Meetings.
C. Through actions and decisions of the Local President between Local membership meetings.

Section 2. Executive Board
The Local Executive Board shall consist of the following: President, Executive Vice President(s), Secretary-Treasurer, Vice President(s), and Executive Board Officers elected at large, and the non-voting representative from the CWA Retired Members Club of Denver who shall have full rights to speak at the Executive Board meetings.

ARTICLE X - LOCAL DELEGATES/ALTERNATES TO THE UNION CONVENTION
A. The Local Executive Board shall determine the number of delegates who shall attend the National Union Convention in the following order:
1. The Local President shall be the first convention delegate to the Union Convention and shall be the Chairperson of the delegation in the event there is more than one delegate.
2. The Executive Vice President(s) in order of votes received.
3. The Secretary-Treasurer.
4. The Vice President(s) in order of votes received.
B. The Executive Board will determine the number of additional delegates/alternates to attend the National Union Convention with the approval of the membership. Additional delegates and/or alternates will be elected in the following manner:
1. After appropriate notice of nominations has been announced, the Local will conduct election by plurality membership vote by secret ballot no less than sixty (60) days prior to the Union Convention.
C. It shall be the duty of the Secretary-Treasurer of the Local to certify the Local Delegates to the Union’s Convention to the Secretary-Treasurer of the Local within the time limits specified in the Constitution.

ARTICLE XI - COMMITTEES
A. The Local shall have the following Committees
1. Organizing/Membership
Duties of Committees:

1. Organizing/Membership Committee: An Organizing/Membership Committee shall assist the Officers and Local in organizing within the Local’s jurisdiction and shall accept or reject membership applications in accordance with the Bylaws of the Local and the Constitution and policies of the Union.

2. Education Committee: An Education Committee shall assist in developing the Local’s educational programs and with the Local’s President being responsible for effectuating the Union’s and the Local’s educational programs.

3. Election Committee: The Election Committee shall arrange all elections and referenda of the Local by the direction of the Local President, in accordance with the Union Constitution and the Local Bylaws.

4. Legislative/Political Committee: A Legislative/Political Action Committee shall assist in developing and pursuing the program of the Union and the Local in the legislative and political fields and shall be responsible for the Local’s program to register each qualified voter.

5. Community Action Committee: A Community Action Committee shall create the opportunity for positive interaction between the community and the membership. This committee is formed to assist the membership and community in support through education, referrals to public health and private agencies and financial assistance.

6. Finance Committee: The Finance Committee shall be chaired by the Secretary-Treasurer and shall present to the Local a budget for each year, subject to approval by the General Membership. The Finance Committee shall also make recommendations to the Executive Board and/or the membership on motions made at the General Membership meeting to expend funds over $125.00 that are not already budgeted or that would knowingly exceed the budget for the current fiscal year.

7. Bylaws Committee: A Bylaws Committee shall review proposed amendments, determine the impact to the Local, ensure consistency with the CWA Constitution and make recommendations to the membership.

8. Committee on Equity: The primary mission of the Equity Committee is to act as a resource for the Local and the membership on fairness or discrimination issues. In order to fulfill this mission, the Equity Committee provides education and information to the members on current equity issues, does outreach to minority members in order to increase their participation in the union, investigates and helps resolve discriminatory actions in the workplace and joins with other community based groups to fight discrimination.

ARTICLE XII - LOCAL OFFICERS, EXECUTIVE BOARD OFFICERS, REPRESENTATIVES AND THEIR DUTIES

Section 1. Officers

A. The Officers of the Local shall be: President, Executive Vice President(s), Secretary-Treasurer, Vice President(s).

1. President - The Local President shall:
   a. Preside over all meetings.
   b. Be responsible for the conduct of all Local business.
   c. Prosecute grievances and appeal them to higher levels when not satisfactorily settled.
   d. Perform whatever additional union duties as may be assigned by the Local, or required by the policies or the Constitution of the Union.
   e. Hold no other elected office in the Local.

2. Executive Vice President(s) shall:
   a. Work under the direction of the Local President.
   b. Hold no other elected office in the Local.

3. Secretary-Treasurer shall:
   a. Maintain a record of the Local Membership.
   b. Record and maintain minutes of all meetings.
   c. Furnish the District Vice President with two (2) copies of any change in these Bylaws within ten (10) days after such change is made.
   d. Make reports on the financial status of the Local at least once a year.
   e. Be custodian of all assets of the Local.
   f. Be bonded, as must any person who handles Local funds or other property, in accordance with the Union Constitution and Federal Law.
   g. Cause payment of all bills approved by the Local President.
   h. Perform other such duties as may be assigned by the Local President.
   i. Hold no other elected office in the Local.

4. Vice President(s) shall:
   a. Work under the direction of the Local President.
   b. Hold no other elected office in the Local.

Section 2. Executive Board Officers

A. Executive Board Officers shall:
   1. Work under the direction of the Local President.
   2. Hold no other elected office in the Local.

Section 3. Representative(s)

A. Representative(s) shall:
   1. Work under the direction of the Local President.
   2. The Local may have as many Representatives as may be appointed by the Local President. Any Representative may be removed in the same manner as the appointment.

ARTICLE XIII - NOMINATION AND ELECTION OF LOCAL OFFICERS AND EXECUTIVE BOARD MEMBERS

Section 1. Nominations

The President, Executive Vice President(s), Secretary-Treasurer, Vice President(s) and Executive Board officers shall be nominated from the floor of a regular General Membership meeting in the month of October every three (3) years in accordance with the Union Constitution. Notice that nominations are being held shall be mailed to the last known home address of each member of the Local, not less than fifteen (15) days prior to the nominations. No member can be nominated for more than one (1) Local elected office at a time.

Section 2. Elections

Elections of Local Officers and Executive Board Officers shall be by secret ballot of the membership and conducted by mail referendum, polling place(s) or other electronic media approved by the General Membership. Elections shall be in the month of November, in
accordance with the Constitution of the Union. Notice of the
election must be sent to the last known home address of each
member of the Local not less than fifteen (15) days prior to the
election.

Section 3. General Provisions
A. The nominee for President, Executive Vice President(s), and
Secretary-Treasurer receiving the majority of votes cast shall be
declared elected. If no one has the majority of the votes on the
first ballot, the vote shall be taken again and the two (2)
nominees having the greater number of votes on the first ballot
shall be the nominees on the second ballot. All other offices
shall be elected by plurality vote.
B. The Private Sector Vice President(s) will be nominated from the
Private Sector and elected at large. The Public Sector Vice
President(s) will be nominated from the Public Sector and
elected at large. The nominees receiving a plurality of the
votes cast shall be declared elected.
C. The Executive Board Officers, excluding the President, Executive
Vice President(s), Secretary-Treasurer, Vice
President(s), and the non-voting CWA Retired Members Club of
Denver Representative, shall be nominated by contract entity
and elected at large.
D. Only members in good standing shall be eligible to vote or hold
an elected office.
E. The term of office shall be in accordance with the Union
Constitution.
F. The Officers shall take office on December 15 in the year of the
election or immediately when filling a vacancy.
G. The acceptance of any acting or permanent management
position will automatically void any position (elected or
appointed) in this Local.

Section 4. Vacancies
A. A vacancy in the office of President shall be filled by the
Executive Vice President(s) in order of votes received.
B. Vacancies in other Local offices shall be filled either by
appointment of the Executive Board of the Local, subject to
approval of the appointment by the Local membership within
sixty (60) days, or by election in the same manner as that
required for regular elections and within sixty (60) days.
C. The Executive Board may appoint a member to temporarily fill
such a vacancy until the office is filled.

ARTICLE XIV - STRIKES
The calling, conduct and termination of strikes affecting this Local
shall at all times be carried out in compliance with the rules
prescribed by the Communications Workers of America and its
Constitution.
A. Strike Assignments
   1. Each member of the Local shall be obligated to perform
      strike duty during times of an authorized strike.
   2. Strike duty shall be shared among all of the members.
B. A strike called by and affecting only this Local may be
   terminated by approval of a majority of the Local Officers or by a
   majority of the members present and voting on the question and
   with approval of the District Vice President. A Local strike may
   also be terminated upon the directive of the Executive Board of
   the Union.

ARTICLE XV - CHARGES, TRIALS, APPEALS
Section 1. Charges
Members of the Local may be fined, suspended and/or expelled for
any of the acts enumerated in the Union Constitution.
Section 2. Trials
Any accused member, including officers, shall be tried under the
provisions 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 the Union Constitution.

Section 4. Trial Court
A. A Trial Court shall be composed of three (3) persons who are
members of this Local and not party to the proceedings.
B. Members of the Trial Court shall be selected by the Local
Executive Board.

ARTICLE XVI - RECALL OF OFFICERS
Any elected Officer or Executive Board Officer may be recalled in
conformity with the provisions of the Union Constitution.

ARTICLE XVII - AMENDMENTS
After adoption, these Bylaws may be amended by:
A. A proposal to the Bylaws Committee from a governing authority
of the Local for review and recommendation. This will be
followed by a majority vote of the members voting on the day on
a regular scheduled membership meeting, conducted by secret
ballot during polling hours, provided the proposed amendment
has been advertised to the membership by use of CWA bulletin
boards or the U S Mail at least fifteen (15) days in advance of
said meeting.

ARTICLE XVIII - REFERENDA
The Local Election Committee shall be responsible for submitting
any question to a referendum of the membership when authorized
and directed to do so by action of the Local Membership or the
Executive Board in accordance with the Union Constitution.
Questions submitted to referendum shall be determined by a
majority vote of those voting on the question.

ARTICLE XIX - FISCAL YEAR, AUDIT AND FINANCES
A. The fiscal year of this Local shall be from October 1st to and
including September 30th of the succeeding year.
B. The financial resources of this Local shall be audited by a Public
Accountant or by a Committee selected by the Local, at the end
of each fiscal year.
C. Local funds shall be subject to withdrawal only by the signatures
of any two (2) of the following Officers: President, Executive
Vice President(s), Secretary-Treasurer. These Officers shall be
bonded.

ARTICLE XX - 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 7777, Communications Workers of America with full
knowledge of the responsibilities and duties of such office.
I 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 XXI
In the event convention action, changing the CWA Constitution,
affects any one or more provisions of these Bylaws, the provision or
provisions so affected shall be changed automatically to comply with
requirements of such change.

ARTICLE XXII
These Bylaws shall be adopted upon the approval of a majority of
the members voting upon their adoption in a referendum vote.
These Bylaws adopted November 13, 2018.