

Current NMG By-Laws, as amended by ratification vote, certified on 8/6/2026

HAS

NOT BEEN CHECKED FOR SCRIVENERS ERRORS

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BYLAWS of the NEWS MEDIA GUILD, Local 31222 of THE NEWSGUILD-CWA

The Local of The NewsGuild shall be known as the News Media Guild, Local 31222 TNG-CWA and shall be governed by the Constitutions of The NewsGuild and the Communications Workers of America, their policies as adopted in TNG's Sector Conference and the CWA Convention, and the following bylaws, supplementary thereto.

ARTICLE 1 Structure

SECTION 1. The membership of the Local, acting by referendum, shall be the supreme authority of the Local.

SECTION 2. The Executive Committee shall be the Local's governing body and shall administer the Local's affairs.

SECTION 3. A Unit shall consist of all members in all of the shops and bargaining units at an Employer or Employers as determined by the Executive Committee. A Unit shall exist only for administrative purposes and for representation of its members within the Local. It shall not have a separate constitution or bylaws. It shall not enter into any agreement. It shall not have relations with any person or organization outside TNG-CWA without permission of the Local or the Local governing body.

ARTICLE 2 Membership meetings (effective Feb 22, 2027)

Section 1. Regular Meetings of the Membership shall be held in February, May, September and November. The February meeting shall be the annual meeting, where officers shall be installed and appointments made. The date, time and place shall be set by the Executive Committee.

Section 2. The Secretary shall ensure that the Membership receives at least fifteen (15) days notice in advance of every meeting. An agenda shall be prepared by the President or Executive Director. The Executive Committee may, in an emergency, call a Special Membership Meeting on shorter notice.

Section 3. Except as otherwise provided in these bylaws, membership meetings may not transact business, but shall be empowered to recommend action to the Executive Committee

ARTICLE 3 Executive Committee (effective Feb 22, 2027)

SECTION 1. EC Composition

(a) The Executive Committee (EC) shall consist of:

- (1) Local Officers, including the President, First Vice President, Second Vice President, Secretary, and Treasurer
- (2) The Unit Chairs of Units as set forth in Section 5 of these bylaws.

(b) All officers of the Executive Committee shall serve concurrent triennial terms of office. Unit Chairs shall also be elected for 3-year terms to run concurrently with officer terms.

(c) The EC shall appoint an Executive Director who shall sit with the EC but without a vote.

SECTION 2. EC Meetings

(a) The EC shall meet monthly and may meet by telephone or video conference. Dates and places of its meetings shall be set by the EC.

(b) Special EC meetings shall be called by the President, or by the First Vice President in the absence of the President,

SECTION 3. EC Quorum

A quorum at any EC meeting shall consist of not fewer than a majority of its members. Decision on any question submitted to vote at such meeting shall be by a majority of those present and voting, except that, on request of any three members, a roll call shall be taken.

SECTION 4. Roll Call Voting and Rules

Roll call votes shall be the whole number of members in good standing in a Unit for Unit EC members, as determined by the Secretary at the start of the meeting. For EC members elected at-large, the Roll Call vote shall be the whole number of all members of the Local in good standing as determined by the Secretary at the start of the meeting.

The latest edition of Robert's Rules of Order, newly revised, shall govern the conduct of meetings, except where they conflict with these bylaws, Local rules, or the Constitutions of The News Guild or the Communications Workers of America, in which case the latter shall prevail.

SECTION 5. Telephonic and Videoconference Voting

When the EC is not in session, a question permitted by the rules of the EC may be submitted to e-mail, -telephonic, or videoconference vote of the EC. Decision on such votes shall be by a majority of those voting within the prescribed time limit set by rules of procedure established by the EC, provided that at least a majority of its members' replies are received. Such rules shall be kept on file by the Secretary and the Executive Director.

SECTION 6. Power and Duties

(a) The EC shall supervise the handling of all funds of the Local and shall adopt the annual budget and set the financial policies of the Local.

(b) The EC shall have general direction over all Local officers.

(c) Only the EC shall be empowered to authorize expenditure of Local funds. The Local shall recompense EC members, and other authorized representatives for pay lost on Guild business, when authorized in advance, and shall pay per diem and other expenses incurred on such approved Guild business at rates fixed by the EC. Costs of Local committees and Unit Councils shall be borne by the Local, subject to approval of the EC.

(d) The EC shall set up a fiscal system for the Local and provide for a financial review at least annually. All persons authorized by the EC to handle Local funds shall be bonded in amounts not less than required by federal law..

ARTICLE 4 Duties of Officers

SECTION 1. The President, or in the President's absence, the First Vice President, shall preside at general membership and EC meetings. He or she shall supervise the operations of the Local, including such voting as may be required, and supervise all officers in the exercise of their respective duties.

SECTION 2. Except as otherwise provided in these bylaws, the First Vice President shall perform the duties of the President in case of his or her unavailability, and shall be Acting President until the President confirms in writing the President's availability to resume office.

SECTION 3. (Effective Feb 22, 2027)

(a) The Treasurer shall be responsible for the custody of all funds of the Local under the direction of the EC.

(b) The Treasurer shall report on the Local finances to the EC at its meetings and to the membership quarterly or whenever called upon by the EC or the membership. He or she shall be responsible for adherence in the Local to the financial provisions of TNG-CWA Constitution, the CWA Constitution and these bylaws.

(d) Upon recommendation of the Treasurer, specific routine duties of the Treasurer may be assigned to staff by the EC:

SECTION 4. (effective Feb 22, 2027)

(a) The Secretary shall be responsible for the keeping of accurate minutes of EC and membership meetings.

(b) The Secretary shall oversee membership rolls.

(c) Upon recommendation of the Secretary, specific routine duties of the Secretary may be assigned to staff by the EC.

ARTICLE 5 Unit Councils (effective Feb 22, 2027)

Section 1. This Article shall be in effect only when the Local represents more than one unit for collective bargaining.

Section 2. There shall be a Unit Council for each Unit with which the Local has a collective bargaining relationship. Each Unit Council shall have a chair, who shall be also elected as a member of the EC provided the Unit comprises fifteen (15) or more members in good standing.

A Unit with 14 or fewer members in good standing may designate a representative who may attend EC meetings with voice but without vote.

Section 3. A Unit may designate, by any democratic method, additional members of a Unit Council. The Unit shall submit a proposed structure for approval to the EC.

Section 4. A quorum shall be a majority of the Unit Council.

Section 5. A Unit Council shall:

- recommend Unit grievance and bargaining committee members to the Executive Committee
- coordinate with and advise the Executive Committee on matters affecting the Unit
- make recommendations to the Executive Director and Executive Committee on negotiations impacting their Unit
- assist in investigating and processing Unit grievances
- submit recommendations to the National Grievance Committee on Unit grievance arbitration and grievance settlements
- perform other tasks as determined by the Executive Committee.

Section 6. Each Unit Council shall establish a system of shop stewards from the natural work divisions in each Unit to assist the Unit Council in the organization of new members and contract enforcement. Councils shall inform the Secretary of persons selected as stewards.

Section 7. Each Unit Council shall hold Unit Membership meetings at least annually.

Section 8. The Unit Chair shall preside at all Unit Council and Unit Membership meetings. The President or the President's designee may attend all Unit Council and Unit Membership meetings *ex officio*, with a voice but no vote.

Section 9. The Unit Council shall ensure that a copy of the Unit Council's meeting minutes are filed promptly with the Executive Committee.

~~Article 6 Standing Committees~~

ARTICLE 6 Executive Director

SECTION 1. The Executive Director shall be appointed by the EC and shall be paid a salary fixed by the EC. The Executive Director shall sit with the EC but shall have no vote in EC decisions. The Executive Director shall be responsible to the EC and shall carry out the directives of the EC-and the membership.

ARTICLE 7 Committees

SECTION 1. The President, with the consent of the EC, may from time to time appoint members to standing or special committees for one year terms. These can include but will not be limited to Human Rights, Health and Safety, Professional Activities, National Grievances, and Elections committees.

ARTICLE 8 New Units

SECTION 1.

(a) When the Local undertakes to organize employees of an employer not already covered by a collective bargaining relationship with this Local, the members there shall constitute a "New Unit."

(b) Collective bargaining negotiations with New Unit employers shall be conducted in accord with Article 11, Sections 1 and 2 of these bylaws.

(c) Employees in a New Unit shall be deemed Organizing Members pursuant to Article XIV of TNG-CWA Constitution without dues obligation until the ratification of a first collective bargaining agreement. Upon such ratification, organizing membership shall convert to regular membership as set forth in these bylaws.

SECTION 2.

(a) Prior to obtaining a collective bargaining agreement covering employees of the New Unit employer, the membership at that New Unit employer shall be entitled to select one of its members to participate with voice but no vote at proceedings of the Executive Committee.

(b) After the ratification of an initial contract, a New Unit consisting of at least 15 members in good standing shall elect a Unit Chair with a seat on the Executive Committee, pursuant to Articles 3, 5 and 9 of these bylaws.

ARTICLE 9 Elections

SECTION 1.

(a) All members of the EC, including officers and Unit Chairs, shall be elected triennially.

(b) Unit Council positions, other than the Unit Chair, shall be elected as set forth under the applicable Unit Rules as approved by the EC.

(c) Effective beginning in the Fall 2026 elections, all EC members, including officers and Unit Chairs, shall be nominated between the second Tuesday of September and the first Tuesday of October. The EC shall set election rules which may provide for electronic voting for all matters.

SECTION 2. Convention Delegates

(a) The number of attendees to the TNG Sector Conference and the CWA Convention shall be determined on an annual basis by the Executive Committee in accordance with the TNG and CWA Constitutions. The local shall pay registration fees for all delegates and other expenses not to exceed the budget item established by the Executive Committee, including the cost of registration fees.

(b) Delegates and alternates to the TNG Sector Conference shall also serve as delegates and alternates to the Communications Workers of America Convention. Delegates shall be the elected Local Officers who will be elected as delegates and alternates to the Sector Conference and CWA Convention simultaneously with their election to their respective offices in the Local in the following order: President and first delegate, First Vice President and second delegate, Treasurer and third delegate, Secretary and fourth delegate, and Second Vice President and fifth delegate.

(c) The EC may schedule a membership election if it determines additional delegates or alternates are needed.

SECTION 4. Nominations

(a) Nominations for the EC officers and Unit Chairs may be made by petition of three (3) qualified members in good standing. The Election Rules shall specify the manner in which nominations can be made.

(b) The President, Vice Presidents, Secretary and Treasurer shall be elected by vote of the membership of the Local.

(c) Nominations for Unit Chair shall be made only by members of the corresponding unit.

(d) Nominations and election of Unit Council positions other than Chair shall be made pursuant to the Unit Council structure and rules as approved by the EC.

SECTION 5. Majority Vote: Runoffs

(a) In the event that at the close of nominations there is only one candidate for any post, ~~his or~~ there shall be no ballot and he or she shall be declared elected without vote. In the event there are two or more candidates, a majority of those voting shall be required to elect.

(b) In the event that no candidate receives a majority of votes for any EC post, including Unit Chairs, the Executive Committee immediately shall call a run-off election between the two

candidates who received the greatest number of votes cast for that post. Such a run-off election shall be called not sooner than fifteen (15) days after the Elections Committee announces the results of the original vote. Notice of the new election and balloting shall be according to the Election Rules.

SECTION 6. EC officers and Unit Chairs shall assume their duties on Feb. 22 following their election. EC officers and Unit Chairs elected in a Special Election, including to fill a vacancy, shall be seated immediately after the Elections Committee reports the results.

SECTION 7. Vacancies and New Units

(a) Elections to fill a vacancy in the EC officer or Unit Chair ~~RA~~ position shall be called within sixty (60) days after the vacancy is created unless fewer than 120 days remain between creation of the vacancy and expiration of the term. An office becomes vacant when, among other circumstances, the office holder resigns, ceases being a member of the Local in good standing or, in the case of a Unit, is no longer within the bargaining unit of the corresponding Unit. Questions raised by members about this section shall be referred to, and decided by, the Elections Committee, subject to appeal to the EC if made within 14 days of the action complained of.

(b) Elections for the Unit Chair of a new Unit shall be called within sixty (60) days after the ratification of the Unit's first collective bargaining agreement.

SECTION 8. No candidate shall be declared a nominee unless that candidate declares in writing the candidate's willingness to serve. Such acceptance must be received by the Elections Committee within five (5) working days after nominations close.

SECTION 9. Voting Procedures

(a) All Local voting for the EC, including the Unit Chairs, referenda and, when required, TNG Sector Conference and CWA Convention delegates shall be by secret ballot under direction of the Executive Committee. The EC shall appoint a non-partisan Elections Committee of at least three (3) members.

(b) Rules for the conduct of elections shall be drawn by the Executive Committee and may be amended by the Elections Committee., Election Rules shall be published on the NMG's Web site.

(c) In the event of violations of Election Rules by a candidate, the Elections Committee may at its discretion declare an election null and void and call for new nominations.

(d) The Executive Committee may provide by the Election Rules for the provision of privileged ballots. The determination of the validity of any privileged ballots shall be made by the Elections Committee.

(e) Internet voting for all matters may be provided by the Election Rules as allowed by the TNG and CWA Constitutions.

(f) Consistent with Article 11, Collective Bargaining, Grievances and Arbitrations, Section 2, any agreement reached in negotiations shall require approval by the EC and then be submitted to the membership of the unit or units concerned for ratification in accordance with the TNG Constitution.

ARTICLE 10 Membership

SECTION 1. Final action upon application for membership shall be by the EC, subject to appeal as provided in TNG-CWA Constitution.

SECTION 2. Initiation and reinstatement fees shall be set by the EC in accordance with the TNG Constitution.

SECTION 3.

(a) Persons shall be eligible for Associate or Retired Membership as provided by the TNG and CWA Constitutions.

(b) Associate and Retired members shall have the right to attend and to speak at Guild sessions but shall not have the right to make or second motions, to vote, or to hold office, except in the conduct of activities of Associate or Retired units.

(c) Associate and Retired members shall not be subject to the disciplinary provisions of these bylaws, but their membership shall be revocable by the EC, subject to the appeal procedures specified by the TNG and CWA Constitutions.

(d) The Local shall strive, to the extent possible, to make union members-only benefit and discount programs available to Associate and Retired Members.

(e) Dues for Associate and Retired Members shall be set by the EC.

ARTICLE 11 Collective Bargaining, Grievances and Arbitration

SECTION 1. Negotiations on behalf of the Local or any of its units shall be conducted under the supervision of the Executive Director, or such other person as may be designated by the EC, assisted by a minimum of three (3) Unit members or such other persons designated by the EC after recommendation by the respective Unit Council.

The Bargaining Committee, which is appointed by the EC, shall be responsible to the membership and the EC for the conduct of negotiations.

SECTION 2. Any agreement reached in negotiations shall require approval by the EC and then be submitted to the membership of the unit or units concerned for approval in accordance with the CWA-TNG Constitution.

SECTION 3.

(a) The EC shall appoint a National Grievance Committee-(NGC) of at least three (3) and not more than seven (7) members, reflecting the units of the Local. The NGC shall be available for processing grievances, providing education and assistance to Stewards and Unit Councils, and deciding initial appeals of grievances. The NGC, along with the Executive Director, shall be notified whenever a grievance is presented to an Employer.

Grievances may be initiated by Stewards, Unit Councils, the EC, or the Executive Director.

(b) Recommendations of the National Grievance Committee to not file, close or not arbitrate a grievance shall be appealable to the E if a grievant submits written notice of appeal to the Executive Director within-seven (7) days after notice of the decision is provided to the grievant;

(c) The decision of the EC shall be final and binding, the provisions of Articles 14 and 16 of these bylaws notwithstanding.

(d) The EC may adopt rules of procedure for all appeals, including but not limited to requirements for written submissions and requests to appear before the EC.

SECTION 4. Strikes. A strike may be called by the EC only upon a secret ballot approval vote of the unit(s) affected in accordance with the TNG and CWA Constitutions. This section does not prevent other collective job actions, approved by members, addressing unfair labor practices and other labor disputes.

ARTICLE 12 Discipline

SECTION 1. Discipline under these bylaws shall be governed by the CWA Constitution.

ARTICLE 13 Dues

SECTION 1.

(a) Dues shall be paid not less frequently than monthly in accordance with the wages of members in bargaining units at a rate of one point six percent (1.6%) of regular wages.

(b) Seven point six-nine percent (7.69%) of the entire amount collected in (a) above as regular dues shall be earmarked for the Local Defense Fund. In addition, \$2 per month per member shall be earmarked for the Local Organizing Fund.

(c) The EC may take action to reduce the dues for certain categories of membership, consistent with the Guild Constitution (Article 18.2.(e)). In no event shall dues be less than \$15 monthly, except for members on an authorized strike, members who are unemployed, retired members, or members on an unpaid leave.

SECTION 2.

(a) The Local may, by vote of the membership, levy an assessment of not more than 10 percent of one week's pay per month, with the maximum not to exceed 10 percent of the highest minimum in NMG contracts. Notice of the proposed assessment shall be given to members of the Local at least fifteen (15) days before the start of balloting. The EC may direct it be paid in up to four equal installments.

SECTION 3. All monies collected on behalf of or in the name of the Local, except those collected for TNG-CWA or another branch of TNG-CWA shall be the property of the Local.

ARTICLE 14 Referendum

SECTION 1. Any matter may be submitted to the Local membership for referendum vote by ~~(4) RA or EC decision;~~ or ~~(2)~~ on petition of 10 percent of Local members in good standing who come from at least three units.

SECTION 2. Provisions for holding a referendum shall be made according to the Election Rules. No ballot shall be mailed to a member not in good standing at the time of mailing of ballots. The membership shall be given at least fifteen (15) days' notice in advance of any referendum. Executive Committee or Executive Director decisions regarding staff issues, including hiring, dismissal, nonrenewal of contracts and discipline, shall not be subject to membership referendum.

ARTICLE 15 Amendments

These bylaws may be amended by membership referendum upon submission of the proposed amendment by the EC or by a referendum upon petition signed by not less than 10 percent of the membership in good standing, who come from at least three units. Notice of such proposed amendment shall be emailed to the membership not less than fifteen (15) days prior to the balloting with notice of time limits for voting.

ARTICLE 16

Interpretations

These bylaws shall be interpreted by the EC, subject to appeal, to the membership by referendum.

