

**RULES FOR THE 2022 BYLAWS REFERENDUM
OF THE NEWSGUILD OF NEW YORK, LOCAL 31003, CWA, AFL-CIO**

Pursuant to Article V, Section 5 of the Bylaws of the NewsGuild of New York, Local 31003, CWA, AFL-CIO (the “Guild”), the Local Election Committee adopts the following rules for the 2022 bylaws referendum:

Article I. Schedule

- a. The referendum shall be conducted by mail ballot.
- b. The proposed amendments shall be mailed to the membership along with the ballot.
- c. Ballots shall be mailed to all eligible voters (as defined by Article III of these Rules) on July 28, 2022.
- d. Eligible voters must request a replacement ballot by 12:00 P.M. Eastern Time on August 17, 2022. (All times in these Rules are in Eastern Time.) Instructions on requesting a replacement ballot and for members not receiving a ballot shall be posted on the union website on July 28, 2022 and shall remain on the union website through August 24, 2022.
- e. Ballots shall be due at 9:00 A.M. on August 24, 2022. Ballots received after 9:00 A.M. on August 24, 2022 will be invalid and will not be counted. Hand-delivered ballots will not be accepted.
- f. Ballots shall be counted on August 24, 2022.

Article II. Ballot Language

“Do you approve of the changes to the Bylaws of the NewsGuild of New York as laid out in the in the 4-page document enclosed in your ballot package as recommended by the NewsGuild of New York Executive Committee?

YES ____

NO ____

For more information regarding these changes, please go to: <https://www.nvguild.org/guild-strong>.”

Article III. Eligibility

- g. All members in good standing as of July 18, 2022 shall be eligible to vote.
- h. Pursuant to Article XIV, Section 1 of the NewsGuild-CWA Constitution and the historical practices of the Guild, Organizing members who have completed and submitted

to the Guild a membership card by July 18, 2022 shall be eligible to vote. Organizing members are Guild members employed in shops that have been certified or recognized but are not yet governed by a collective bargaining agreement.

Article IV. Eligibility Disputes

The Local Election Committee shall determine all voter eligibility disputes.

Article V. Voting Instructions

- a. Write nothing on the ballot other than the voting mark.
- b. Ballots with any identifying information on them (including but not limited to the person's name or initials) will be voided.
- c. Other voting instructions approved by the Local Election Committee will be included with the ballot. Ballots must be mailed and marked in conformity with the voting instructions accompanying the ballot.

Article VI. Vote Count

Votes will be counted under the supervision of the Local Election Committee by Global Election Services. The election shall be decided by a plurality of valid ballots cast. The Local Election Committee shall, in writing, certify the referendum results and immediately send the results and certification to the Local Secretary-Treasurer.

Article VII. Referendum Protests

- a. Pre-Referendum Protests. Any member wishing to file a pre-referendum protest must submit it in writing to the Local Election Committee by no later than midnight, August 23, 2022. Protests must be submitted via e-mail to: hkolko@cwsny.com and mshaw@cwsny.com. The protestor must specify the basis of the protest. The Local Election Committee has the discretion to defer rulings on pre-referendum protests until after all ballots have been counted.
- b. Post-Referendum Protests. Any member wishing to file a post-referendum protest must submit it in writing to the Local Election Committee by no later than midnight, September 7, 2022. Protests must be submitted via e-mail to: hkolko@cwsny.com and mshaw@cwsny.com. Appeals from decisions of the Local Election Committee on post-referendum protests shall be made to the Local Executive Committee, in writing, by no later than midnight, September 17, 2022. Such appeals must be submitted via e-mail to: assistant@nyguild.org, claire@nyguild.org, hkolko@cwsny.com, and mshaw@cwsny.com.

Article VIII. Notification of Membership

The Guild shall notify the membership of the results of the referendum in its newsletter and on its website.

Article IX. Preservation of Records

The Guild shall preserve records of the referendum for one year after the Guild notifies the membership of the results of the referendum pursuant to Article VIII.

Article X. Posting of Rules

The Guild shall post these rules on its website by no later than midnight, July 26, 2022.