

BY-LAWS



Communications Workers of America Local 3310
3006 Dixie Highway
Louisville, KY 40216

BY-LAWS

Communications Workers of America Local 3310

ARTICLE I - NAME

This Local shall be known as Local 3310 Communications Workers of America.

ARTICLE II - JURISDICTION

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

ARTICLE III - OBJECTS

The objects of Local 3310 shall be to represent and serve the workers within its jurisdiction in accordance with the By-Laws and Rules of the Local and the Constitution and policies of the Union.

ARTICLE IV - LOCAL STRUCTURE

The structure of the Local shall consist of the following:

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

ARTICLE V - MEMBERSHIP

Section 1. Eligibility.

Any person eligible for membership in the Communications Workers of America, as defined in Article V, Section 1 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 a payment of the Local Initiation Fee which will be the maximum allowable under the CWA Constitution and upon the approval of any Membership Committee authorized to accept membership in behalf of the Local, subject to the right of the Local to overrule the decision of the 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 Article V, Section 3 of the Union Constitution.

Section 4 – Termination

Membership in this Local shall be terminated in accordance with Article V, Section 4 of the CWA Constitution.

Section 5 – Retired Members Club

There shall be a Retired Members Club of this Local and the Local shall give assistance to this club when called upon to do so. Membership shall be in accordance with Article V, Section 5 of the CWA Constitution.

ARTICLE VI - LOCAL DUES, FINES AND ASSESSMENTS

Section 1. Local Membership Dues

Each member of the Local shall pay the minimum dues established by the Convention, or the amount, in excess of the minimum, established by the Local membership. Membership dues may be changed only by a majority of those voting on the question. Voting shall be done by secret ballot referendum or by a majority secret ballot vote in a meeting where a quorum is present, provided the question has been advertised on bulletin boards at least seven (7) days in advance of the meeting, or by notice mailed postage prepaid to each member at least seven (7) days in advance of the meeting.

Section 2. Local Special Assessments

The membership of this Local may levy a special assessment in the same manner as provided for changing Local dues. However, any special assessment 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, Article VII, Section 1(d) and policies of the Union in the following manner.:

- (a) Through action taken in membership meetings and/or by referendum of the membership.
- (b) By actions and decisions of the Executive Board
- (c) The actions and decisions of the Executive Board of the Local between Local Meetings may be overruled by the membership in a Local Meeting and/or by referendum.

Section 2.

- (A) The Local Executive Board shall consist of President, 1st Vice-President, 2nd Vice-President, Secretary, Treasurer and six(6) Executive Board Members-at-Large.
- (B) The responsibilities of the Executive Board are:
 - 1) To consider all matters involving the good and welfare of the Local
 - 2) To set up rules and regulations for administering the financial affairs of the Local. Any expenditure in excess of two hundred dollars (\$200.00) MUST be approved by the membership.
 - 3) To make appointments on the Committees as required by Article X of the Local By-Laws and all other committees that may be necessary for the good and welfare of the Local.

ARTICLE VIII - LOCAL MEETINGS

- (A) Regular meetings of the Local shall be held on the second Thursday of each month. If no reasonable meeting place is available for that date, the President or the Executive Board may reschedule the meeting and shall notify the membership of the change by U.S. Mail, postage prepaid. The date of the next monthly meeting may be changed by a majority of the members voting at a regular monthly meeting.
- (B) Special meetings may be called by a majority vote of the Executive Board or by petition signed by ten percent(10%) of the members. Upon the receipt of a proper petition, the Executive Board shall call a special meeting to be held within ten(10) days.

ARTICLE IX - LOCAL DELEGATES TO NATIONAL CONVENTION AND DISTRICT MEETINGS

- (A) The Local President shall be a delegate to the Union's Conventions and District Meetings and shall serve as Chair of the Local's delegation. In the absence of the Local President, the next highest ranking elected officer shall serve as chair of the Local's delegation.
- (B) Additional delegates and alternate delegates shall be elected officers, not appointed officers of the Local, in the following order:
 - (1) 1st Vice-President
 - (2) Treasurer
 - (3) Secretary
 - (4) 2nd Vice-President
 - (5) Executive Board Members-at-Large in descending order of votes received
- (C) It shall be the duty of the Secretary 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 the Union Constitution.

ARTICLE X - LOCAL COMMITTEES

- (A) The Local shall establish and maintain the following actively functioning committees:
- 1 - Education Committee
 - 2 - Election Committee
 - 3 - Organizing Committee
 - 4 - Legislative Committee
 - 5 - Membership Committee
 - 6 - By-Laws Committee
 - 7 - Entertainment Committee
 - 8 - Community Services Committee
 - 9 - Building Committee
 - 10 - Public Relations Committee
 - 11 - Occupational Health and Safety Committee
 - 12 - Equity Committee
 - 13- Women's Activities Committee
 - 14 - Mobilization Committee
- (B) Members of all committees shall be appointed by a majority vote of the Local Executive Board 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 Executive Board subject to the right of the Local to overrule the action of the Local Executive Board. 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 educational program and with the Local Officers, be responsible for effectuating the Union's and Local's educational programs.
 - 2 - Election Committee: The Election Committee shall conduct all nominations, elections and referenda of this Local in accordance with the CWA Constitution, By-laws and federal law.
 - 3 - Organizing Committee: The Organizing Committee shall assist the Local Officers and Stewards in organizing all members within the Local's jurisdiction.
 - 4 - Legislative 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. It shall participate actively in the political and legislative process on a city, state and national level with special regard to

legislation affecting the welfare of the members and do all things reasonable and necessary to accelerate the adoption of laws which may be beneficial and to encourage the defeat or cause the repeal of laws which may be detrimental to the workers.

- 5 - Membership Committee: The Membership Committee shall accept or reject membership application in accordance with the By-Laws and Rules of this Local and the Constitution and policies of the Union.
- 6 - By-Laws Committee: The By-Laws Committee will consider and report to the Local on proposed amendments.
- 7- Entertainment Committee: The Entertainment Committee shall assist the Local Officers and Stewards in planning all entertainment for the Local.
- 8 - Community Services Committee: The Community Services Committee shall assist in developing and pursuing the National Community Services Program and be responsible for effectuating the Local's Community Services Program.
- 9 - Building Committee: It shall be composed of a minimum of five(5) members. The Building Committee shall manage and control under the direction of the Executive Board and subject to the functions of the Secretary-Treasurer with respect to the making and disbursements connected therewith, and, any and all real estate which the Local may acquire for use as a Local office and/or Union Hall or for the furtherance of any legitimate object of the Local. Five(5) members of the Building Committee for the time being shall be appointed by the Executive Board and shall serve as Trustees for the Local under the direction of its Executive Board for the purpose of acquiring and holding title to, managing, controlling, borrowing money upon, pledging by way of mortgage or deed of trust any loan secured thereon, leasing, letting, subletting, and conveying in fee simple or in any lesser estate any and all real estate which may be acquired or otherwise dealt with for or on behalf of the Union. The foregoing powers shall be exercised only at such times and in such manner as the Executive Board may from time to time direct by resolution passed by the Executive Board.
The Executive Board shall have the full and irrevocable power to appoint a substitute trustee, or trustees, to be exercised at any time, from time to time without notice and without specifying any reason therefor, the trustee or trustees so appointed to become fully vested with identically the same title and estate in and to the land, premises and property forming the subject matter of the trust with all rights, powers, trusts and duties of his or their predecessor in the trust, with like effect as if originally named as one of the Trustees.
- 10 - Public Relations Committee: The Public Relations Committee shall, under the direction of the President, be responsible for preparing all notices and news releases to adequately publicize the Local's programs, activities and achievements.

- 11 - Occupational Health and Safety Committee: The Committee should initially familiarize itself with what has transpired under OSHA since its enactment. It should support organized labor's efforts to secure adequate financing of OSHA inspections, services and programs. It should seek to ensure that there is no weakening of standards or enforcement if its state government takes over the administration of Occupational Health and Safety. The Committee will work to ensure that every member as well as every employee in our work places will have a healthy and safe work place.
- 12 - Equity Committee: The Equity Committee shall report to the Local on the ways and means of eliminating discrimination by sex, color, or any others. The Committee shall handle complaints from members concerning alleged discrimination by the Company or the Local and make recommendations for solving them.
- 13 - Women's Activities Committee: The Women's Activities Committee shall be responsible for promoting women and family issues in the Local Union and the community.
- 14- MOBILIZATION Committee: The Local MOBILIZATION Committee is responsible for developing and carrying out mobilization activities around important workplace issues and for developing contract mobilization plans.

ARTICLE XI - ORDER OF BUSINESS

The order of business at a Local Meeting shall be as follows:

- 1- Call to order
- 2- Roll Call of Officers and Executive Board Members
- 3- Reading and action on minutes of previous meetings
- 4- Report of Treasurer
- 5- Report of Departmental Board Members
- 6- Report of Committees
- 7- Unfinished Business
- 8- New Business
- 9- Adjournment

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

ARTICLE XII - DUTIES OF LOCAL OFFICERS, EXECUTIVE BOARD MEMBERS-AT-LARGE

(A) The Officers of the Local shall be required to attend appropriate training schools and participate in all Union programs. They shall be as follows:

- 1. Local President
- 2. 1st Vice-President
- 3. 2nd Vice-President
- 4. Local Secretary
- 5. Local Treasurer

(B) Duties of the Local President:

1. The Local President shall Chair all Local monthly meetings and Executive Board meetings and shall be responsible for the conduct of the Local including but not limited to:
 - (a) The supervision of work by all officers and committees of the Local
 - (b) The approval of all bills to be paid by the Local Treasurer and to countersign all checks on the treasury of the Local
 - (c) The Local President shall have the right to vote on all matters before the Local and the Local Executive Board
2. The President shall attend the Convention, District, State, Area and Monthly Local Presidents' Meetings
3. The Local President shall be responsible to actively implement all Union programs and carry out the policies established by the Convention, District, State and Area Meetings.
4. The Local President shall have such additional duties as assigned by the Local membership or as required by the Constitution or policies of the Union.
5. The salary of the Local President shall be Wage Scale 36 in the AT&T SE core agreement plus 15%. The Local President will not be paid by the Local when being compensated by the Company.

(C) Duties of the Local 1st Vice-President:

1. The 1st Vice-President shall be responsible for processing grievances up to the step below the top level of the grievance procedure. The 1st Vice-President shall maintain office records of all grievances and report resolution(s) to the membership. The 1st Vice-President is responsible for grievances including but not limited to termination, suspensions and benefits.
2. The 1st Vice-President shall work under the direction of the Local President and shall perform such duties as assigned by the Local President and/or the Local membership.
3. The 1st Vice-President shall assume responsibilities of the President in the event he/she is unable to fulfill them.
4. The salary of the 1st Vice-President shall be Wage Scale 36 in the AT&T SE core agreement. The 1st Vice-President will not be paid by the Local when being compensated by the Company.

(D) Duties of the Local 2nd Vice-President

1. The 2nd Vice-President shall be responsible for both internal and external organizing activities of the Local and maintain an active internal membership development program. The 2nd Vice-President shall maintain a monthly organizing status report to be presented to the membership.

2. The 2nd Vice-President shall work under the direction of the Local President and shall perform such duties as assigned by the Local President and/or the Local membership.
3. The salary of the 2nd Vice-President shall be lost wages plus a monthly stipend of \$75.00

(E) Duties of the Local Secretary

1. Maintain a record of the Local Membership
2. Shall keep minutes of all Local monthly meetings, Executive Board Meetings and any special meetings that may occur
3. Cooperate with the Local officers in furnishing proper reports to the government.
4. Furnish the Secretary-Treasurer of the Union all proper forms signed by the Local Officers which are required by State and Federal Laws immediately upon their execution.
5. Provide both the District Vice-President and the Secretary-Treasurer of the Union with two copies of any changes in the Local By-Laws within ten (10) days after such changes are made.
6. The Secretary shall work under the direction of the Local President and shall perform such duties as assigned by the Local President and/or the Local membership.
7. The salary of the Secretary shall be lost wages plus a monthly stipend of \$75.00.

(F) Duties of the Local Treasurer:

1. The Local Treasurer shall be bonded.
2. Shall be the custodian of all assets of the Local.
3. Maintain financial records and provide a written monthly financial statement to be presented at each Monthly Executive Board Meeting and the Monthly Membership Meeting
4. The Treasurer shall present a yearly (fiscal year) Local budget that reflects and supports the goals of the Local to the membership for approval.
5. The Local Treasurer shall cause the payment of all bills approved by the Local President.
6. Shall arrange for an annual audit.
7. The Local Treasurer shall work under the direction of the Local President and shall perform such duties as assigned by the Local President and/or the Local membership.
8. The salary of the Treasurer shall be lost wages plus a monthly stipend of \$75.00.

- (G) Duties of the Local Executive Board Members-at-Large:
 1. The Executive Board Members-at-Large shall work under the direction of the Local President and shall perform such duties as assigned by the Local President, the Executive Board and/or the Local membership.
 2. They shall be required to attend appropriate training schools and participate in all Union programs.
 3. They shall attend all Executive Board Meetings, Stewards Meetings and Membership Meetings
 4. They shall be responsible for work group Areas as assigned by the Executive Board

- (H) Duties of the Local Job Stewards:
 1. The Local Stewards shall work under the direction of the Local President and/or Executive Board and shall perform such duties as assigned by the Local President, the Executive Board and/or the Local membership.
 2. The Local shall have as many stewards as may be appointed by the Local Executive Board with approval of the Local membership.
 3. They shall be required to attend appropriate training schools and participate in all Union programs.

ARTICLE XIII - CONDUCT OF MEETINGS AND QUORUM

- (A) Membership meetings of this Local shall be conducted under these By-Laws and Rules of the Local and in conformity with the Union Constitution. On questions where the Local By-Laws, the Local Rules, or the Union Constitution do not clearly apply, Roberts Rules of Order shall govern.
- (B) A majority of the Executive Board or a majority of the members of a committee shall constitute a quorum for those bodies.
- (C) One percent(1%) of the members shall constitute a quorum in Local Meetings. The percentage shall be determined by the latest available dues report received from the National. The number of members so derived shall be rounded to the next lowest number.

ARTICLE XIV - NOMINATIONS AND ELECTION OF LOCAL OFFICERS AND EXECUTIVE BOARD MEMBERS-AT-LARGE AND DELEGATES

Section 1. Nominations

- (A)
 1. President, 1st Vice-President, 2nd Vice-President, Secretary and Treasurer shall be nominated in the month of September.
 2. The six(6) Executive Board Members-at-Large shall be nominated after the election in Article XIV, Section 2, Paragraph (A)1.
- (B) A reasonable notice of the office to be filled and the time, place and proper form of submitting nominations must be furnished the membership. Such notice must be given at least fifteen(15) days prior to the time nominations are to be held, in a

manner reasonably calculated to inform all members in good standing, and to give sufficient time to permit such members to nominate the candidate of their choice.

(C) Nominations shall be made from the floor.

Section 2. Local Elections and Local Election Committee

- (A)
1. Election of President, 1st Vice-President, 2nd Vice-President, Secretary and Treasurer shall be by secret mail ballot of the membership in the month of October. The term of office for the above officers shall be three(3) years or until their successors have been duly elected and qualified.
 2. Election of the six(6) Executive Board Members-at-Large shall be by secret mail ballot of the membership following the election as described in Article XIV, Section 2, Paragraph (A)1. The term of office for the Executive Board Members-at-Large shall be three(3) years or until their successors have been duly elected and qualified.

RULES GOVERNING CONDUCT OF LOCAL ELECTIONS

1. The Chair or Co-Chair of the Election Committee, or, in the absence of both, the temporary chair as appointed and approved in accordance with the Local By-Laws, shall conduct all elections or votes, regardless of nature, by secret ballot and shall be responsible for providing ballots in agreement with rules as set forth herein.
2. Ballots - The ballot shall contain space for designation of, or explanation of each office to be filled, and/or representative to be elected. Further, the ballot must state that the Local President shall be a delegate to the Union's Conventions and District Meetings; the 1st Vice-President, Treasurer, Secretary, 2nd Vice-President and Executive Board Members-at-Large shall be delegates or alternate delegates to the Union's Conventions and District Meetings.
3. When a vote is to be taken which is open to the entire Local membership, the Chair of the Election Committee, as covered in Rule 1, and a minimum of three(3) other Election Committee members will be required to conduct a valid election.
4. In the event the minimum requirements of Rule 3 cannot be met, the Election Committee shall be appointed temporarily according to the Local By-Laws.
5. Method of Balloting at membership meeting:
 - (A) The Chair of the Election Committee shall be responsible for providing each eligible voter with the ballot (or ballots) necessary to cast his/her vote on the question or questions to be decided.

- (B) Every eligible voter shall personally deposit his/her ballot into a ballot box which shall be provided by the Local for that purpose and which is to be located at the front of the meeting hall.
- (C) Any change in the physical appearance of the ballot as distributed by the Election Committee shall automatically be void.
- (D) No person except the members of the Election Committee shall handle the ballots during or after tabulation, except as provided in Rule 8.
- (E) The box which the Local shall provide for depositing the ballots shall be of metal construction, with facilities provided for locking.
- (F) When the result of the ballot has been made public, the ballots shall be packaged and returned to the ballot box. All subsequent balloting at the same meeting shall be conducted in accordance with this provision, and at the conclusion of all balloting, the ballot box shall be locked, in presence of the people in attendance, and the keys retained by the Election Committee Chair, until final disposition of the ballots.

6. Mail Balloting

- 1. The above rules, where practical and applicable, shall apply to any balloting by mail with these requirements:
 - (A) The return envelopes, as provided by the Local, shall be plainly marked "Ballot" by use of rubber stamp, and will be addressed to the Local Union Office.
 - (B) Ballots shall be considered cast when received by the Election Committee, and shall be opened and counted in the Union Office by the Election Committee only.

7. Other Balloting

- 1. When provisions are made for voting other than at Local meetings, or by mail, the above rules where applicable and practical shall apply.

8. Any eligible voter has the right to challenge the results of an election at the Local meeting at which the election was held.

- (A) In the event there is question of the results of an election, the challenge shall be submitted to the Chair of the Election Committee in writing within sixty(60) days and the challenger will be permitted to inspect the ballots, in the presence of the Chair and two Election Committee members, and one member of his own choosing from the Executive Board.

9. A member shall not be permitted to serve on the Election Committee if he/she is a candidate on said ballot.
10. The resulting ballots of an election held for Local Officers, Local Executive Board Members, or CWA Delegates must remain in the Union Office in a locked box for a period of one year.

Section 3. General Elections

- (A) The nominee in the election of officers receiving the majority of the votes cast shall be declared elected. If no nominee has a majority on the first ballot, the vote shall be taken again and the two nominees having the greatest number of votes on the first ballot shall be nominees on the second ballot.
- (B) The nominee in any election, other than the election of Officers, receiving the plurality of the votes cast shall be declared elected.
- (C) Only members of the Local in good standing shall be eligible to vote or hold office.
- (D) No elected Officer of the Local shall be qualified to take office unless and until he/she has executed all compliance forms necessary to permit the Local and the Union to exercise its full rights under State and Federal Laws.
- (E) The order of nomination and election of Local Officers shall be as follows:
 - 1- President
 - 2- 1st Vice-President
 - 3- 2nd Vice-President
 - 4- Secretary
 - 5- Treasurer
- (F) There shall be no voting by proxy.
- (G) The elected Officers shall be installed by taking the Oath of Office required of Local Officers at the December regular meeting or in the month following completion of the election. Terms of office will normally commence on January 1 of the year following election.

Section 4. Vacancies

- (A) A vacancy in the office of Local President shall be filled by the Local 1st Vice-President who will immediately assume all responsibilities of that office. Vacancies in the other top four(4) offices shall be filled by appointment by the remaining members of the Executive Board subject to the approval of the membership within sixty(60) days or in the same manner as that required for regular elections and within sixty(60) days if the vacancy is to be filled in this manner. Vacancies in the Executive Board Members-at-Large shall be filled by appointment by the remaining members of the Executive Board subject to the approval of the Local membership.

ARTICLE XV - STRIKES

The calling, conduct and termination of strikes shall at all times be carried on in compliance with the rules prescribed by the Communications Workers of America and its Constitution. However, a strike called by and affecting only this Local may be terminated upon:

- 1 - Approval of a majority of the Local Executive Board.
- 2 - By a majority vote of the members present in a membership meeting.
- 3 - Upon direction of the Executive Board of the Union.

ARTICLE XVI - CHARGES, TRIALS AND APPEALS

Section 1. Charges

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

Section 2. Trials

Any accused person shall be tried under the provisions of Article XX of the Union Constitution.

Section 3. Local Trial Court

- (A) A trial court of this Local shall be composed of not less than three(3) or more than seven(7) persons who are members of this Local and not parties to the proceedings.
- (B) Members of the Trial Court shall be selected by the Executive Board of the Local.
- (C) Before any member is brought to trial, he/she must have been notified in writing at least ten(10) days prior to the date fixed for hearing, giving the date, time and place or hearing. He/she must have been furnished with a copy of the charges against him/her.

Section 4. Appeals

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

ARTICLE XVII - RECALL OF LOCAL OFFICERS

An elected officer of this Local, upon being found guilty by a Local trial court, may appeal as provided in Article XXI, Section 2 of the Union Constitution.

ARTICLE XVIII - AMENDMENTS TO LOCAL BY-LAWS

After adoption, these By-Laws may be amended by either of the following methods:

- (A) By a majority 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 ten(10) days in advance of the meeting.

- (B) By referendum of the membership.
- (C) The amendment to increase dues may be made either at a membership meeting or by referendum.

ARTICLE XIX - REFERENDUM OF THE LOCAL

- (A) 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 membership meeting.
- (B) Propositions submitted to referendum shall be determined by a majority vote of those voting on the question.

ARTICLE XX - FISCAL YEAR AND AUDIT

- (A) The fiscal year of this Local shall be from October 1 to and including September 30 of the succeeding year.
- (B) The financial records of this Local shall be audited by a Certified Public Accountant at the end of each fiscal year. The results of such audit shall be available for the inspection of any member of the Local.

ARTICLE XXI - OATH OF OFFICE

A person elected to an office of the Local, after meeting all other qualifications, shall be duly elected upon taking the following oath:

“I, (give name), hereby accept the office of (name of office) of Local 3310 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 By-Laws 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 By-Laws were adopted upon the approval of a majority of the members acting upon their adoption in the membership meeting called for that purpose.

Originally adopted: 2/2/49

Revisions: 12/6/50
7/17/56
5/11/57
8/14/58
11/13/58
8/25/59
2/11/60
8/11/60
3/12/64
10/6/66
8/8/68
4/10/69
8/13/70
5/13/71
9/9/71
10/14/71
5/11/72
3/8/73
5/10/73
7/10/75
2/12/76
2/10/77
9/14/78
5/10/79
11/8/79
12/8/80
3/11/82
9/8/82
8/16/84
12/12/85
1/9/86
1/12/89
10/10/89
1/15/99
07/14/05
3/14/13