

CHAPTER BYLAWS

AUBURN PSEA



Public School Employees of Washington

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ARTICLE I

ASSOCIATION NAME

Section 1.

The name of this Association shall be Public School Employees of Auburn (PSEA).

This Association shall be affiliated with and be a chapter of the Public School Employees of Washington (PSE/SEIU1948). This Association was chartered by Public School Employees of Washington June 5, 1967.

ARTICLE II

OBJECTIVES AND PURPOSES

First – Promote the welfare of the classified employees in this Association by providing them a voice in the determination of the terms and conditions of employment.

Second – We are committed to the process of collective bargaining as a method of providing systematic, effective employee management; we will confer and negotiate in good faith with respect to grievance procedures, personnel matters, wages, hours, working conditions, vacations, holidays and other conditions of employment for the classified employees in the bargaining unit of this Association.

Third – Employ available legislative and political action to provide equitable financial provisions for public school education and classified school employees from the district and State Government.

Fourth – Establish better fellowship and understanding among classified school employees and promote their overall betterment through training, legislation and Association benefits.

ARTICLE III

MEMBERSHIP

Section 1. Eligibility.

Except as otherwise provided in these Bylaws, any person without regard to race, creed, color, national origin, sex or political belief, who meets the requirements hereinafter listed, shall be eligible for membership.

All person covered by the current Collective Bargaining Agreement, between Public School Employees of Auburn and Auburn School District, and who are members of the Public School Employees of Washington, are eligible for membership in this Association.

1 **Member in Good Standing.** To be eligible to vote, to hold office and hold all rights of membership, a
2 member must be in good standing. To be in good standing, the member shall be employed and current
3 in payment of dues as are required by these bylaws. Any member, who is on authorized leave of
4 absence pursuant to the Collective Bargaining Agreement, shall retain the right to vote and hold office.
5 Any member who is terminated from employment shall not be eligible to vote or hold office.
6

7 **Section 2. Dues.**

- 8 A. **Dues Form.** Application for membership shall be made on a standard dues deduction form
9 provided by Public School Employees of Washington. Dues shall be payable by every member
10 for every month in which salary is paid.
- 11 B. **Local PSEA Association Dues.** Each member shall pay a local dues' deduction of fifty cents
12 (.50) payable monthly by payroll deduction in conjunction with state PSE dues. Each month
13 the district will send the Association Treasurer the amount collected. It is understood the
14 agency fee payers will not have to pay the local dues deduction.
- 15 C. **PSE State Dues.** Dues shall be in compliance with PSE State Bylaws.
- 16 D. **Dues Mistakes.** Membership dues are not refundable except where an error resulting in an
17 overpayment exists. Members who feel there has been an error shall provide their PSE Field
18 Representative in a timely manner the pay stubs that show the amounts mistakenly withheld
19 along with an explanation of the error.
20

21 **Section 3. Rights.**

- 22 A. Members shall suffer no impairment of freedom of speech concerning the operations of this
23 Association. Active discussion of Association affairs shall be encouraged and protected within
24 this Association.
- 25 B. Members shall have the right to fair and democratic elections at all levels of the Association.
26 This includes due notice of nominations and elections, equal opportunities for competing
27 candidates, and proper election procedures which shall be specifically set forth.
- 28 C. Members shall have an equal right to run and hold office as long as the member does not have a
29 conflict of interest as described in the Article V (B) in the PSE State Bylaws which reads as
30 follows: ***“Any PSE member who is also a member of another union must disclose this fact
31 before running for PSE office at any level or participating in a vote on a matter which may
32 raise a conflict of interest between PSE and the other union. Failure to disclose such
33 information in advance of the election or vote may result in removal from the office or
34 reconsideration of any relevant vote.”***
- 35 D. Members shall have the right to a full and clear accounting of all Association funds. At all
36 levels such accounting shall include, but not be limited to, periodic reports to the membership
37 by the Treasurer and a financial audit at least once a year which is made available to all
38 members.
- 39 E. Members shall have the right to full participation, through discussion and vote, in the decision
40 making processes of the Association and to pertinent information needed for the exercise of this
41 right.
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ARTICLE IV

MEETINGS

Section 1.

General membership meetings of this Association shall be held at least two (2) times annually. The time and place will be fixed by the Executive Committee so as to allow all members a reasonable opportunity to attend.

Section 2.

Special meetings may be called by the President, the Executive Committee or by petition filed with the President and signed by twenty percent (20%) of the members of this Association.

Section 3.

The President or Executive Committee shall provide at least five (5) days notification to all members of any meeting called. However, said five (5) days notice may be waived by the Executive Committee if the Executive Committee feels an emergency exists; in such circumstances, every reasonable effort will be employed to notify the membership of the meeting.

Section 4.

At any meeting of the membership of this Association, each member present shall be entitled to one vote. A member must be present to vote; no proxy vote will be allowed, except for the provisions of Section 6 below. A minimum of fifteen (15) members must be present to constitute a quorum before any Association business may be transacted.

Section 5.

Decisions of the body made by vote will be decided by simple majority (fifty percent plus one) unless otherwise provided.

Section 6.

The means by which the Collective Bargaining Agreement ratification vote is taken shall be determined by the Executive Board. The manner of voting to ratify a new collective bargaining agreement, LOA, or MOU shall be determined by the Board of Trustees. The options shall be limited to monitored on-site balloting, a mail ballot, chapter meeting vote, or an electronic voting method. Balloting shall be so conducted as to afford all members a reasonable opportunity to vote.

ARTICLE V

EXECUTIVE COMMITTEE

Section 1.

The business and property of this Association shall be managed by an Executive Committee, except when meetings of the Association are in session. All matters affecting the purposes, aims and means of this Association, not specifically provided for in these Bylaws or by action of the members at a regular or special meeting shall be decided by the Executive Committee.

1 **Section 2. Executive Committee Responsibilities.**

2 Each member of the Executive Committee should: attend chapter meetings; become knowledgeable of
3 the bylaws; follow the duties of their position as described in the bylaws; and be willing to become
4 knowledgeable of the current collective bargaining agreement.

5
6 **Section 3. Confidentiality.**

7 Since some issues are of a confidential nature, members of the Executive Committee shall maintain
8 and respect a member's right to have their issue addressed in a confidential manner.

9
10 **Section 4. Executive Committee Minutes.**

11 Minutes of Executive Committee meetings shall be maintained by the Secretary and be subject to
12 inspection by member(s) upon request. Issues of a confidential nature shall be respected.

13
14 **Section 5. Executive Committee.**

15 The Executive Committee shall be composed of the officers (President, Vice President, Secretary, and
16 Treasurer) and a representative elected by each of the following classifications: A member may only
17 hold one position on the Executive Committee at a time.

- 18
19 1. Child Nutrition
20 2. Custodial
21 3. Para-Educators (two (2) voting positions)
22 4. Grounds
23 5. Trades
24 6. Warehouse and Laundry
25 7. Family Liaisons
26 8. ECEAP

27
28 **Section 6. Terms of the Executive Committee.**

29 The classification representative shall serve on the Executive Committee for a period of two (2) years
30 from the date of election. The Child Nutrition, Custodian, Family Liaisons, one para-educator rep and
31 Grounds representatives will be elected on odd number years, and the Para-Educators, Trades,
32 Warehouse/Laundry, ECEAP representatives will be elected on even number years, one paraeducator
33 representative will be elected in even years and one elected in odd years.. If a classification does not
34 elect a representative, the Executive Committee is authorized to appoint a representative. To be
35 eligible for a classification representative, a member must be in good standing for one (1) year
36 immediately preceding the election.

37
38 **Section 7. Executive Committee Meetings.**

39 The Executive Committee shall hold regular meetings each month and such special meetings as the
40 President or Executive Committee deem necessary for the management of the Association.

41
42 **Section 8. Executive Committee Voting.**

43 Each member of the Executive Committee shall possess one (1) vote in matters coming before the
44 Committee. All voting at meetings of the Executive Committee shall be by each member present in
45 person and voting by proxy shall not be allowed. A majority of the members of the Executive
46 Committee shall constitute a quorum.

1 **Section 9. Removal of Executive Committee Members from Office.**

2 Any officer of the Executive Committee may be removed from office by a two-thirds (2/3) majority
3 vote of the members present at any regular or special meeting of the membership of the Association.
4 Written notice of the proposed removal of the officer must be given to the officer five (5) days prior to
5 the date of the meeting at which the removal is to be voted upon.

6
7 Unit representative may be removed by a two-thirds (2/3) majority vote of the unit members who
8 attend a special meeting. Written notice of the proposed removal of the representative must be given
9 to the representative (5) days prior to the date of the meeting at which the removal is to be voted upon.

10
11 Any Executive Committee member whose membership is not in Good Standing shall be immediately
12 removed from the Executive Committee without prior written notification.

13
14 **Section 10. Unexcused Absences.**

15 Unexcused absence from three (3) consecutive meetings of the Executive Committee by an Executive
16 Committee Member shall be due cause for removal of that member by the Executive Committee.
17 Provided however, the member who has two (2) unexcused absences receives a written communication
18 notifying the committee member that a third consecutive unexcused absence will result in the
19 Executive Committee removing them from their position. Members should inform the Secretary prior
20 to the Executive Committee Meeting to explain the reasons why they cannot attend. If a member is
21 unable to give advance notification, they will contact the Secretary as soon as possible after the
22 meeting to explain why they could not attend. Removal of an Executive Committee member because
23 of excessive absenteeism shall not require the two-thirds (2/3) vote of the membership.

24
25 **Section 11. Vacancies on the Executive Committee.**

26 Any vacancies occurring on the Executive Committee by reason of death, resignation or removal shall
27 be filled as follows: In the event that such member is an officer, such selection shall be by the
28 membership; all other member vacancies shall be filled by the classification they are representing.
29 Such replacement member or officer shall serve during the unexpired term of the member or officer
30 whose position has become vacant.

31
32 **Section 12. Fiduciary Duty.**

33 Every Executive Committee Member occupies positions of trust in relation to the Association and its
34 members as a group. Accordingly, it is the duty of each such Committee Member, taking into account
35 the special problems and functions of the Association as a labor organization, to hold its money,
36 property, and interests solely for the benefit of the Association; to refrain from dealing with the
37 Association as an adverse party or in behalf of an adverse party in any manner connected with such
38 person's duties, and from holding or acquiring any financial or personal interest which conflicts with
39 the interests of the Association; and to account to the Association for any profit received by such
40 person in whatever capacity in connection with transactions conducted by such person or under his or
41 her direction on behalf of the Association. Additionally, any Committee Member who makes a false
42 statement or representation of a material fact, knowing it to be false, or who knowingly fails to disclose
43 a material fact, in any document, report, or other information required under the provisions of the
44 Chapter Bylaws, or who willfully makes a false entry in or willfully conceals, withholds, or destroys
45 any books, records, reports, or statements required to be kept by any provision of the Chapter Bylaws
46 shall also be considered to have breached their fiduciary duties.

1 **OTHER DUTIES**

2
3 **Section 1. Legislative Representative.**

4 The Executive Committee shall appoint a legislative representative who shall be responsible for
5 keeping the Board and membership aware of relevant developments in the federal government, state
6 legislature and/or local and state government. It is recommended that the Legislative Representative
7 attend the Legislative Internship Program offered by PSE.

8
9 **Section 2. Building Representatives.**

10 Each building shall have a building contact person. This representative shall maintain a current list of
11 all PSEA members working in their building, and shall make sure that all PSE members working in the
12 same building have received PSE communications, including notices of meetings, etc. The building
13 representative shall maintain a bulletin board in their building.

14
15 Building reps who serve a full 10 months (September through June) shall receive a rebate of their dues
16 for the amount of \$50. A Building Rep who can no longer fulfill their term because of transfer shall
17 receive a rebate for the month(s) served. A member who replaces a Building Rep and fulfill the 10
18 month term, shall be entitled to a dues rebate of \$5 for each month served.

19
20 The Executive Committee may appoint an interested member to assist the Board in membership and
21 Building Rep programs. The responsibilities of this position may include, but is not limited to, a tally
22 of new and current members of the bargaining unit and chapter, tracking of dues collected by the District
23 and owed to the Chapter, coordination of Building Reps, and meeting and greeting new or possible new
24 members. This person shall attend Executive Board meetings and shall distribute to the Board, relevant
25 reports.

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29 **ARTICLE VI**

30 **OFFICERS, NOMINATIONS AND ELECTIONS**

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32
33 **Section 1.**

34 The officers of this Association shall be a President, Vice President, Secretary and Treasurer. All
35 officers shall be elected for a term of two (2) years. The President and Secretary shall be elected odd
36 number years and Vice President and Treasurer shall be elected even number years. Officers will be
37 elected at the last scheduled chapter meeting of the curriculum school year and shall take office on
38 September 1st.

39
40 **Section 2.**

41 Nominations may be made by a nominating committee, but whether or not such nominating committee
42 is used, nominations shall be permitted from the floor at the meeting held to elect officers.

43
44 **Section 3.**

45 To be eligible for office a member must be in good standing for one (1) year immediately preceding
46 the election.



1 **Section 4.**

2 Officers shall be elected by secret ballot vote, and balloting shall be so conducted as to afford all
3 members in good standing present at the chapter meeting a reasonable opportunity to vote. At least
4 fifteen (15) calendar days advance notice shall be given to the membership prior to the holding of the
5 election.

6
7 **Section 5.**

8 Every officer and executive committee member shall, upon assuming office, subscribe to the
9 obligation of an officer or executive committee member, contained in these Bylaws.

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12 **ARTICLE VII**

13 **DUTIES OF EXECUTIVE COMMITTEE MEMBERS**

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17 **Section 1. President.**

18 The President shall preside at all chapter and Executive Committee meetings; shall be an ex-officio
19 member of all other committees; shall supervise all activities of the Association; execute all
20 instruments in its behalf; countersign all checks drawn against the funds of the chapter; shall receive a
21 copy of the monthly statement from the chapter's financial institution, appoint all special committees
22 of the Association subject to the approval of the Executive Committee; report periodically to the
23 membership regarding the progress and standing of the Association in regard to the President's official
24 acts; perform all other duties as prescribed in the Bylaws and perform such other duties usually
25 inherent in such office.

26
27 **Section 2. Vice President.**

28 The Vice President shall act for the President in the President's absence and perform such other acts
29 the President or Executive Committee may direct and may countersign checks in the president's
30 absence.

31
32 **Section 3. Secretary.**

33 The Secretary shall act as the correspondent for the Association and Executive Committee; shall record
34 and file all communications and documents of the Association; shall issue meeting notices; and shall
35 perform such other duties as required, and may countersign checks in the president's or vice
36 president's absence.

37
38 **Section 4. Treasurer.**

39 The Treasurer shall receive and be accountable for all assets belonging to the chapter; pay all
40 obligations incurred by the chapter in payment; provide financial reports as required by the Executive
41 Committee or by the membership; keep an accurate record of receipts and disbursements.

42
43 **Section 5. Unit Representative.**

44 The Representative shall provide information to the unit. The Representative shall be available to the
45 members of their unit to answer questions pertaining to working conditions and rights of the
46 employees and may assist with concerns of contract violation, grievance process. Issue Resolution
47 Process. So that each member can be effectively represented, members should take their issues first to

1 their unit representative(s). As an alternative, if the member is uncomfortable working with the unit
2 representative(s), the Vice-President shall work with the member.

3
4 **Section 6. Transitioning of the Executive Committee.**

5 Full duties will be assumed on September 1 of each year with the exception of negotiations. All
6 records regarding PSE business and correspondence must be transferred on or before September 1
7 from outgoing officer or unit representative to incoming officer or unit representative.

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11 **ARTICLE VIII**

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13 **COMMITTEES**

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15 **Section 1. Grievance Committee.**

16 It shall be the duty of the Grievance Committee to determine if PSE should support a grievance filed
17 by a member of the bargaining unit. In determining whether PSE should support a grievance, the
18 grievance must be a violation of a specific section of the Collective Bargaining Agreement.

- 19
20 A. The Grievance Committee shall consist of the President or Vice President and one (1) elected
21 representative from each classification.
22 B. The Committee shall elect its own chairman.
23 C. The Committee shall develop and submit to the Executive Committee for its approval the
24 Committee's Operating Procedures. The Committee shall decide as to whether a grievance has
25 merit as a valid violation of the collective bargaining agreement. This determination must be
26 made in order for a grievance to proceed to Step 3 and shall remain in effect throughout the
27 remaining Steps in the grievance process.

28
29 **Section 2. Negotiating Committee.**

30 It shall be the duty of the Negotiating Committee to effectively and forcefully represent the interests of
31 the respective units and at the same time, the best interests of the entire Association. The Negotiation
32 Committee shall be authorized to reach tentative agreement with the District with respect to grievance
33 procedures, personnel matters, wages, hours, working conditions, vacations, holidays and other
34 conditions of employment for the classified employees in the bargaining unit of this Association. The
35 Negotiation Committee may agree to negotiation ground rules; provided that such ground rules afford
36 the replacement of committee vacancies.

- 37
38 A. The Negotiating Committee shall work with the PSE field representative in developing
39 proposals and negotiating agreements. The Negotiation Committee shall consist of the
40 Association President; Vice President; and each Unit representative.

41
42 **Section 3. Conference Committee.**

43 It shall be the duty of the Conference Committee to represent the best interests of the membership
44 when meeting with the District to discuss appropriate matters.

- 45
46 A. The Conference Committee shall consist of the President and the Unit Representatives elected
47 to the Executive Committee.

1 **Section 4. Scholarship Committee.**

2 The Executive Committee shall function as the Scholarship Committee and shall be responsible for
3 ensuring that scholarship recipients are members in good standing, selected in a confidential, fair way.
4 The committee will make selections for the chapter scholarship awards from membership and
5 dependent applications.
6

7 **Section 5. Other or Special Committees.**

8 The President shall designate (subject to Executive Committee approval) such special committees that
9 the President determines are necessary to carry out the objectives and purposes of this Association.
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13 **ARTICLE IX**

14 **CHAPTER EXPENSES**

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17 **Section 1. Budget.**

18 The Executive Committee shall annually develop a budget which shall be submitted to the membership
19 for approval on or before the end of October. The fiscal year shall run from September 1st to August
20 31st.
21

22 **Section 2. Annual Convention.**

23 The maximum number of elected delegates and alternates who may attend the Annual Convention
24 shall be determined by the PSE State Bylaws. The delegates and/or alternates will be elected by secret
25 ballot. The maximum the chapter will send will be determined by the PSEA Executive Committee and
26 in accordance with our budget. Convention delegates and/or alternates may be recommended by
27 Executive Committee to the membership at the last general membership meeting of the curriculum
28 school year. Nominations from the floor shall be taken at the meeting; provided however that elected
29 delegates will be expected to attend all workshops and meeting during the convention. After the
30 Convention elected delegates will be expected to make a summary report at the next chapter meeting.
31 Delegates with unexcused absences from any convention meetings or workshops may not be eligible to
32 attend future conventions and shall be held financially responsible for reimbursing the chapter for
33 forfeited convention expenses.
34

35 Convention expenses shall be reimbursed as follows:
36

- 37 A. **Travel Reimbursement** –The Executive Committee shall determine each year the number of
38 vehicles that shall be funded to travel to and from Convention. The mileage reimbursement
39 rate shall be the same as the District’s mileage reimbursement rate.
40 B. **Meals** – Meals not covered by registration fees shall be reimbursed by the Association to a
41 maximum of twenty dollars (\$20.00) per meal, not to include alcoholic beverages or gratuities
42 in allowed cost per meal, limit of three meals per day including meals paid by the registration
43 fee.
44 C. **Reimbursements** – All reimbursement receipts must be submitted to the Treasurer within
45 fourteen (14) calendar days of the end of convention in order to be reimbursed.
46 D. **Rooms** – The Executive Committee shall select the appropriate double occupancy rooms for
47 the delegates and alternates, not to exceed two (2) nights unless preapproved by Executive
48 Committee. Delegates are expected to share rooms when possible.

- E. **Registration** – This Association will pay the registration fee of the delegates and alternates elected by the membership, based on the approved annual budget.
- F. **Chapter/Auction Gift** – This Association will pay up to an amount to be determined through the Annual budget process for a chapter gift.

Section 3. Legislative Conference.

Any member may attend the conference, when pre-registered through the Association. Conference expenses will be reimbursed only for the number of members determined through the annual budgeting process. Delegates with unexcused absences from any conference meetings or workshops may not be eligible to attend future conventions and shall be held financially responsible for reimbursing the chapter for forfeited convention expenses.

- A. **Travel Reimbursement** Per documented mile, per vehicle, per trip, the mileage rate shall be the same as the District’s mileage reimbursement rate.
- B. **Rooms** – The Executive Committee shall select the appropriate double occupancy rooms for the members budgeted to attend for one (1) night, not to exceed two (2) nights unless preapproved by Executive Committee. Delegates are expected to share rooms when possible.
- C. **Registration** – The number of registration fees for the members attending the conference will be paid by the Association as determined by the annual budgeting process. In the event a delegate is unable to attend the conference, notice must be given to the chapter president seventy-two (72) hours prior to the start of the conference.
- D. **Reimbursements** – All reimbursement receipts must be submitted to the Treasurer within fourteen (14) calendar days of the end of the conference in order to be reimbursed.
- E. **Chapter Gift for Auction** – This Association will determine through the annual budgeting process the amount to pay per chapter gift to Auction.

Section 4. Zone Meeting.

Any member may attend a zone meeting, when pre-registered through the Association.

Zone meeting expenses shall be reimbursed as follows:

- A. **Travel Reimbursement** - Per documented mile, per vehicle, per trip, the mileage rate shall be the same as the District’s mileage reimbursement rate.
- B. **Reimbursements** – All reimbursement receipts must be submitted to the Treasurer within fourteen (14) calendar days of the end of the zone meeting in order to be reimbursed.
- C. **Registration** – This Association will pay the registration fee, if any, for any member attending a zone meeting limited to the amount provided by the annual budgeting process.
- D. **Meals/Beverages** – Meals not covered by the registration fee shall be the responsibility of the member.

Section 6. Scholarship.

Only members in good standing and their dependents may apply to the Chapter for scholarships (See Section 1.). Annually, this Association will grant a minimum of one (1) member scholarship and a minimum of one (1) member dependent scholarship. The member dependent scholarship shall be awarded to any dependent enrolled in an institute of higher learning. The minimum amount of each scholarship shall be two hundred fifty dollars (\$250.00). The total number of scholarships and the amount of each scholarship shall be determined by the Executive Committee during the annual



1 budgeting process. The Executive Committee shall be responsible for selecting the scholarship
2 recipients; in a fair and unbiased manner.

3
4 In the event that there are no eligible applicants for one of the scholarships, the scholarship committee
5 may select the applicant who was ranked second from the scholarship category with eligible
6 applicants. This will allow the scholarship committee to award the scholarship amount unused from
7 the scholarship funds for that year.

8
9 **Section 7. Official Business.**

10 Those persons doing official Association business shall be reimbursed for reasonable out-of-pocket
11 expenses approved by the Executive Committee, when substantiated by an acceptable receipt.

12
13 **Section 8. Professional Development.**

14 Annually this Association will grant financial assistance to members for workshops or conferences for
15 professional development in their classification. The total amount available will be determined by the
16 Association during the annual Budgeting process. The recipients and amount of each award shall be
17 selected in a fair and unbiased manner by the Executive Committee.

18
19 **Section 9. Recognition of Classified Employee Week.**

20 The Chapter will spend an amount approved in the budgeting process on activities and supplies to raise
21 school and public awareness of classified employee week. Such activities and funds shall be
22 administered by the appointees of the Executive Board.

23
24 **Section 10. TEAM Conference.**

25 **Travel Reimbursement** - The Executive Committee shall determine each year the number of vehicles
26 that shall be funded to travel to and from the TEAM conference. The mileage reimbursement rate shall
27 be the same as the District's mileage reimbursement rate.

28
29 **Meal Reimbursement** – For meals not covered by the conference, the chapter will pay for one meal
30 while traveling to the conference and for one meal traveling home from the conference.
31 Reimbursement will be limited to a maximum of twenty (\$20.00) dollars and requires a detailed
32 receipt. Alcohol and gratuities not included.

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36 **ARTICLE X**

37
38 **MISCELLANEOUS PROVISIONS**

39
40 **Section 1.**

41 This Association shall be at all times subject to the provisions of the Articles of Incorporation and
42 Bylaws of the Public School Employees of Washington.

43
44 **Section 2.**

45 Except to the extent specified in the Bylaws, no officer of this Association shall have the power to act
46 as agent for, or otherwise bind this Association in any way whatsoever. No member or group of
47 members or any other person or persons shall have the power to act on behalf of for otherwise bind the

1 Association except to the extent specifically authorized in writing by the Executive Committee of this
2 Association.

3
4 **Section 3.**

5 The latest edition of Robert’s Rules of Order shall be the guide in all cases in which they are
6 applicable, and which they are not inconsistent with the Constitution, Bylaws and special rules of this
7 Association or Public School Employees of Washington.

8
9 **Section 4.**

10 In the event of a prolonged natural disaster, pandemic, or other “Act of God” which prevents the
11 membership from meeting in person for the purposes of voting for union officers and or delegates to
12 the PSE Annual Convention, the chapter agrees to extend current officers positions for the period of no
13 longer than six (6) months. If meeting in person is still restricted at that time, the chapter agrees to call
14 a special meeting to discuss the process moving forward with the membership.

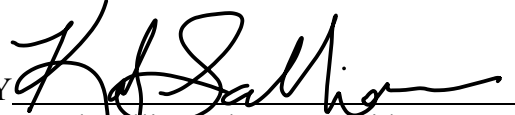
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18 **ARTICLE XI**

19
20 **AMENDMENTS**

21
22 **Section 1.**

23 These Bylaws may be amended by a majority vote of the members at any regular or special meeting
24 thereof, provided that a written notice of the intent to amend any specific provision is given to the
25 membership at least fifteen (15) days prior to the meeting at which said vote is to be taken.

26
27
28 BY


Kal Gallion, Chapter President

29
30
31
32 DATE: October 21, 2020

33 Adopted February 9, 1971
34 Amended November 8, 1973
35 Amended December 17, 1988
36 Amended April 27, 1991
37 Amended March 11, 1993
38 Amended February 17, 1994
39 Amended May 20, 1997
40 Amended June 8, 1999
41 Amended May 22, 2002
42 Amended May 15, 2003
43 Amended March 15, 2005
44 Amended June 15, 2010
45 Amended May 12, 2015
46 Amended May 10, 2016
47 Amended February 26, 2018
48 Amended July 7, 2020