

CHAPTER BYLAWS

BREWSTER

Public School Employees Of Washington / SEIU Local 1948

P.O. Box 798

Auburn, Washington 98071-0798

1-866-820-5652

TABLE OF CONTENTS

	<u>Page</u>
PREAMBLE	1
ARTICLE I MEMBERSHIP	2
ARTICLE II DUES	3
ARTICLE III GOVERNANCE AND OPERATIONS	3
ARTICLE IV MEETINGS	5
ARTICLE V BOARD OF TRUSTEES	5
ARTICLE VI ELECTIONS, FILLING OF VACANCIES, AND RECALL PROCEDURES	7
ARTICLE VII MISCELLANEOUS PROVISIONS	9
ARTICLE VIII COMMITTEES AND DELEGATES	10
ARTICLE IX AMENDMENTS	11

1 **P R E A M B L E**

2
3 **A. NAME**

4
5 The name of this chapter shall be Public School Employees of Brewster and shall be an affiliate of
6 Public School Employees of Washington (PSE), a not-for-profit 501(c)5 labor organization
7 operating under the laws of the State of Washington. This organization was chartered by Public
8 School Employees of Washington on September 23, 1987.

9
10 **B. MISSION - OUR PURPOSE FOR EXISTING**

11
12 It is the mission of Public School Employees of Brewster to work closely with Public School
13 Employees of Washington to support the membership through collective bargaining and the
14 protection of those rights, promote educational enrichment opportunities, encourage membership
15 growth, and provide quality leadership while working closely with the state legislature in an effort
16 to enact laws which will represent the best interest of all classified school employees in the state of
17 Washington.

18
19 **C. VISION - WHAT WE STRIVE TO ACHIEVE**

20
21 We will provide service of superior quality and value that best meets the needs of our chapter
22 members. We will achieve that purpose through an organization and working environment which
23 attracts the finest people, fully develops and challenges individual talents, encourages our free and
24 spirited collaboration to drive the organization ahead, and maintains PSE's historic principles of
25 integrity and commitment to do the right thing.

26
27 Through the successful pursuit of our commitment, we expect our services, programs, and activities
28 to achieve a leadership position in representing all classified employees. As a result, PSE, our
29 members, PSE employees, the school district in which we work, and the community in which we
30 live will grow and prosper.

31
32 **D. VALUES - THAT WHICH GUIDES OUR DECISIONS,**
33 **PERFORMANCE, AND CONDUCT**

34
35 Recognizing the needs of members and PSE staff, we are committed to:

- 36
37
- 38 • Striving for excellence and demonstrating pride in our work.
 - 39 • Having open, honest communications.
 - 40 • Providing high-quality service.
 - 41 • Creating a work environment that is enjoyable, rewarding, and comfortable. We want it to
42 be based on trust and concern for the rights and welfare of others.
- 43
44
45
46

- 1 • Embodying honesty and integrity in our conduct and relationships with others.
- 2
- 3 • Treating others fairly, equally and respecting their individual dignity.
- 4
- 5 • Recognizing individual worth.
- 6
- 7 • Supporting creativity, innovation, and constructive changes in the organization.
- 8
- 9 • Demonstrating accountability for our performance, actions, and behavior.
- 10
- 11 • Doing the professional, technical, organizational, and ethically “right” thing as opposed to
- 12 the easy, popular, or politically expedient thing.
- 13
- 14 • Demonstrating a high level of social responsibility.
- 15
- 16
- 17

18 ARTICLE I

19 MEMBERSHIP

20 **Section 1.1.** Except as otherwise provided in these bylaws, any person, without regard to race, creed,
21 color, national origin, sex, or political belief, shall be eligible for membership.

22 **Section 1.1.1. Active Member.** Any classified school employee who is regularly employed by or for
23 the Brewster School District, and who is a member of Public School Employees of Washington, is
24 eligible for membership in this chapter. A classified employee is one whose position does not require a
25 teaching certificate.

26 **Section 1.1.2. Member In Good Standing.** To be eligible to vote and to hold office, a member must
27 be in good standing. To be in good standing, the member shall be employed and current in payment of
28 dues as are required by these bylaws. Any member, who is on authorized leave of absence pursuant to
29 the Collective Bargaining Agreement, shall retain the right to vote and hold office. Any member who
30 is terminated from employment shall not be eligible to vote or hold office.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46

ARTICLE II

DUES

Section 2.1. State Dues. State dues shall be paid monthly to the state office of PSE as outlined in the state bylaws.

Section 2.1.1. Chapter Rebates. Dues rebates from the state organization shall be received by the chapter in accordance with the provisions of the state bylaws.

Section 2.2. Refunds. Membership dues are not refundable except where an error resulting in an overpayment exists.

ARTICLE III

GOVERNANCE AND OPERATIONS

Section 3.1. PSE shall be governed by a representative form of government.

Section 3.2. Members shall suffer no impairment of freedom of speech concerning the operations of this organization. Active discussions of organization affairs shall be encouraged and protected within this organization.

Section 3.3. Members shall have the right to a full and clear accounting of all organizational funds. At all levels such accounting shall include, but not be limited to, periodical reports to the membership by appropriate fiscal officers or by independent auditors not otherwise connected with the organization, and a financial audit at least once a year which is made available to all members.

Section 3.4. Members shall have the right to full participation, through discussion and vote, in the decision making processes of the organization and to pertinent information needed for the exercises of this right.

Section 3.5. GOVERNING BODY.

Section 3.5.1. Board of Trustees. Except when general meetings of the chapter are in session, the business and property of this chapter shall be managed by a Board of Trustees. The authority to govern and act on behalf of the membership is vested in the elected Board of Trustees who shall decide all matters affecting the purposes, aims and means of accomplishing the purposes of this chapter, not specifically provided for in these bylaws or by action of the members at a regular or special meeting.

Section 3.5.2. PSE Field Staff. PSE field staff shall work closely with the chapter in an advisory position. All decisions governing the business of the local chapter shall be the sole responsibility of the elected officials and membership of the chapter.

1 **Section 3.6. OPERATING PRINCIPLES.** In order to provide the chapter with the highest quality
2 direction and management possible, the following operating principles shall guide the Board of
3 Trustees.
4

5 **Section 3.6.1. Board/Membership Relationships.** A positive, constructive, cooperative relationship
6 between the Board of Trustees and the membership is essential to achieving the mission and vision of
7 the organization. Therefore, the board and membership will conduct themselves in a way that
8 promotes mutual trust, demonstrates respect for individual dignity, and displays professionalism. The
9 board shall utilize positive conflict resolution methods and maintain open, honest lines of
10 communication that respect an appropriate chain of command within the chapter.
11

12 **Section 3.6.2. Media.** The president, or his/her designee, is the primary spokesperson for the chapter.
13 Media inquiries to individual board members about matters of chapter concern should be referred to the
14 chapter president. Inquiries about a position of PSE on any matter of statewide concern or specific
15 legislation should be referred to the Executive Director at state headquarters.
16
17
18

19 ARTICLE IV

20 **MEETINGS**

21
22
23 **Section 4.1.** General membership meetings of this chapter shall be held at least two (2) times annually
24 at a time and place to be fixed by the membership or the Board of Trustees.
25

26 **Section 4.2.** Special meetings may be called by the President, the Board of Trustees, or by petition
27 filed with the President and signed by twenty percent (20%) of the members in good standing of this
28 chapter.
29

30 **Section 4.3.** The President shall provide at least five (5) days notification to all members of any
31 meeting called. However, said five (5) days notice may be waived by the Board of Trustees provided
32 that every reasonable effort is employed to notify the membership of the meeting.
33

34 **Section 4.4.** At any meeting of the membership of this chapter, each member in good standing present
35 shall be entitled to one vote. A member must be present to vote -- no proxy vote will be allowed. A
36 minimum of five (5) members must be present to constitute a quorum before any chapter business may
37 be transacted.
38

39 **Section 4.5. Board of Trustees Meetings.** Meetings of the Board of Trustees shall be called at the
40 discretion of the President. Meetings may also be called upon motion of a majority of the members of
41 the Board of Trustees to the President. A majority of the members of the Board of Trustees shall
42 constitute a quorum.
43

44 **Section 4.6.** The rules contained in the current edition of Robert's Rules of Order Newly Revised shall
45 govern this chapter in all cases to which they are applicable and in which they are not inconsistent with
46 the PSE state bylaws, these bylaws and with any special rules of order this chapter may adopt.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46

ARTICLE V

BOARD OF TRUSTEES

Section 5.1. The Board of Trustees shall be composed of the president, vice president, secretary, membership officer, treasurer, and a unit representative (herein known as a trustee) elected by the unit from each classification of employees of the school district if represented by the local Public School Employees organization.

Section 5.2. The term of office shall be for a period of two (2) years, or until their successors are elected.

Section 5.3. The Board of Trustees shall hold regular meetings, and such special meetings as the president or the board shall deem necessary for the competent management of affairs of the Chapter.

Section 5.4. Each member of the Board of Trustees shall possess one (1) vote in matters coming before the board. All voting at meetings of the Board of Trustees shall be by each member present in person, and voting by proxy shall not be allowed. A majority of the members of the Board of Trustees shall constitute a quorum.

Section 5.5. Duties.

Section 5.5.1. President. The president shall preside at all meetings of the chapter and of the Board of Trustees. The president shall be made aware of, and supervise all activities of the chapter; execute all instruments in its behalf; and work with PSE field staff, with the advice and consent of the Board of Trustees, to achieve the mission, vision, goals, and objectives of the chapter. The president shall appoint all special committees not otherwise provided for in the bylaws of the chapter, subject to the approval of the Board of Trustees, and serve as an ex-officio member of all committees. The president shall report periodically to the membership regarding the progress and standing of the chapter in regard to the president's official acts; and perform all other duties of the office.

Section 5.5.2. Vice President. The vice president shall provide such assistance to the president as requested; serve as chairperson of the Grievance Committee; shall, in the absence of the president, perform duties of that office; and in the case of permanent disability or resignation of the president, shall succeed to that office for the unexpired portion of the current term of office.

Section 5.5.3. Secretary. The secretary shall ensure that the minutes of general membership meetings and Board of Trustee meetings are duly recorded. It shall be the duty of the secretary to keep all records of the chapter, the Board of Trustees, and to perform such other official functions as the president and Board of Trustees may direct.

Section 5.5.4. Membership Officer. It shall be the duty of the membership officer to maintain a current and accurate list of members of the chapter in coordination with the membership information section at PSE state headquarters; ensure that all members are paying dues; render periodical membership reports as required by Public School Employees of Washington; and perform such other official functions as the president and Board of Trustees may direct.



1 **Section 5.5.5. Treasurer.** The treasurer shall receive and be accountable for all funds and monies
2 belonging to the chapter; pay all obligations incurred by the chapter as authorized by the Board of
3 Trustees; keep an accurate record of receipts and disbursements; and maintain bank accounts and
4 depositories designated by the Board of Trustees. Such money shall be withdrawn only by checks
5 signed by the president and/or vice president and the treasurer. The treasurer shall render periodical
6 financial reports as required by the Board of Trustees, the membership, or Public School Employees of
7 Washington to ensure that the chapter is in compliance with all laws and regulations required by the
8 Internal Revenue Service and the Department of Labor. The fiscal year for all financial reports shall be
9 from September 1 to August 31 of the following year, inclusive. The treasurer shall act as custodian of
10 all properties of the chapter.

11
12 **Section 5.5.6. Trustee.** A trustee shall represent the classification of employees which elected them
13 and express to the Board of Trustees the needs, desires, and concerns of the members in their
14 classification. They will be responsible, along with the Grievance Committee, in advising an employee
15 about their contractual rights.

17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45

ARTICLE VI

ELECTIONS, FILLING OF VACANCIES, AND RECALL PROCEDURES

Section 6.1. Members shall have the right to fair and democratic elections at all levels of the chapter.
This includes ten (10) working days notice of nominations and elections, and equal opportunities for
competing candidates to state their qualifications and reasons for seeking office to the chapter
membership. Elections shall be conducted by secret written ballot and certified by the chapter
secretary.

Section 6.2. Members shall have an equal right to run and hold office, except those persons set forth in
RCW 41.56.030 Par. 2, a, b and c, and those employees classified either by state statute or appropriate
state regulatory agencies as being a “supervisory employee.”

Section 6.3. Elections shall be held during the month of May. Terms of office shall be from
September 1 through August 31.

Section 6.4. Nominations may be made by the nominating committee, but whether or not such
nominating committee is used, nominations shall be permitted from the floor at the meeting held for
the election.

Section 6.5. To be eligible, a member must be in good standing for one (1) year immediately
preceding the election.

Section 6.6. Members of the Board of Trustees shall be elected by secret ballot vote, and the balloting
shall be so conducted as to afford all members a reasonable opportunity to vote. At least ten (10)
working days advance notice shall be given the membership prior to the holding of the election.

1 **Section 6.6.1.** All members of the Chapter shall be eligible to vote for the positions of President,
2 Vice President, Secretary, Membership Officer, and Treasurer. In the election of a Trustee, only
3 members in the classification of employees that the Trustee will represent shall be allowed to vote.
4

5 **Section 6.7.** Every member of the Board of Trustees shall, upon assuming office, subscribe to the
6 obligations contained in these bylaws.
7

8 **Section 6.8.** Any member of the Board of Trustees may be removed from office by a two-thirds (2/3)
9 vote of the membership at any regular or special meeting of the chapter. Written notice of the proposed
10 removal must be given to the Board of Trustee member at least five (5) working days prior to the date
11 of the meeting at which the removal is to be voted upon. Such notice must state the cause for the
12 proposed removal.
13

14 **Section 6.9.** Unexcused absences from three (3) consecutive meetings of the Board of Trustees shall
15 be due cause for removal of the member by the Board of Trustees. Removal of a board member
16 because of excessive absenteeism shall not require the 2/3 vote of the membership.
17

18 **Section 6.10.** A vacancy in any position, except that of president, shall be filled by the Board of
19 Trustees in accordance with the procedures set forth below:
20

21 **Section 6.10.1.** In the event the president cannot serve the remainder of his/her current term, the
22 vice president shall serve as president for the completion of the term.
23

24 **Section 6.10.2.** In the event of a vacancy in the office of vice president, secretary, membership officer,
25 or treasurer, all members shall be notified of the vacancy and nominations solicited for the position.
26 Nominations shall be accepted for a period of twenty (20) calendar days following the notification to
27 members. The president, at his/her discretion, may either call a special meeting of the Board of
28 Trustees, or act upon the vacancy at the next regularly scheduled board meeting. Each candidate for
29 the position may submit a letter, or have three (3) minutes to address the board prior to the vote to
30 describe their qualifications and reasons they are seeking the position.
31

32 **Section 6.10.3.** Any other vacancy shall be filled only for the remainder of the term in which the
33 vacancy occurs; provided, however, that when vacancies occur in the office of trustee, the president
34 shall direct that a classification meeting be held and that the classification elect a successor for the
35 remainder of the vacant term. Election of the successor must be by majority vote. In the event that
36 more than two candidates run for the office, the candidate with the lowest vote total will be dropped
37 from the ballot after each round of voting until one candidate receives a majority of the votes cast.
38
39
40

41 ARTICLE VII

42 **MISCELLANEOUS PROVISIONS**

43
44
45 **Section 7.1.** Local chapters shall adopt bylaws that do not conflict with PSE state bylaws. State
46 bylaws shall always supersede local bylaws where conflict exists.

1 **Section 7.2.** This chapter shall send to the PSE state office a list of names and addresses of its Board
2 of Trustees and members, together with other information required by PSE and shall notify PSE of all
3 changes in board members, members, and addresses.

4
5 **Section 7.3.** This chapter shall not enter into any collective bargaining agreement, amendment thereto,
6 dispute settlement agreement, grievance settlement agreement, or any other agreement or waiver which
7 affects or pertains to wages, hours or working conditions of the employees in the bargaining unit, nor
8 any agreement which would affect the rights of employees represented by PSE, nor any agreement
9 affecting the scope of any collective bargaining unit, with the District, Employer, or other entity or
10 agent, unless such agreement is first reviewed and approved by the Executive Director of Public School
11 Employees of Washington or his/her designee, provided decisions of the executive director may be
12 appealed to the Board of Directors.

13
14 **Section 7.3.1.** Original signed copies of all documents pertaining to issues outlined in Section 7.3 shall
15 be submitted to the regional service center, who will then forward the original to state headquarters
16 after appropriate copies have been made.

17
18
19
20 **ARTICLE VIII**

21
22 **COMMITTEES AND DELEGATES**

23
24 **Section 8.1. Grievance Committee.** A Grievance Committee shall be composed of the vice president
25 and at least one unit representative from each classification of employees in the chapter; and shall be
26 responsible for advising members of their rights as outlined in the state bylaws, Article XIV, State
27 Grievance Panel.

28
29 **Section 8.2. Negotiating Committee.** A Negotiating Committee shall consist of the President, Vice
30 President and a representative elected from each classification of employees represented by this
31 bargaining unit and shall work with the PSE field representative in developing proposals and
32 negotiating agreements.

33
34 **Section 8.3. Resource Committee.** A Resource Committee shall consist of an elected representative
35 from each employee group represented by the bargaining unit who shall work closely with the trustee.
36 This committee shall be an information and resource liaison between the Board of Trustees and
37 members. Resource Committee members shall not serve on the Board of Trustees.

38
39 **Section 8.4. Communication Committee.** The Communication Committee shall consist of a
40 newsletter editor and other members who shall publish a monthly newsletter to keep members
41 informed regarding issues of concern to chapter members.

42
43 **Section 8.5. Governmental Affairs Committee.** The Governmental Affairs Committee shall work as
44 a liaison between chapter members and the zone representative on the state PSE Legislative Council.
45 Names and address of all committee members shall be submitted to Public School Employees of
46 Washington, and PSE shall be notified of any changes in members or addresses.

1 **Section 8.6. Annual Convention Delegates.** Delegates shall be elected by secret ballot. Approved
2 expenses incurred by elected delegates attending the annual convention shall be paid by the chapter or
3 in accordance with appropriate provisions of PSE State Bylaws.
4

5 **Section 8.7. Audit Committee.** An Audit Committee shall be selected by the Board of Trustees to
6 audit the financial records of the chapter.
7

8 **Section 8.8. Other Or Special Committees.** The Board of Trustees shall designate such special
9 committees as they determine necessary in the carrying out of the objectives and purposes of this
10 chapter.
11

12 13 14 ARTICLE IX

15 16 AMENDMENTS

17
18 **Section 9.1.** These bylaws may be amended by a majority vote of the Board of Trustees at any regular
19 or special meeting thereof; providing, that notice of the intent to amend any specific provision be given
20 to the members of the Board of Trustees at least five (5) working days prior to the meeting at which
21 said vote is to be taken.
22
23
24

25 BY: _____ Signed by _____
26 Chapter Secretary

27
28
29 DATE: _____ March 28, 2011
30
31
32

33
34 Amended August 26, 2010
35
36
37
38
39
40
41
42
43
44
45
46