

CHAPTER BYLAWS

PUBLIC SCHOOL EMPLOYEES OF CAPE FLATTERY



Public School Employees of Washington / SEIU Local 1948

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1 **PREAMBLE**

2
3 Employees organize primarily to secure better wages and better working conditions.

4
5 We hold that they also organize in order to participate in the decisions which affect them at work. One
6 of the fundamental tenets of Democratic government is the consent of the governed.

7
8 We are both employees and citizens.

9
10 Collective bargaining is the expression of citizenship in employment. Participation in the political life
11 of the nation, state, local municipalities, and school district is but another aspect of that citizenship.

12
13 In the same way that we are organized to improve the terms and conditions of employment, we are
14 equally dedicated to exert ourselves, individually and collectively, to fulfill the promise of American
15 life. Amidst unparalleled abundance, there should not be want.

16
17 We are under a solemn obligation to represent the members of this organization forcefully and
18 effectively in negotiations with the management of the Cape Flattery School District and to conduct
19 internal organizational affairs according to democratic standards.

20
21 **THEREFORE**, we, the classified school employees of Cape Flattery School District, in meeting, adopt
22 these Bylaws this 7th day of August, 1975.

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25 **ARTICLE I**

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28 The name of this organization shall be the Public School Employees of Cape Flattery School District.

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31 **ARTICLE II**

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34 This local organization shall be affiliated with and be a chapter of the Public School Employees of
35 Washington. This organization was chartered by Public School Employees of Washington on August
36 7, 1975.

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39 **ARTICLE III**

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42 This organization shall continue until a majority of all of the members vote to dissolve the
43 organization.



1 **ARTICLE IV**

2
3 The objectives and purposes of this organization are:

- 4
- 5 A. To carry out and assist on a local basis the objectives and purposes of the Public School Employees
- 6 of Washington.
- 7
- 8 B. To promote the organization of Public School Employees in the Cape Flattery School District.
- 9
- 10 C. To promote the welfare of the membership and the classified employees of the Cape Flattery
- 11 School District, and to provide a voice in the determination of the terms and conditions of
- 12 employment. We are committed to the process of collective bargaining as a desirable, democratic
- 13 and effective method to achieve this.
- 14
- 15 D. To promote and provide systematic and effective employee management through collective
- 16 bargaining; to confer and negotiate in good faith, with respect to grievance procedures and
- 17 collective negotiations on personnel matters, including wages, hours and working conditions,
- 18 vacations, holidays, and other conditions of employment for the classified employees of Cape
- 19 Flattery School District.
- 20
- 21 E. Both as members and as citizens, we shall also employ available legislative and political action to
- 22 establish adequate financial provisions for the improvement of public school education and
- 23 equitable consideration for the classified school employees from the State Legislators.
- 24
- 25 F. To establish better fellowship and understanding among classified school employees and to strive
- 26 for their overall betterment through training, legislation and association benefits.
- 27
- 28
- 29

30 **ARTICLE V**

31 **MEMBERSHIP**

32 **Section 1. Eligibility.**

33
34 Except as otherwise provided in these Bylaws, any person without regard to race, creed, color, national
35 origin, sex or political belief, who meets the requirements hereinafter listed shall be eligible for
36 membership.
37

- 38
- 39 A. All persons regularly employed as a classified school employee (as defined by the Public School
- 40 Employees of Washington) by or in Cape Flattery School District, and who are members of the
- 41 Public School Employees of Washington, are eligible for membership in the organization.
- 42

43 **Section 2. Dues.**

- 44
- 45 A. Application for membership shall be made on a standard application form provided by the Board of
- 46 Trustees.
- 47
- 48 B. Membership dues of this organization shall be \$5.00 per year.



1 C. Membership dues are not refundable except where an error resulting in an overpayment exists.

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Section 3. Rights.

- A. Members shall suffer no impairment of freedom of speech concerning the operations of this organization. Active discussion of organization affairs shall be encouraged and protected within this organization.
- B. Members shall have the right to fair and democratic elections at all levels of the organization. This includes due notice of nominations and elections, equal opportunities for competing candidates, and proper election procedures which shall be specifically set forth.
- C. 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".
- D. 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.
- E. 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.

ARTICLE VI
MEETINGS

Section 1.

General membership meetings of this organization shall be held at least four (4) times annually at a time and place to be fixed by the membership.

Section 2.

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

Section 3.

The President shall provide at least five (5) days notification to all members of any meeting called. However, said five (5) days notice may be waived provided that every reasonable effort is employed to notify the membership of the meeting.

Section 4.

At any meeting of the membership of this organization, each member present shall be entitled to one (1) vote. No proxy vote will be allowed. Voting shall be conducted in a manner that allows all members a fair chance to participate. Except for the election of Officers, voting on all other matters can



1 be done through either an electronic voting tool or a confidential paper ballot. The decision on the
2 preferred voting method, and how long electronic voting will be open will be made by the Chapter
3 President and Vice President. A minimum of five (5) members must be present to constitute a quorum
4 before any organization business may be transacted.
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8 **ARTICLE VII**

9 **OFFICERS, NOMINATIONS AND ELECTIONS**

10 **Section 1.**

11 The officers of this organization shall be a President, a Vice President and a Secretary/Treasurer. All
12 officers shall be elected for a term of one (1) year. Officers shall be elected in the spring and shall take
13 office September 1.
14
15

16 **Section 2.**

17 Nominations may be made by the nominating committee, but whether or not such nominating
18 committee is used, nominations shall be permitted from the floor at the meeting held to elect officers.
19
20

21 **Section 3.**

22 To be eligible for office, a member must be in good standing for one (1) year immediately preceding
23 the election, except in the initial election held in this organization, and must
24 qualify under the provisions of Article V, Section 3-C.
25

26 **Section 4.**

27 Officers shall be elected by secret ballot vote, and the balloting shall be so conducted as to afford all
28 members a reasonable opportunity to vote. At least ten (10) days advance notice shall be given the
29 membership prior to the holding of the election.
30

31 **Section 5.**

32 Every officer and trustee shall, upon assuming office, subscribe to the obligation of an officer,
33 contained in these Bylaws.
34

35 **Section 6. Removal.**

36 Any trustee or officer may be removed from their position through a 2/3 majority vote of the present
37 membership at regular or special meetings. The trustee or officer must be provided with the
38 opportunity to resign prior to or during the meeting instead of being removed. Notice of the intended
39 removal must be given to the trustee or officer at least five (5) days prior to the meeting where the vote
40 will take place. The notice should state the reason for the proposed removal.
41

42 **Section 7. Vacancies.**

43 Any vacancies that arise on the Board of Trustees due to death, resignation, or removal will be filled
44 by the remaining members of the board.
45

- 46 • If the departing trustee held the President position, a replacement will be elected from the
47 current membership.

- If the departing trustee held a position as Vice President, Secretary, or Treasurer, the President will appoint someone to serve the remainder of their term.
- For any other trustee vacancy, the corresponding classification they represent will appoint a replacement.

In all cases, the designated person will fulfill the rest of the trustee's term who vacated the position. Each position will be filled within a period of twenty (20) days after the vacancy occurs.

ARTICLE VIII

DUTIES OF OFFICERS

Section 1. President.

The President shall preside at all meetings of the organization. The President shall supervise all activities of the organization; execute all instruments in its behalf, countersign all checks drawn against the fund of the organization; appoint all special committees of the organization subject to the approval of the membership; report periodically to the membership regarding the progress and standing of the organization in regard to the President's official acts. Perform all other duties as prescribed in the Bylaws and perform such other duties usually inherent in such office.

Section 2. Vice President.

The Vice President shall act for the President in the President's absence and perform such other acts as the President may direct. The Vice President may be authorized to act as a co-signer of checks drawn on the funds of the organization in place of or in addition to either the President or Secretary.

Section 3. Secretary.

It shall be the duty of the Secretary to keep all records of the organization, the Board of Trustees, and to perform such other acts as the President and Board of Trustees may direct.

Section 4. Treasurer.

The Treasurer shall receive and be accountable for all funds and monies belonging to the organization; pay all obligations incurred by the organization in payment as authorized by the Board of Trustees; maintain bank accounts and depositories designated by the Board of Trustees; and such money shall be withdrawn only by checks signed by the President and/or Vice President and the Treasurer; and shall render periodical financial reports as required by the Board of Trustees or by the membership; and keep an accurate record of receipts and disbursements; and shall act as custodian of all properties of the organization.

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ARTICLE IX

MISCELLANEOUS PROVISIONS

Section 1.

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

Section 2.

Except to the extent specified in the Bylaws, no officer of this organization shall have the power to act as agent for, or otherwise bind this organization in any way whatsoever. No member or group of members or any other person or persons shall have the power to act on behalf of or otherwise bind the organization except to the extent specifically authorized in writing by the President of the organization.

Section 3.

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

Section 4. Board of Trustees.

The Board of Trustees in this organization shall consist of the elected officers and a representative chosen by each of the five (5) general job classifications: Bus Driver, Aide, Food Service, Secretary/Clerical, and Custodial/Maintenance.

ARTICLE X

COMMITTEES AND DELEGATES

Section 1. Negotiating Committee.

A Negotiating Committee shall consist of the Board of Trustees or their delegated replacements.

Section 2. Audit Committee.

An Audit Committee shall be selected by the membership.

Section 3. Other or Special Committees.

The President shall designate such special committees as determined necessary in the carrying out of the objectives and purposes of this organization.

Section 4. Convention Delegates.

Delegates shall be selected by the membership.



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ARTICLE XI
AMENDMENTS

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Section 1.

These Bylaws may be amended by a majority vote of the membership at any regular or special meeting thereof; providing, that a notice of the intent to amend any specific provision be given to the members at least five (5) days prior to the meeting at which said vote is to be taken.

BY: 
Tammy Hull (Mar 5, 2024 19:22 PST)
Tammy Hull, Chapter President

DATE: 05/03/2024

Adopted by the membership this 7th day of August, 1975.
Amended September 8, 1977.
Amended February 12, 1986.
Amended February 17, 2024.

