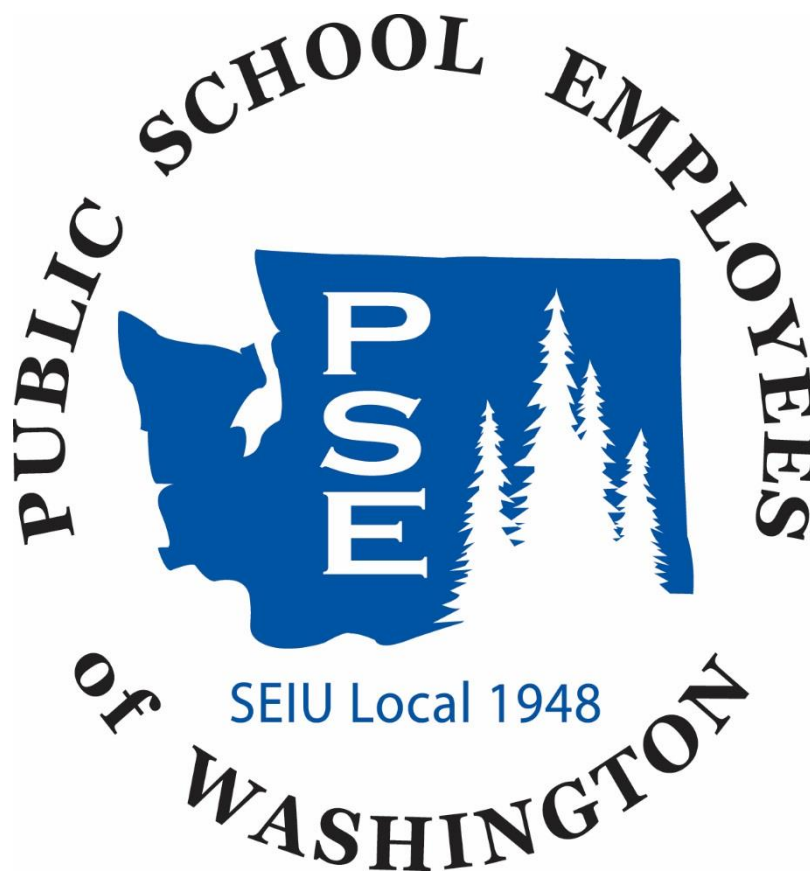


CHAPTER BYLAWS

CRESTON



Public School Employees of Washington/SEIU Local 1948

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

2 A. **NAME**

3
4 The name of this chapter shall be Public School Employees of Creston and shall be an affiliate of
5 Public School Employees of Washington/SEIU Local 1948 (PSE), a not-for-profit 501(c)5 labor
6 organization operating under the laws of the State of Washington.
7

8 B. **MISSION - OUR PURPOSE FOR EXISTING**

9
10 It is the mission of Public School Employees of Creston to work closely with Public School
11 Employees of Washington to support the membership through collective bargaining and the
12 protection of those rights, promote educational enrichment opportunities, encourage membership
13 growth, and provide quality leadership while working closely with the state legislature in an effort
14 to enact laws which will represent the best interest of all classified school employees in the state of
15 Washington.
16

17 C. **VISION - WHAT WE STRIVE TO ACHIEVE**

18
19 We will provide service of superior quality and value that best meets the needs of our chapter
20 members. We will achieve that purpose through an organization and working environment which
21 attracts the finest people, fully develops and challenges individual talents, encourages our free and
22 spirited collaboration to drive the organization ahead, and maintains PSE's historic principles of
23 integrity and commitment to do the right thing.
24

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

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

32
33 Recognizing the needs of members and PSE staff, we are committed to:

- 34
- 35 • Striving for excellence and demonstrating pride in our work.
- 36
- 37 • Having open, honest communications.
- 38
- 39 • Providing high-quality service.
- 40
- 41 • Creating a work environment that is enjoyable, rewarding, and comfortable. We want it
- 42 to be based on trust and concern for the rights and welfare of others.
- 43
- 44
- 45
- 46
- 47 • Embodying honesty and integrity in our conduct and relationships with others.
- 48

- Treating others fairly, equally and respecting their individual dignity.
- Recognizing individual worth.
- Supporting creativity, innovation, and constructive changes in the organization.
- Demonstrating accountability for our performance, actions, and behavior.
- Doing the professional, technical, organizational, and ethically “right” thing as opposed to the easy, popular, or politically expedient thing.
- Demonstrating a high level of social responsibility.

ARTICLE I

MEMBERSHIP

Section 1.1.

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

Section 1.1.1. Active Member.

Any classified school employee who is regularly employed by or for the Creston School District, and who is a member of Public School Employees of Washington, is eligible for membership in this chapter. A classified employee is one whose position does not require a teaching certificate.

Section 1.1.2. Member In Good Standing.

To be eligible to vote and to hold office, a member must be in good standing. To be in good standing, the member shall be employed and current in payment of dues as are required by these bylaws. Any member who is on authorized leave of absence pursuant to the Collective Bargaining Agreement, shall retain the right to vote and hold office. Any member who is terminated from employment shall not be eligible to vote or hold office.

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.

1 **Section 2.1.1. Chapter Rebates.**

2 Dues rebates from the state organization shall be received by the chapter in accordance with the
3 provisions of the state bylaws.

4
5 **Section 2.2. Local Dues.**

6 Local membership dues shall be \$10.00 annually in September of each year. Local dues shall be paid
7 monthly to the chapter treasurer by the school district. Any member who is on an authorized leave of
8 absence pursuant to the Collective Bargaining Agreement, may have local dues collection suspended
9 upon approval by the Chapter Board of Trustees.

10
11 **Section 2.3. Refunds.**

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

13
14
15
16 **ARTICLE III**

17
18 **GOVERNANCE AND OPERATIONS**

19
20 **Section 3.1.**

21 PSE shall be governed by a representative form of government.

22
23 **Section 3.2.**

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

27
28 **Section 3.3.**

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

33
34 **Section 3.4.** Members shall have the right to full participation, through discussion and vote, in the
35 decision making processes of the organization and to pertinent information needed for the exercises of
36 this right.

37
38 **Section 3.5. GOVERNING BODY.**

39
40 **Section 3.5.1. Board of Trustees.** Except when general meetings of the chapter are in session,
41 the business and property of this chapter shall be managed by a Board of Trustees. The authority
42 to govern and act on behalf of the membership is vested in the elected Board of Trustees who
43 shall decide all matters affecting the purposes, aims and means of accomplishing the purposes of
44 this chapter, not specifically provided for in these bylaws or by action of the members at a regular
45 or special meeting.
46
47
48

1 **Section 3.5.2. PSE Field Staff.**

2 PSE field staff shall work closely with the chapter in an advisory position. All decisions
3 governing the business of the local chapter shall be the sole responsibility of the elected
4 officials and membership of the chapter.

5
6 **Section 3.6. OPERATING PRINCIPLES.**

7 In order to provide the chapter with the highest quality direction and management possible, the
8 following operating principles shall guide the Board of Trustees.

9
10 **Section 3.6.1. Board/Membership Relationships.**

11 A positive, constructive, cooperative relationship between the Board of Trustees and the
12 membership is essential to achieving the mission and vision of the organization. Therefore, the
13 board and membership will conduct themselves in a way that promotes mutual trust,
14 demonstrates respect for individual dignity, and displays professionalism. The board shall
15 utilize positive conflict resolution methods and maintain open, honest lines of communication
16 that respect an appropriate chain of command within the chapter.

17
18 **Section 3.6.2. Media.**

19 The president, or his/her designee, is the primary spokesperson for the chapter. Media inquiries
20 to individual board members about matters of chapter concern should be referred to the chapter
21 president. Inquiries about a position of PSE on any matter of statewide concern or specific
22 legislation should be referred to the executive director at state headquarters.

23
24
25 **ARTICLE IV**

26
27 **MEETINGS**

28
29
30 **Section 4.1.**

31 General membership meetings of this chapter shall be held at least four (4) times annually at a time and
32 place to be fixed by the membership or the Board of Trustees.

33
34 **Section 4.2.**

35 Special meetings may be called by the president, the Board of Trustees, or by petition filed with the
36 president and signed by twenty percent (20%) of the members in good standing of this chapter.

37
38 **Section 4.3.**

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

42
43 **Section 4.4.**

44 At any meeting of the membership of this chapter, each member in good standing present shall be
45 entitled to one vote. A member must be present to vote -- no proxy vote will be allowed. A minimum
46 of three (3) members must be present to constitute a quorum before any chapter business may be
47 transacted.

48 **Section 4.5. Board of Trustees Meetings.**

1 Meetings of the Board of Trustees shall be called at the discretion of the president. Meetings may also
2 be called upon motion of a majority of the members of the Board of Trustees to the President. A
3 majority of the members of the Board of Trustees shall constitute a quorum.
4

5 **Section 4.6.**

6 The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern this
7 chapter in all cases to which they are applicable and in which they are not inconsistent with the PSE
8 state bylaws, these bylaws and with any special rules of order this chapter may adopt.
9

10
11
12 **ARTICLE V**

13
14 **BOARD OF TRUSTEES**
15

16 **Section 5.1.**

17 The Board of Trustees shall be composed of the president, vice president, secretary, membership
18 officer, treasurer, and a unit representative (herein known as a trustee) elected by the unit from each
19 classification of employees of the school district if represented by the local Public School Employees
20 organization.
21

22 **Section 5.2.**

23 The term of office shall be for a period of two (2) years, or until their successors are elected.
24

25 **Section 5.3.**

26 The Board of Trustees shall hold regular meetings, and such special meetings as the president or the
27 board shall deem necessary for the competent management of affairs of the Chapter.
28

29 **Section 5.4.**

30 Each member of the Board of Trustees shall possess one (1) vote in matters coming before the board.
31 All voting at meetings of the Board of Trustees shall be by each member present in person, and voting
32 by proxy shall not be allowed. A majority of the members of the Board of Trustees shall constitute a
33 quorum.
34

35 **Section 5.5. Duties.**
36

37 **Section 5.5.1. President.**

38 The president shall preside at all meetings of the chapter and of the Board of Trustees. The
39 president shall be made aware of, and supervise all activities of the chapter; execute all
40 instruments in its behalf; and work with PSE field staff, with the advice and consent of the
41 Board of Trustees, to achieve the mission, vision, goals, and objectives of the chapter. The
42 president shall appoint all special committees not otherwise provided for in the bylaws of the
43 chapter, subject to the approval of the Board of Trustees, and serve as an ex-officio member of
44 all committees. The president shall report periodically to the membership regarding the
45 progress and standing of the chapter in regard to the president's official acts; and perform all
46 other duties of the office.
47

Section 5.5.2. Vice President.

1 The vice president shall provide such assistance to the president as requested; serve as
2 chairperson of the Grievance Committee; shall, in the absence of the president, perform duties
3 of that office; and in the case of permanent disability or resignation of the president, shall
4 succeed to that office for the unexpired portion of the current term of office.
5

6 **Section 5.5.3. Secretary.**

7 The secretary shall ensure that the minutes of general membership meetings and Board of
8 Trustee meetings are duly recorded. It shall be the duty of the secretary to keep all records of
9 the chapter, the Board of Trustees, and to perform such other official functions as the president
10 and Board of Trustees may direct.
11

12 **Section 5.5.4. Membership Officer.**

13 It shall be the duty of the membership officer to maintain a current and accurate list of
14 members of the chapter in coordination with the membership information section at PSE state
15 headquarters; ensure that all members are paying dues; render periodical membership reports as
16 required by Public School Employees of Washington; and perform such other official functions
17 as the president and Board of Trustees may direct.
18

19 **Section 5.5.5. Treasurer.**

20 The treasurer shall receive and be accountable for all funds and monies belonging to the
21 chapter; pay all obligations incurred by the chapter as authorized by the Board of Trustees;
22 keep an accurate record of receipts and disbursements; and maintain bank accounts and
23 depositories designated by the Board of Trustees. Such money shall be withdrawn only by
24 checks signed by the president and/or vice president and the treasurer. The treasurer shall
25 render periodical financial reports as required by the Board of Trustees, the membership, or
26 Public School Employees of Washington to ensure that the chapter is in compliance with all
27 laws and regulations required by the Internal Revenue Service and the Department of Labor.
28 The fiscal year for all financial reports shall be from September 1 to August 31 of the following
29 year, inclusive. The treasurer shall act as custodian of all properties of the chapter.
30

31 **Section 5.5.6. Trustee.**

32 A trustee shall represent the classification of employees which elected them and express to the
33 Board of Trustees the needs, desires, and concerns of the members in their classification. They
34 will be responsible, along with the Grievance Committee, in advising an employee about their
35 contractual rights.
36
37
38

39 **ARTICLE VI**

40 **ELECTIONS, FILLING OF VACANCIES, AND RECALL PROCEDURES**

41 **Section 6.1.**

42 Members shall have the right to fair and democratic elections at all levels of the chapter. This includes
43 ten (10) working days' notice of nominations and elections, and equal opportunities for competing
44 candidates to state their qualifications and reasons for seeking office to the chapter membership.
45 Elections shall be conducted by secret written ballot and certified by the chapter secretary.
46
47
48

1 **Section 6.2.**

2 Members shall have an equal right to run and hold office, except those persons set forth in
3 RCW 41.56.030 Par. 2, a, b and c, and those employees classified either by state statute or appropriate
4 state regulatory agencies as being a “supervisory employee.”
5

6 **Section 6.3.**

7 Elections shall be held during the month of September. Terms of office shall be from September 1
8 through August 31.
9

10 **Section 6.4.**

11 Nominations may be made by the nominating committee, but whether or not such nominating
12 committee is used, nominations shall be permitted from the floor at the meeting held for the election.
13

14 **Section 6.5.**

15 To be eligible, a member must be in good standing for one (1) year immediately preceding the
16 election.
17

18 **Section 6.6.**

19 Members of the Board of Trustees shall be elected by secret ballot vote, and the balloting shall be so
20 conducted as to afford all members a reasonable opportunity to vote. At least ten (10) working days
21 advance notice shall be given the membership prior to the holding of the election.
22

23 **Section 6.6.1.**

24 All members of the Chapter shall be eligible to vote for the positions of President, Vice President,
25 Secretary, Membership Officer, and Treasurer. In the election of a Trustee, only members in the
26 classification of employees that the Trustee will represent shall be allowed to vote.
27

28 **Section 6.7.**

29 Every member of the Board of Trustees shall, upon assuming office, subscribe to the obligations
30 contained in these bylaws.
31

32 **Section 6.8.**

33 Any member of the Board of Trustees may be removed from office by a two-thirds (2/3) vote of the
34 membership at any regular or special meeting of the chapter. Written notice of the proposed removal
35 must be given to the Board of Trustee member at least five (5) working days prior to the date of the
36 meeting at which the removal is to be voted upon. Such notice must state the cause for the proposed
37 removal.
38

39 **Section 6.9.**

40 Unexcused absences from three (3) consecutive meetings of the Board of Trustees shall be due cause
41 for removal of the member by the Board of Trustees. Removal of a board member because of
42 excessive absenteeism shall not require the 2/3 vote of the membership.
43
44

45 **Section 6.10.**

46 A vacancy in any position, except that of president, shall be filled by the Board of Trustees in
47 accordance with the procedures set forth below:
48

1
2 **Section 6.10.1.**

3 In the event the president cannot serve the remainder of his/her current term, the vice president
4 shall serve as president for the completion of the term.
5

6 **Section 6.10.2.**

7 In the event of a vacancy in the office of vice president, secretary, membership officer, or
8 treasurer, all members shall be notified of the vacancy and nominations solicited for the
9 position. Nominations shall be accepted for a period of twenty (20) calendar days following
10 the notification to members. The president, at his/her discretion, may either call a special
11 meeting of the Board of Trustees, or act upon the vacancy at the next regularly scheduled board
12 meeting. Each candidate for the position may submit a letter, or have three (3) minutes to
13 address the board prior to the vote to describe their qualifications and reasons they are seeking
14 the position.
15

16 **Section 6.10.3.**

17 Any other vacancy shall be filled only for the remainder of the term in which the vacancy
18 occurs; provided, however, that when vacancies occur in the office of trustee, the president
19 shall direct that a classification meeting be held and that the classification elect a successor for
20 the remainder of the vacant term. Election of the successor must be by majority vote. In the
21 event that more than two candidates run for the office, the candidate with the lowest vote total
22 will be dropped from the ballot after each round of voting until one candidate receives a
23 majority of the votes cast.
24
25
26

27 **ARTICLE VII**

28 **MISCELLANEOUS PROVISIONS**
29
30

31 **Section 7.1.**

32 Local chapters shall adopt bylaws that do not conflict with PSE state bylaws. State bylaws shall
33 always supersede local bylaws where conflict exists.
34

35 **Section 7.2.**

36 This chapter shall send to the PSE state office a list of names and addresses of its Board of Trustees
37 and members, together with other information required by PSE and shall notify PSE of all changes in
38 board members, members, and addresses.
39

40 **Section 7.3.**

41 This chapter shall not enter into any collective bargaining agreement, amendment thereto, dispute
42 settlement agreement, grievance settlement agreement, or any other agreement or waiver which affects
43 or pertains to wages, hours or working conditions of the employees in the bargaining unit, nor any
44 agreement which would affect the rights of employees represented by PSE, nor any agreement
45 affecting the scope of any collective bargaining unit, with the District, Employer, or other entity or
46 agent, unless such agreement is first reviewed and approved by the Executive Director of Public
47 School Employees of Washington or his/her designee, provided decisions of the executive director
48 may be appealed to the Board of Directors.

1
2 **Section 7.3.1.** Original signed copies of all documents pertaining to issues outlined in Section 7.3
3 shall be submitted to the regional service center, who will then forward the original to state
4 headquarters after appropriate copies have been made.
5
6
7

8 ARTICLE VIII

9 COMMITTEES AND DELEGATES

10 **Section 8.1. Grievance Committee.**

11
12 A Grievance Committee shall be composed of the vice president and at least one unit representative
13 from each classification of employees in the chapter; and shall be responsible for advising members of
14 their rights as outlined in the state bylaws, Article XIV, State Grievance Panel.
15
16

17 **Section 8.2. Negotiating Committee.**

18 A Negotiating Committee shall consist of a representative elected from each classification of
19 employees represented by this bargaining unit and shall work with the PSE field representative in
20 developing proposals and negotiating agreements.
21

22 **Section 8.3. Resource Committee.**

23 A Resource Committee shall consist of an elected representative from each employee group
24 represented by the bargaining unit who shall work closely with the trustee. This committee shall be an
25 information and resource liaison between the Board of Trustees and members. Resource Committee
26 members shall not serve on the Board of Trustees.
27

28 **Section 8.4. Communication Committee.**

29 The Communication Committee shall consist of a newsletter editor and other members who shall
30 publish a monthly newsletter to keep members informed regarding issues of concern to chapter
31 members. This committee shall submit chapter news that may be of state-wide interest to the regional
32 office for possible publication in the PSE Employee by the 10th of each month.
33

34 **Section 8.5. Governmental Affairs Committee.**

35 The Governmental Affairs Committee shall work as a liaison between chapter members and the zone
36 representative on the state PSE Legislative Council. Names and address of all committee members
37 shall be submitted to Public School Employees of Washington, and PSE shall be notified of any
38 changes in members or addresses.
39

40 **Section 8.6. Annual Convention Delegates.**

41 Delegates shall be elected by secret ballot. Approved expenses incurred by elected delegates attending
42 the annual convention shall be paid by the chapter or in accordance with appropriate provisions of PSE
43 State Bylaws.
44

45 **Section 8.7. Audit Committee.**

46 An Audit Committee shall be selected by the Board of Trustees to audit the financial records of the
47 chapter.
48

1 **Section 8.8. Other Or Special Committees.**

2 The Board of Trustees shall designate such special committees as they determine necessary in the
3 carrying out of the objectives and purposes of this chapter.
4
5
6

7 **ARTICLE IX**

8
9 **AMENDMENTS**

10
11 **Section 9.1.**

12 These bylaws may be amended by a majority vote of the Board of Trustees at any regular or special
13 meeting thereof; providing, that notice of the intent to amend any specific provision be given to the
14 members of the Board of Trustees at least five (5) working days prior to the meeting at which said vote
15 is to be taken.
16
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18
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20
21

22 BY: 
23 Amanda K. DeBord, Chapter President

24
25 DATE: Nov. 30, 2016
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27
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29
30

31 Adopted by the membership on November 10, 2015
32 Amended on November 16, 2016
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