

CHAPTER BYLAWS

(Amended April 22, 2025)

PUBLIC SCHOOL EMPLOYEES OF WASHINGTON

OF

**EVERETT ASSOCIATION OF PARAEducATORS
(EAP)**



Public School Employees of Washington/SEIU Local 1948

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

2
3 Employees organize primarily to secure better wages and better working conditions. We hold that they also
4 organize in order to participate in the decisions which affect them at work. One of the fundamental tenets of
5 Democratic government is the consent of the governed.

6
7 One of the fundamental tenets of Democratic government is the consent of the governed.

8
9 We are both employees and citizens.

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

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

17
18 We are under a solemn obligation to represent the members of this organization forcefully and effectively in
19 negotiations with the management of the Everett School District #2, and to conduct internal organizational
20 affairs according to democratic standards.

21
22 Therefore, we, the classified school employees of Everett School District #2, in meeting, adopt these
23 Bylaws this 24th day of May 1972.

24
25 **N A M E**

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28 The name of this organization shall be the Everett Association of Paraeducators (EAP).

29
30 This local organization shall be affiliated with and be a chapter of the Public School Employees of
31 Washington, in affiliation with Service Employees International Union. This organization was chartered by
32 Public School Employees of Washington on May 17, 1972.

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34 **L O G O**

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38 The official logo for Everett EAP Chapter #1107 is:



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42 **M I S S I O N**

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45 The mission of Everett EAP Chapter #1107 is to secure rights, recognition and respect for all members
46 listed on Schedule A of the Collective Bargaining Agreement (CBA). We are committed to the process of
47 collective bargaining. We will work to promote educational enrichment opportunities, encourage
48 membership growth, and provide high quality leadership while working closely with Everett School District

1 (District) and Public School Employees of Washington/SEIU Local 1948 (Association) to improve the lives
2 of our members and their families, empowering them to have a greater impact on their communities and the
3 next generation.
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6 **ARTICLE I**
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8 This organization shall continue until a majority of all the members' vote to dissolve the organization.
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12 **ARTICLE II**
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14 **MEMBERSHIP**
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16 **Section 2.1. Eligibility.**

17 Except as otherwise provided in these Bylaws, any person without regard to race, creed, color, national
18 origin, sex, or political belief, who meets the requirements hereinafter listed, shall be eligible for
19 membership.
20

- 21 A. All persons regularly employed as paraeducators by or for the Everett School District #2, and who
22 are members of the Association are eligible for membership in the organization.
23
24 B. To be eligible to vote and to hold office, a member must be in good standing. To be in good
25 standing, the member shall be employed and current in payment of dues as are required by these
26 Bylaws. Any member who is on authorized leave of absence pursuant to the Collective Bargaining
27 Agreement, for no more than eight (8) weeks, shall retain the right to vote and hold office. Any
28 member who is terminated from employment shall not be eligible to vote or hold office.
29

30 **Section 2.2. PSE/SEIU1948 Association Dues.**

- 31 A. Application for membership shall be made on a standard application form provided by the Board
32 or PSE/SEIU1948, which shall be included in the new employee packet issued at the time of hire.
33
34 B. Membership dues of the Association shall be one and seventy-five hundredths' percent (1.75%).
35 The monthly dues cap (adopted in 2023) will be seventy dollars (\$70.00) per month and shall
36 increase by the sum of five dollars (\$5) annually. All persons regularly employed as
37 paraeducators with the District shall provide authorization for this deduction in writing pursuant
38 to RCW 41.56.110.
39
40 C. All employees hired shall voluntarily join the Association.
41
42 D. Membership dues are not refundable except where an error resulting in an overpayment exists.
43

44 **Section 2.3. EAP Local Dues.**

- 45 A. All paraeducators with the District shall be assessed one dollar (\$1) per month for local dues,
46 payable by payroll deduction.
47

- 1 B. This monthly assessment will be deposited into the Everett Association of Paraeducators (EAP)
2 general account for expenses incurred and/or voted on by the membership (e.g., scholarships,
3 community support, clerical expenses, leadership materials, etc.).
4
5 C. This monthly assessment is non-refundable.
6

7 **Section 2.4. Carry Over.**

8 An amount of no less than four thousand dollars (\$4,000) shall be carried over from one year to the next
9 school year.
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12 **ARTICLE III**

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14 **RIGHTS**

- 15
16 A. Members shall suffer no impairment of freedom of speech concerning the operations of this
17 organization. Active discussions of organizational affairs shall be encouraged and protected
18 within this organization.
19
20 B. Members shall have the right to fair and democratic elections at all levels of the organization.
21 This includes due notice of nominations and elections, equal opportunities for competing
22 candidates, and proper election procedures which shall specifically be set forth.
23
24 C. Members shall have an equal right to run and hold office, except those persons set forth in
25 RCW 41.56.030 Par. 2, and those employees classified either by State Statute or appropriate
26 State regulatory agencies as being a "supervisory employee."
27
28 D. Members shall have the right to a full and clear accounting of all organizational funds. At all
29 levels, such accounting shall include a written financial report, available at each Board and
30 Building Representatives meeting. A financial audit will be conducted at least once a year and
31 will be available to all members.
32
33 E. Members shall have the right to full participation, through discussion and vote, in the decision-
34 making processes of this organization and to pertinent information needed for the exercises of
35 this right.
36
37 F. Free-Rider:
38 Any member who opts out of payment of regular dues shall be characterized as a free rider and
39 shall be entitled only to those rights and privileges as set forth in the Association's Policy and
40 Bylaws. Free-riders shall not be entitled to:
41
42 • hold any local or state office, attend local or state meetings,
43 • vote for local or state leaders
44

45 In order to change from a free-rider to a dues paying member in good standing *and* have the
46 option of running for office, you must be a dues paying member for twelve (12) months prior and
47 continue for at least their term of office.
48

1 In addition, free-riders may not:

- 2
- 3 • Attend any Association/EAP sponsored functions or
- 4 • Apply for state or local scholarships or
- 5 • Vote for ratification of Collective Bargaining Agreements or
- 6 • Access any PSE Association member benefits including but not limited to Emergency
- 7 Relieve Funds (ERF), Union Discounts, Awards, Lawyer Referral program, American
- 8 Income Life Insurance
- 9

10 In order to change from a free-rider to a dues paying member in good standing to have access to

11 the benefits of membership, you must re-sign a membership card to be a dues paying member.

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15 A R T I C L E I V

16 M E E T I N G S

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18

19 **Section 4.1.**

20 General membership meetings of this organization shall be held at least one (1) time during the school year,

21 at a time and place to be fixed by the Board.

22

23 **Section 4.2. Electronic Meetings.**

24 General membership meetings may be held electronically if approved by a majority of the Board. All

25 voting at an electronic meeting will be taken by platform voting tools and the totals shall be recorded by the

26 Secretary. Electronic voting shall be approved by the majority of the Board for documents only. Any voting

27 for officers or delegates shall be in person to comply with Section 4.7 and LMRDA rules.

28

29 **Section 4.3.**

30 Building Representative meetings will be held at least four (4) times during the school year. Cancellations

31 or changes shall be made by the Board.

32

33 **Section 4.4.**

34 Labor Management meetings shall be attended by at least two (2) Board members.

35

36 **Section 4.5.**

37 Special meetings may be called by the President, the Board, or by petition filed with the President and

38 signed by twenty percent (20%) of the members of this organization.

39

40 **Section 4.6.**

41 The President shall provide at least seven (7) days notification to all members of any meeting called.

42 However, the seven (7) days' notice may be waived by the Board provided that every reasonable effort is

43 employed to notify the membership of the meeting.

44

45 **Section 4.7.**

46 At any meeting of the membership of this organization, each member in good standing shall be entitled to

47 one (1) vote. A member must be present to vote - no proxy vote shall be allowed. A majority vote of all the

48 members attending the general meeting will be required to finalize any organizational business.

1
2 **Section 4.8.**

3 Meetings of the Board shall be called at the discretion of the President. Meetings may also be called upon
4 motion of a majority of the members of the Board to the President. A majority of the members of the Board
5 shall constitute a quorum.
6

7 **Section 4.9.**

8 The rules contained in the current edition of Robert's Rules of Order, Newly Revised, shall govern this
9 chapter in all cases to which they are applicable and in which they are not inconsistent with the
10 Association's Bylaws, these Bylaws, and with any special rules of order this chapter may adopt.
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14 **ARTICLE V**
15
16 **MANAGEMENT**

17 **Section 5.1.**

18 The business and property of this organization shall be managed by the Board, except when the meetings of
19 the organization are in session. All matters affecting the purposes, aims, and means of accomplishing the
20 purposes of this organization, not specifically provided for in these Bylaws or by action of the members at a
21 regular or special meeting, shall be decided by the Board.
22

23 **Section 5.2.**

24 The Board shall be composed of the President, Vice President, Secretary, and Treasurer.
25

26 **Section 5.3.**

27 The term of office for the Board of this organization shall be for a period of two (2) years and shall
28 commence on September 1. Every Spring of even-numbered years, the President and Secretary shall be
29 elected. Every Spring of odd-numbered years, the Vice-President and Treasurer shall be elected.
30

31 **Section 5.4.**

32 Newly elected officers shall, from Spring, to September, work with the immediate past officer so that a
33 complete understanding and smooth transition is made, including the turning over of all books and
34 equipment relative to that position. It is extremely important for the smooth transition of these positions
35 and for accurate keeping of materials.
36

37 **Section 5.5.**

38 No member shall hold more than one (1) elected office simultaneously.
39

40 **Section 5.6.**

41 The Board shall hold meetings, and such special meetings as the President or the Board shall deem
42 necessary for the competent management of affairs of the organization.
43

44 **Section 5.7.**

45 Each member of the Board shall possess one (1) vote on matters coming before the Board. All voting at
46 meetings of the Board shall be by each member present and voting by proxy shall not be allowed. A
47 majority of the members of the Board shall constitute a quorum.
48

1 **Section 5.8.**

2 All matters in Board and Building Representative meetings are confidential in nature and shall not be
3 divulged by Board members except to carry out the activities directed therein. Breaches of
4 confidentiality are serious acts and undermine the climate of trust that must exist in carrying out
5 organizational business. All matters related to EAP business should be characterized by a demonstrable
6 commitment to personal, organizational, and professional ethics and integrity. Nothing in this Section
7 should be interpreted to suggest that the membership of EAP should not be kept properly informed on
8 matters relating to the management and operations of EAP.

9
10 **Section 5.9.**

11 Any Board member may be removed from office by a two-thirds (2/3) majority vote of the members in
12 attendance at any regular or special meetings of the membership of the organization. Notice of the
13 proposed removal of the Board member must be given to the Board member five (5) days prior to the date
14 of the meeting at which the removal is to be voted upon. Such notice to the Board member must state the
15 cause for the proposed removal.

16
17 **Section 5.10.**

18 Unexcused absences from three (3) consecutive meetings of the Board shall be due cause for removal of the
19 member by the Board. An unexcused absence is defined as not showing up and not providing notice of the
20 absence prior to the meeting. Removal of a Board member because of excessive absenteeism shall require a
21 two-thirds (2/3) vote of the Board. A Board member may also be required to be removed due to not
22 meeting the eligibility criteria of Section 2.1.B.

23
24 **Section 5.11.**

25 In the event that the President is unable to continue in office, the Vice President shall assume the President's
26 responsibilities for the remaining term. If vacancies occur in other offices, the Board shall appoint a
27 replacement from the membership to serve out the term.

28
29 **Section 5.12.**

30 Association field staff shall work closely with the EAP chapter in an advisory position. All
31 decisions governing the business of the local chapter shall be the sole responsibility of the elected
32 officials and membership of the chapter, so long as they are not in conflict with Public School
33 Employees of Washington/SEIU Local 1948 Bylaws. Public-School Employees of
34 Washington/SEIU Local 1948 shall provide professional collective bargaining services to and on
35 behalf of this EAP chapter.

36
37 The EAP Chapter shall not enter into any Collective Bargaining Agreement, amendment thereto,
38 dispute settlement agreement, grievance settlement agreement, or any other agreement or waiver
39 which affects or pertains to wages, hours or working conditions of the employees in a bargaining
40 unit represented by PSE, nor any agreement which would affect the rights of employees
41 represented by PSE, nor any agreement which would affect the rights of employees represented
42 by PSE, nor any agreement affecting the scope of any collective bargaining unit, with any school
43 district, employer, or other entity or agent, unless such agreement is first received by and
44 approved by the executive director, or his/her designee, of Public School Employees of
45 Washington/SEIU Local 1948, provided decisions of the Executive Director may be appealed to
46 the Board of Directors by any chapter affected thereby. (Article XIII, Affiliated Chapters, Section
47 I, Public School Employees of Washington/SEIU Local 1948 Bylaws).



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ARTICLE VI

OFFICERS, NOMINATIONS AND ELECTIONS

Section 6.1.

The Officers of this organization shall be a President, Vice President, Secretary and Treasurer. All offices, except for the Treasurer, may be co-chaired. Any co-chaired position shall only have one (1) vote on Board decisions. All Chapter officers shall serve for a period of two (2) fiscal years. The President and Secretary shall be elected in even years and the Vice President and Treasurer shall be elected in odd years.

Section 6.2.

Nominations may be made by any member in good standing and shall be permitted from the floor at the meeting held to elect officers. No member shall be nominated without prior consent from that member.

Section 6.3.

To be eligible for office, a member must be in good standing for one (1) year immediately preceding the election and must qualify under the provisions of Article III, Section C of these Bylaws.

Section 6.4.

- A. Officers shall be elected by secret ballot vote when more than one (1) candidate is nominated for a position.
- B. Balloting shall be conducted to afford all members a reasonable opportunity to vote.
- C. At least ten (10) days advance written notice shall be given to the membership prior to holding of the election, and nominations shall be listed, if they are available.

Section 6.5.

Every officer and director shall, upon assuming office, subscribe to the obligation of an officer and director, contained in these Bylaws.

Section 6.6. Electronic Meetings.

General membership meetings may be held electronically if approved by a majority of the Board. Building Rep meetings may be held electronically. All voting at an electronic meeting will be taken by platform voting tools and the totals shall be recorded by the Secretary.

ARTICLE VII

DUTIES OF OFFICERS

Section 7.1. President.

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

1 **Section 7.2. Vice President.**

2 The Vice President shall act for the President in the President's absence and perform such other acts as the
3 President or Board may direct. The Vice President shall prepare new employee packets and keep
4 membership records current for use at all Association meetings. The Vice President shall communicate
5 with Building Representatives, the Board, and the Association to ensure all potential members are being
6 contacted regarding membership. The Vice President shall have other duties as directed by the President or
7 the Board.
8

9 **Section 7.3. Secretary.**

10 The Secretary shall keep an accurate record of the proceedings of the Association. Minutes of the previous
11 meeting shall be read by the Secretary for approval at each regular and special Association meeting. Copies
12 of minutes of each Board meeting and regular Association meetings shall be sent to the President within
13 seven (7) days following each such meeting. A copy of the approved, regular, and special Association
14 meeting minutes shall be provided only upon written request to any member in good standing. At no time
15 shall any unapproved or approved minutes be circulated among the membership. The Secretary shall
16 conduct all correspondence relating to the Association (including but not limited to meeting notices to
17 Building Representatives) if requested by the President. The Secretary shall have other duties as directed by
18 the Board or the President.
19

20 **Section 7.4. Treasurer.**

21 The Treasurer shall bank all monies and make all Association budgeted disbursements after the approval of
22 the Board. The Treasurer shall collect all dues, issue receipts when required, keep receipts and issue
23 disbursements and reimbursements, and keep an accurate record of the members' monthly local
24 assessments. Signature of both the President or Vice President, and Treasurer are required on all checks.
25 The Treasurer shall be responsible for providing an accurate, up-to-date written financial report of the
26 general funds at each Board, regular membership and special Association meeting held. The Treasurer
27 shall render such periodical financial reports as required by the Board, the membership, the Association, or
28 the Internal Revenue Service. A biannual financial review of the Treasurer's records will be made by the
29 Financial Review Committee with the Treasurer present. The Treasurer shall have other duties as directed
30 by the President or the Board.
31

32 **Section 7.5. Building Representatives.**

33 Building Representatives need to read and be knowledgeable about the Collective Bargaining
34 Agreement, be aware of building issues, advise and represent as necessary. This person shall make sure
35 there is an Association/EAP bulletin board, post and remove all notices and distribute correspondence
36 within their buildings. This person shall attend the general membership and Building Representative
37 monthly meetings. The Building Representative shall notify the Chapter Secretary and the Chapter
38 President before June 30 each year if they will continue as the Building Representative or provide the
39 name of the person that will be doing so, along with their most current contact information.. Building
40 Representatives shall promptly report any concerns or needs within their building to the Board. Building
41 Representatives shall work with the Vice President to ensure all new hires are contacted regarding
42 potential membership. The Building Representatives shall have other duties as directed by the President
43 or the Board.
44

45 **Section 7.6. Legislative Representative.**

46 The President shall appoint a Legislative Representative who shall be responsible for keeping the
47 Board and membership aware of relevant developments in the federal government, state legislature or
48 state government.

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ARTICLE VIII

BUILDING REPRESENTATIVES

Definition: Building Representative(s) are an EAP member in good standing that represents the members in their building.

Section 8.1. Yearly Building Representative(s) Selection.

Building Representative(s) may volunteer and/or be appointed by the Board for this position. If more than one (1) volunteer would like this position, volunteers can elect to be co-representatives or the members in said building may vote to select the representative. Buildings may have no more than two (2) representatives. Any member of the Board may be requested to support the voting process. The Building Representative(s) shall notify the Chapter Secretary and the Chapter President before June 30 each year, of the name, current contact information and building of the incoming Representative(s).

Section 8.2. Meeting Attendance.

Building Representative(s) will attend EAP Building Representative meetings and have monthly meetings with their building Administration. This person will attend the EAP general membership meetings.

Section 8.3. Building Representative(s) Responsibilities.

Building Representative(s) shall Support and uphold the mission of Everett EAP Chapter #1107 and its goals and vision. They will promote EAP to its members and work to achieve the characteristics of an effective leader.

- Building Representative(s) needs to be knowledgeable about the Collective Bargaining Agreement (CBA).
- Building Representative(s) will be aware of building issues and advise and represent as necessary.
- Building Representative(s) shall make sure there is an Association/EAP bulletin board, post and remove all notices and distribute correspondence withing their buildings according to the CBA.
- Building Representative(s) shall promptly report any concerns, personnel changes, or sunshine needs within their building to the Board.
- Building Representative(s) shall work with the Vice President to ensure all new hires are contacted regarding potential membership.
- Building Representative(s) shall encourage their building EAP members to participate in EAP/ PSE activities.
- The Building Representative(s) shall have other duties as directed by the President or the Board.

Section 8.4. Building Support Colleague.

The Building Support Colleague will be the EAP designated Building Representative(s). If there is not an EAP designated Building Representative(s), the Building Support Colleague will be chosen by the building administrator.

Section 8.4.1

The Building Support Colleague is responsible for supporting new employees during the 1st year of employment. The new EAP Paraeducator Handbook is to be utilized for the welcome conversations with all new hires.

1
2 **Section 8.5. Removal of a Building Representative.**

3 The EAP Board may remove any Building Representative who fails to attend meetings or engages in
4 conduct detrimental to the good order and productivity of the EAP chapter and/or PSE/SEIU1948.
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8 **ARTICLE VIX**

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10 **COMMITTEES AND DELEGATES**

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12 All Officers and Committee Chairs shall keep pertinent records and information relative to their office or
13 committee. The membership shall be made aware of committees and positions to be filled through the
14 Building Representative and general membership meetings. This will constitute reasonable efforts to fill
15 positions.
16

17 **Section 9.1. Grievance Committee.**

18 The President of the Association will ask for two (2) volunteers from the Board to form the Grievance
19 Validation Committee. The President will appoint two (2) volunteers from the membership. With strict
20 impartiality, the President or an Executive Board member appointed by the President will act as
21 facilitator and choose one (1) to act as the Recorder of the Committee meeting and will not have a vote
22 in the validation process. The Committee will meet to review written materials submitted and hear from
23 the grievant and the District, if they wish to appear, to make verbal statements and answer questions.
24 The verbal statements and questions will be limited to thirty (30) minutes for each participant. The
25 Committee, in strict confidentiality, will decide to validate or invalidate the grievance. The President
26 will provide a written statement to the grievant of the Committee's decision. The President will inform
27 the PSE Field Representative of the decision to validate or invalidate the grievance following the CBA
28 timelines.
29

30 **Section 9.2. Negotiating Committee.**

31 The Negotiating Committee shall consist of the Executive Board. The members of this committee shall
32 continue to serve until the bargaining agreement has been ratified by the membership. The presentation of
33 the negotiated contract must be at a general or special membership meeting. After the presentation, a
34 discussion will follow. The discussion will be limited to three (3) minutes per member. Members that have
35 been confirmed receive a ballot. Time will be given to the membership present, for the understanding of the
36 negotiated proposal. Polls will close twenty (20) minutes after the meeting is called to order. If you arrive
37 after that, you will not be allowed to vote.
38

39 **Section 9.3. Financial Review Committee.**

40 A Financial Review Committee shall consist of two (2) Building Representatives. The Treasurer will be
41 present during the financial review. Financial reviews will be conducted in September and May.
42

43 **Section 9.4. Other/Special Committees.**

44 The President or Board shall designate such special committees as they determine necessary in carrying out
45 the objectives and purposes of this organization.
46
47
48

1 **Section 9.5. Annual Convention Delegates.**

2 Delegates shall be elected by two thirds (2/3) of the membership in attendance at a general or special
3 membership meeting. Two (2) alternative delegates will be selected and approved in the same manner.
4 They shall attend all meetings and workshops at Convention. A minimum of two (2) current officers and
5 two (2) officers-elect are encouraged to attend the Convention as voting delegates. Convention delegates
6 will elect a Chairperson who will make a report to the membership at the first regular membership meeting
7 following the said Convention.

8
9 If a delegate cancels their registration after June 10, and there is not an alternate delegate available, the
10 delegate will be responsible for paying the registration fee. This fee will be waived only in the event of an
11 emergency involving a serious injury or a death of an immediate family member.

12
13 The chapter will pay roundtrip mileage reimbursement to delegates that choose to carpool or fly and those
14 that choose to drive alone will be reimbursed for one way mileage at the current state rate. If delegates wish
15 to bring guests to the Convention who are not EAP members, such guests will be responsible for the cost of
16 their own lodging, meals and guest registration. Receipts for all Convention expenses must be presented to
17 the Treasurer within seven (7) days of the conclusion of the Convention.

18
19 **Section 9.6. Legislative Conference.**

20 Any member may attend the Conference, though Conference expense reimbursement will be limited to
21 four (4) members representing this chapter. The Board shall approve the chapter representatives.

- 22 A. Room: The Board shall select the appropriate room(s) for the chapter representatives who
23 attend.
24 B. Registration: The registration fee of the chapter representatives who attend Convention will
25 be paid by the chapter.

26
27 **Section 9.7. Zone Meetings.**

28 Any member may attend a zone meeting at their own expense (e.g., workshops, speakers, etc.). If it is a
29 Zone Council meeting, (meeting with Zone Director and Chapter Presidents) a maximum of two (2)
30 member's expenses will be paid.

31
32 **Section 9.8. Nominating Committee.**

33 A Nominating Committee may be appointed by the Board or elected to make nominations. The Nominating
34 Committee shall nominate in writing one (1) or more candidates for each open office. Nominations may be
35 made by any member in good standing and nominations shall be permitted from the floor at the meeting
36 held to elect officers. No nomination shall be placed without prior consent from the member being
37 nominated.

38
39 **Section 9.9. Sunshine Committee.**

40 This Committee shall consist of at least two (2) members with the Treasurer and Secretary being the
41 Chairs of this Committee. They shall send a card and/or flowers upon the death of a member or an
42 immediate family member, and/or the retirement of a member. An immediate family member includes
43 parent, spouse, child, grandparent, grandchild, and sibling. Floral arrangements will be sent for the
44 deaths in the EAP members' immediate family, i.e., parents, spouse, or child only. Family members
45 outside of the above will receive a card of condolence.

1 **Section 9.10. FUN (Fun, Unity, and Networking) Committee.**

2 This Committee shall consist of at least two (2) members with one (1) of them being from the Board.
3 The focus will be doing something for someone else. These should help promote fun, unity, and
4 networking. Some examples include participation in Stuff the Bus, holding a food drive, clothing
5 collection, work for Habitat for Humanity, volunteering to run a coffee service at a local rest area,
6 support the shelters in the area, etc. There should be a goal of two (2) volunteer opportunities completed
7 by the EAP group in the school year. Included in this will be arranging social or special events for the
8 benefit of the general membership. The total cost shall be presented to the membership / Board for any
9 event before it shall be scheduled.

10
11 **Section 9.11. Recognition Committee.**

12 The Recognition Committee shall be comprised of at least two (2) members selected at the beginning of the
13 school year. The Committee's responsibility is to coordinate the recognition celebration held in honor of
14 members' years of service at the March meeting. Any awards received by an Association member will be
15 acknowledged at the following March meeting.

16
17 **Section 9.12. CAT Committee.**

18 During bargaining only, a CAT (Contract Action Team) Committee will have 3-4 members. These
19 members will support the negotiation team. They will be in contact with PSE regarding what steps to take
20 and when to take them.

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23
24 **ARTICLE IX**

25
26 **MISCELLANEOUS PROVISIONS**

27
28 **Section 9.1.**

29 This organization shall be, at all times, subject to the provisions of the Articles of Incorporation and Bylaws
30 of Public School Employees of Washington/SEIU Local 1948, and has sole right to develop, approve, and
31 ratify any agreement and/or bargaining demands.

32
33 **Section 9.2.**

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

38
39 **Section 9.3.**

40 The Board, consisting of the President, Vice President, Secretary and Treasurer will be reimbursed one
41 hundred fifty dollars (\$150) of their union dues for attending all Board and general membership
42 meetings. All receipts will be reimbursed at the end of November, February May, and August. The
43 Board will receive an additional reimbursement for the fourth quarter in August. Meeting dates are
44 given to the Board in August for the upcoming year in order for all Board members to plan. If two (2) or
45 more meetings are missed in one quarter, the Board member will forfeit that quarter's payment. Co-
46 positions will share the reimbursement.

1 **Section 9.4. Expenses.**

2 EAP shall reimburse the mileage of the Board, committee members and members traveling for
3 Association business at a rate not to exceed that allowed by the State of Washington. This does not
4 include driving to general, board, labor management or committee meetings. Exceptions to this will be
5 decided by the Board. Mileage for travel to attend Association trainings shall be compensated at the
6 current IRS rate.

7
8 **Section 9.5.**

9 All members of the Board will use the Gmail account that has been set up for use. Reports, newsletters,
10 agendas, and all other pertinent materials will be uploaded there and shared to the other Board members.

11
12 **Section 9.6.**

13 All prior materials shall be placed in storage in the summer of each year. Materials from previous years
14 are not to be kept in the Board members' home.

15
16
17 **ARTICLE X**

18
19
20 **AMENDMENTS**


21 **Section 10.1.**

22 These Bylaws shall be amended by a majority favorable vote of the members at any regular
23 membership meeting, provided that a written notice of the intent to amend any specific provision be
24 given to the membership ten (10) days prior to the meeting at which said vote is to be taken.



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SIGNATURE PAGE


BY: Jill Jackson, Chapter President (Apr 23, 2025 06:43 PDT)
Jill Jackson, Chapter President

DATE: 04/23/2025

- Adopted May 13, 1967
- Amended March 3, 1975
- Amended October 1, 1976
- Amended May 1, 1977
- Amended September 1, 1980
- Amended September 1, 1986
- Amended May 19, 1987
- Amended March 20, 1990
- Amended May 24, 1994
- Amended February 17, 2005
- Amended March 29, 2007
- Amended September 15, 2015
- Amended March 15, 2017
- Amended April 17, 2020
- Amended July 17, 2023
- Amended April 22, 2025

