

CHAPTER BYLAWS

NASELLE – GRAYS RIVER VALLEY

Public School Employees Of Washington
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P R E A M B L E

A. **NAME**

The name of this chapter shall be Public School Employees of Naselle-Grays River Valley School District and shall be an affiliate of Public School Employees of Washington (PSE), a not-for-profit 501(c)5 labor organization operating under the laws of the State of Washington. This organization was chartered by Public School Employees of Washington on April 17, 1984.

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

It is the mission of Public School Employees of Naselle-Grays River Valley School District to work closely with Public School Employees of Washington to support the membership through collective bargaining and the protection of those rights, promote educational enrichment opportunities, encourage membership growth, and provide quality leadership while working closely with the state legislature in an effort to enact laws which will represent the best interest of all classified school employees in the state of Washington.

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

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

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

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

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

- Striving for excellence and demonstrating pride in our work.
- Having open, honest communications.
- Providing high-quality service.

- Creating a work environment that is enjoyable, rewarding, and comfortable. We want it to be based on trust and concern for the rights and welfare of others.
- Embodying honesty and integrity in our conduct and relationships with others.
- 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 Naselle-Grays River Valley 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.

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.

1 **Section 3.5.2. PSE Field Staff.** PSE field staff shall work closely with the chapter in an
2 advisory position. All decisions governing the business of the local chapter shall be the sole
3 responsibility of the elected officials and membership of the chapter.
4

5 **Section 3.6. OPERATING PRINCIPLES.** In order to provide the chapter with the highest quality
6 direction and management possible, the following operating principles shall guide the Board of
7 Trustees.
8

9 **Section 3.6.1. Board/Membership Relationships.** A positive, constructive, cooperative
10 relationship between the Board of Trustees and the membership is essential to achieving the mission
11 and vision of the organization. Therefore, the board and membership will conduct themselves in a way
12 that promotes mutual trust, demonstrates respect for individual dignity, and displays professionalism.
13 The board shall utilize positive conflict resolution methods and maintain open, honest lines of
14 communication that respect an appropriate chain of command within the chapter.
15

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

MEETINGS

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27 **Section 4.1.** General membership meetings of this chapter shall be held at least four (4) times annually
28 at a time and place to be fixed by the membership or the Board of Trustees.
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30 **Section 4.2.** Special meetings may be called by the president, the Board of Trustees, or by petition
31 filed with the president and signed by twenty percent (20%) of the members in good standing of this
32 chapter.
33

34 **Section 4.3.** The president shall provide at least five (5) days notification to all members of any
35 meeting called. However, said five (5) days notice may be waived by the Board of Trustees provided
36 that every reasonable effort is employed to notify the membership of the meeting.
37

38 **Section 4.4.** At any meeting of the membership of this chapter, each member in good standing present
39 shall be entitled to one vote. A member must be present to vote -- no proxy vote will be allowed. A
40 minimum of seven (7) members must be present to constitute a quorum before any chapter business
41 may be transacted.
42

43 **Section 4.5. Board of Trustees Meetings.** Meetings of the Board of Trustees shall be called at the
44 discretion of the president. Meetings may also be called upon motion of a majority of the members of
45 the Board of Trustees to the president. A majority of the members of the Board of Trustees shall
46 constitute a quorum.
47

1 **Section 4.6.** The latest edition of Robert's Rules of Order shall be a reference guide on conducting
2 business at meetings; provided that they shall be superseded by the bylaws and special rules of this
3 chapter or of Public School Employees of Washington.
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7 **ARTICLE V**
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9 **BOARD OF TRUSTEES**
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11 **Section 5.1.** The Board of Trustees shall be composed of the president, vice president, secretary/
12 treasurer, and a unit representative (herein known as a trustee) elected by the unit from each
13 classification of employees of the school district if represented by the local Public School Employees
14 organization. Classifications: bus driver, maintenance/custodial, paraeducator, secretarial/clerkal,
15 food service, computer technician and other units requesting further affiliation.
16

17 **Section 5.2.** The term of office shall be for a period of one (1) year, or until their successors are
18 elected.
19

20 **Section 5.3.** The Board of Trustees shall hold regular meetings, and such special meetings as the
21 president or the board shall deem necessary for the competent management of affairs of the chapter.
22

23 **Section 5.4.** Each member of the Board of Trustees shall possess one (1) vote in matters coming
24 before the board. All voting at meetings of the Board of Trustees shall be by each member present in
25 person, and voting by proxy shall not be allowed. A majority of the members of the Board of Trustees
26 shall constitute a quorum.
27

28 **Section 5.5. Duties.**
29

30 **Section 5.5.1. President.** The president shall preside at all meetings of the chapter and of the
31 Board of Trustees. The president shall be made aware of, and supervise all activities of the chapter;
32 execute all instruments in its behalf; and work with PSE field staff, with the advice and consent of the
33 Board of Trustees, to achieve the mission, vision, goals, and objectives of the chapter. The president
34 shall appoint all special committees not otherwise provided for in the bylaws of the chapter, subject to
35 the approval of the Board of Trustees, and serve as an ex-officio member of all committees. The
36 president shall report periodically to the membership regarding the progress and standing of the
37 chapter in regard to the president's official acts; and perform all other duties of the office.
38

39 **Section 5.5.2. Vice President.** The vice president shall provide such assistance to the president
40 as requested; shall, in the absence of the president, perform duties of that office; and in the case of
41 permanent disability or resignation of the president, shall succeed to that office for the unexpired
42 portion of the current term of office. The vice president may be authorized, by the Board of Trustees,
43 to act as a co-signer of checks drawn on the funds of the organization in place of or in addition to
44 either the president or secretary/treasurer.
45
46

1 **Section 5.5.3. Secretary/Treasurer.** The secretary/treasurer shall ensure that the minutes of
2 general membership meetings and Board of Trustee meetings are duly recorded. It shall be the duty of
3 the secretary/treasurer to keep all records of the chapter, the Board of Trustees, and to perform such
4 other official functions as the president and Board of Trustees may direct. The secretary/treasurer shall
5 receive and be accountable for all funds and monies belonging to the chapter; pay all obligations
6 incurred by the chapter as authorized by the Board of Trustees; keep an accurate record of receipts and
7 disbursements; and maintain bank accounts and depositories designated by the Board of Trustees. Such
8 money shall be withdrawn only by checks signed by the president and/or vice-president and the
9 secretary/treasurer. The secretary/treasurer shall render periodical financial reports as required by the
10 Board of Trustees, the membership, or Public School Employees of Washington to ensure that the
11 chapter is in compliance with all laws and regulations required by the Internal Revenue Service and the
12 Department of Labor. The fiscal year for all financial reports shall be from September 1 to August 31
13 of the following year, inclusive. The secretary/treasurer shall act as custodian of all properties of the
14 chapter.

15
16 **Section 5.5.4. Trustee.** A trustee shall represent the classification of employees which elected
17 them and express to the Board of Trustees the needs, desires, and concerns of the members in their
18 classification. They will be responsible, along with the Grievance Committee, in advising an
19 employee about their contractual rights.

20 21 22 23 **ARTICLE VI**

24 25 **ELECTIONS, FILLING OF VACANCIES, AND RECALL PROCEDURES**

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

32
33 **Section 6.2.** Members shall have an equal right to run and hold office, except those persons set forth
34 in RCW 41.56.030 Par. 2, a, b and c, and those employees classified either by state statute or
35 appropriate state regulatory agencies as being a “supervisory employee.”

36
37 **Section 6.3.** Elections shall be held during the month of May or June. Terms of office shall be from
38 September 1 through August 31.

39
40 **Section 6.4.** Nominations may be made by the nominating committee, but whether or not such
41 nominating committee is used, nominations shall be permitted from the floor at the meeting held for
42 the election.

43
44 **Section 6.5.** To be eligible, a member must be in good standing for one (1) year immediately
45 preceding the election.

1 **Section 6.6.** Members of the Board of Trustees shall be elected by secret ballot vote, and the balloting
2 shall be so conducted as to afford all members a reasonable opportunity to vote. At least ten (10)
3 working days advance notice shall be given the membership prior to the holding of the election.
4

5 **Section 6.6.1.** All members of the chapter shall be eligible to vote for the positions of president,
6 vice president, and secretary/treasurer. In the election of a trustee, only members in the classification
7 of employees that the trustee will represent shall be allowed to vote.
8

9 **Section 6.7.** Every member of the Board of Trustees shall, upon assuming office, subscribe to the
10 obligations contained in these bylaws.
11

12 **Section 6.8.** Any member of the Board of Trustees may be removed from office by a two-thirds (2/3)
13 vote of the membership at any regular or special meeting of the chapter. Written notice of the
14 proposed removal must be given to the Board of Trustee member at least five (5) working days prior to
15 the date of the meeting at which the removal is to be voted upon. Such notice must state the cause for
16 the proposed removal.
17

18 **Section 6.9.** Unexcused absences from three (3) consecutive meetings of the Board of Trustees shall
19 be due cause for removal of the member by the Board of Trustees. Removal of a board member
20 because of excessive absenteeism shall not require the 2/3 vote of the membership.
21

22 **Section 6.10.** A vacancy in any position, except that of president, shall be filled by the Board of
23 Trustees in accordance with the procedures set forth below:
24

25 **Section 6.10.1.** In the event the president cannot serve the remainder of his/her current term, the
26 vice president shall serve as president for the completion of the term.
27

28 **Section 6.10.2.** In the event of a vacancy in the office of vice president or secretary/treasurer, all
29 members shall be notified of the vacancy and nominations solicited for the position. Nominations shall
30 be accepted for a period of twenty (20) calendar days following the notification to members. The
31 president, at his/her discretion, may either call a special meeting of the Board of Trustees, or act upon
32 the vacancy at the next regularly scheduled board meeting. Each candidate for the position may
33 submit a letter, or have three (3) minutes to address the board prior to the vote to describe their
34 qualifications and reasons they are seeking the position.
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36 **Section 6.10.3.** Any other vacancy shall be filled only for the remainder of the term in which the
37 vacancy occurs; provided, however, that when vacancies occur in the office of trustee, the president
38 shall direct that a classification meeting be held and that the classification elect a successor for the
39 remainder of the vacant term. Election of the successor must be by majority vote. In the event that
40 more than two candidates run for the office, the candidate with the lowest vote total will be dropped
41 from the ballot after each round of voting until one candidate receives a majority of the votes cast.
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ARTICLE VII

MISCELLANEOUS PROVISIONS

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

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

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

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

ARTICLE VIII

COMMITTEES AND DELEGATES

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

Section 8.2. Negotiating Committee. A Negotiating Committee shall be selected by the Board of Trustees and shall work with the PSE field representative in developing proposals and negotiating agreements.

Section 8.3. Annual Convention Delegates. Delegates shall be elected by secret ballot. Approved expenses incurred by elected delegates attending the annual convention shall be paid by the chapter or in accordance with appropriate provisions of PSE state bylaws.

1 **Section 8.4. Audit Committee.** An Audit Committee shall be selected by the Board of Trustees to
2 audit the financial records of the chapter.
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4 **Section 8.5. Other Or Special Committees.** The Board of Trustees shall designate such special
5 committees as they determine necessary in the carrying out of the objectives and purposes of this
6 chapter.
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10 **ARTICLE IX**

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12 **AMENDMENTS**

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14 **Section 9.1.** These bylaws may be amended by a majority vote of the Board of Trustees at any regular
15 or special meeting thereof; providing, that notice of the intent to amend any specific provision be given
16 to the members of the Board of Trustees at least five (5) working days prior to the meeting at which
17 said vote is to be taken.
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21 Adopted by the membership this 8th day of February, 1984.

22 Amended by the membership this 8th day of October, 1986.

23 Amended by the membership this 17th day of September, 2002.
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30 BY: /s/ Darrylin Eastham
31 Chapter Secretary

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34 DATE: December 12, 2002
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