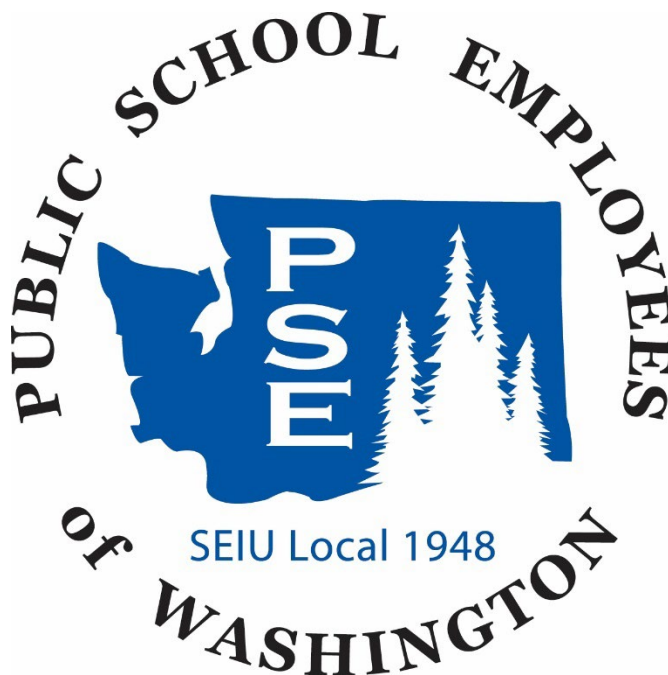


CHAPTER BYLAWS

NORTH FRANKLIN



Public School Employees of Washington/SEIU Local 1948

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P R E A M B L E

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

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

We are both employees and citizens.

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

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

We are under a solemn obligation to represent the members of this Organization forcefully and effectively in negotiations with the management of the North Franklin School District and to conduct internal Organizational affairs according to democratic standards.

THEREFORE, we, the classified school employees of North Franklin School District, in meeting, adopt these Bylaws this 15th day of April 1986.

A R T I C L E I

T I T L E

Section 1.1.

The name of this Organization shall be the Public School Employees of North Franklin School District.

A R T I C L E I I

A F F I L I A T I O N

Section 2.1.

This local Organization shall be affiliated with and be a chapter of the Public School Employees of Washington. This Organization was chartered by Public School Employees of Washington on July 1, 1971.

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ARTICLE III

OBJECTIVES AND PURPOSES

Section 3.1.

The objectives and purposes of this Organization are:

- A. To carry out and assist on a local basis the objectives and purposes of the Public School Employees of Washington.
- B. To promote the Organization of Public School Employees in the North Franklin School District.
- C. To promote the welfare of the membership and the classified employees of the North Franklin School District, and to provide a voice in the determination of the terms and conditions of employment. We are committed to the process of collective bargaining as a desirable, democratic and effective method to achieve this.
- D. To promote and provide systematic and effective employee management through collective bargaining; to confer and negotiate in good faith, with respect to grievance procedures and collective negotiations on personnel matters, including wages, hours and working conditions, vacations, holidays and other conditions of employment for the classified employees of North Franklin School District.
- E. Both as members and as citizens, we shall also employ available legislative and political action to establish adequate financial provisions for the improvement of public school education and equitable consideration for the classified school employees from the State Legislators.
- F. To establish better fellowship and understanding among classified school employees and to strive for their overall betterment through training, legislation and Association benefits.

ARTICLE IV

MEMBERSHIP

Section 4.1. Eligibility.

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

- A. All persons regularly employed as a classified school employee (as defined by the Public School Employees of Washington) by or in North Franklin School District, and who are members of the Public School Employees of Washington, are eligible for membership in the Organization.

1 **B. Free-Riders**

2 Any member who opts out of payment of regular dues, shall be characterized as a free-rider
3 and shall be entitled only to those rights and privileges as set forth in the PSE Policy and
4 Bylaws. Free-riders shall not be entitled to hold any local or state office, attend local or
5 state meetings, vote for local or state leaders or vote for ratification of collective bargaining
6 agreements. In addition, free-riders may not attend any PSE sponsored functions and are not
7 eligible for any PSE sponsored Scholarships. Free riders are not eligible to appeal a
8 grievance which is not validated by the local chapter to the State Grievance Panel.
9

10 **Section 4.2. Local Dues.**

11 The Board of Trustees may adopt local chapter dues; provided, however, that such dues may not exceed
12 six dollars (\$6.00) per calendar year; and provided, further, that such action is subject to the ratification of
13 the membership at a general or special meeting.
14

15 **Section 4.3. Rights.**

- 16
- 17 A. Members shall suffer no impairment of freedom of speech concerning the operations of this
18 Organization. Active discussions of Organization affairs shall be encouraged and protected
19 within this Organization.
20
 - 21 B. Members shall have the right to fair and democratic elections at all levels of the Organization.
22 This includes due notice of nominations and elections, equal opportunities for competing
23 candidates, and proper election procedures which shall be specifically set forth.
24
 - 25 C. Members shall have an equal right to run and hold office, except those persons set forth in
26 RCW 41.56.030 Par. 2, a, b and c, and those employees classified either by State statute or
27 appropriate State regulatory agencies as being a "supervisory employee."
28
 - 29 D. Members shall have the right to a full and clear accounting of all Organizational funds. At all
30 levels such accounting shall include, but not be limited to, periodical reports to the membership
31 by appropriate fiscal officers or by independent auditors not otherwise connected with the
32 Organization, and a financial audit at least once a year which is made available to all members.
33
 - 34 E. Members shall have the right to full participation, through discussion and vote, in the decision
35 making processes of the Organization and to pertinent information needed for the exercises of
36 this right.
37

38

39

40 **ARTICLE V**

41

42 **MEETINGS**

43

44 **Section 5.1.**

45 General membership meetings of this Organization shall be held at least two (2) times annually at a time
46 and place to be fixed by the membership or the Board of Trustees.
47

1 **Section 5.2.**

2 Special meetings may be called by the President, the Board of Trustees, or by petition filed with the
3 President and signed by twenty percent (20%) of the members of this Organization.
4

5 **Section 5.3.**

6 The President shall provide at least five (5) days notification to all members of any meeting called.
7 However, said five (5) days notice may be waived by the Board of Trustees provided that every
8 reasonable effort is employed to notify the membership of the meeting.
9

10 **Section 5.4.**

11 At any meeting of the membership of this Organization, each member present shall be entitled to one vote.
12 A member must be present to vote - no proxy vote will be allowed. A quorum shall consist of those
13 members present and voting.
14

15
16 **ARTICLE VI**

17
18 **MANAGEMENT**

19
20 **Section 6.1.**

21 The business and property of this Organization shall be managed by a Board of Trustees, except when the
22 meetings of the Organization are in session. All matters affecting the purposes, aims and means of
23 accomplishing the purposes of this Organization, not specifically provided for in these Bylaws or by
24 action of the members at a regular or special meeting shall be decided by the Board of Trustees.
25

26 **Section 6.2.**

27 The Board of Trustees shall be composed of the President, Vice President, Secretary/Treasurer and a Unit
28 Representative elected by the Unit from each of the following classifications of employees of the School
29 District if represented by the Local Public School Employees Organization.
30

- 31 Classifications:
- 32 1. Transportation
 - 33 2. Food Service
 - 34 3. Secretarial and Clerical
 - 35 4. Custodial/Maintenance
 - 36 5. Paraeducators
 - 37 6. Other units requesting further affiliation.

38 **Section 6.3.**

39 The term of office of the Trustees of this Organization shall be for a period of two (2) years from the date
40 of election.
41

42 **Section 6.4.**

43 The Board of Trustees shall hold regular meetings bi-monthly, and such special meetings as the President
44 or the Board shall deem necessary for the competent management of affairs of the Organization.
45

46 **Section 6.5.**

47 Each member of the Board of Trustees shall possess one (1) vote in matters coming before the Board. All
48 voting at meetings of the Board of Trustees shall be by each member present in person and voting by

1 proxy shall not be allowed. A majority of the members of the Board of Trustees shall constitute a
2 quorum.

3
4 **Section 6.6.**

5 Any Trustee may be removed from office by a two-thirds (2/3) majority vote of the membership at any
6 regular or special meeting of the membership of the Organization. Notice of the proposed removal of the
7 Trustee must be given to the Trustee five (5) days prior to the date of the meeting at which the removal is
8 to be voted upon. Such notice to the Trustee must state the cause for the proposed removal. A Trustee
9 may also be removed by a two-thirds (2/3) majority vote of the members of his/her classification unit.
10 The same procedure will be utilized, and the vote will be taken by secret ballot.

11
12 **Section 6.7.**

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

16
17 **Section 6.8.**

18 Any vacancies occurring on the Board of Trustees by reason of death, resignation or removal shall be
19 filled by the remaining Trustees, or by election from the effected classification unit. In the event that such
20 Trustee is an officer, such selection shall be from the membership at large. All other Trustees' vacancies
21 shall be filled from the classification of which they are representatives. Such appointee shall serve during
22 the unexpired term of the Trustee whose position has become vacant.

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26 **ARTICLE VII**

27
28 **OFFICERS, NOMINATIONS AND ELECTIONS**

29
30 **Section 7.1.**

31 The officers of this Organization shall be a President, a Vice President, and Secretary/Treasurer. All
32 officers shall be elected for a term of two (2) years. Elections shall be held in May; terms of office begin
33 September 1st.

34
35 **Section 7.2.**

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

38
39 **Section 7.3.**

40 To be eligible for office, a member must be in good standing for one year immediately preceding the
41 election, except in the initial election held in this Organization, and must qualify under the provisions of
42 Article V, Section 3-C.

43
44 **Section 7.4.**

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

1 **Section 7.5.**

2 Every Officer and Trustee shall, upon assuming office, subscribe to the obligation of an Officer and
3 Trustee, contained in these Bylaws.

4
5 **Section 7.5.1.**

6 Each Officer and Trustee shall follow the oath of Office and be sworn in upon holding Office.
7

8 **Section 7.6. Ratification of Contractual Agreements.**

9 Tentative contractual agreements, reached through the collective bargaining process, shall be subject to
10 the ratification of the general membership. At least three (3) days advance notice shall be given the
11 membership prior to the holding of a ratification ballot. A majority of a quorum of assembled members is
12 required to approve a negotiated agreement.

13
14 **Section 7.7.**

15 The Board of Trustees may, at its option, authorize an alternative balloting process for ratification of
16 agreements; provided, however, that the three (3) days notification period and the requirement for
17 majority approval shall not be waived.
18
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21 **ARTICLE VIII**

22 **DUTIES OF OFFICERS**

23
24 **Section 8.1. President.**

25 The President shall preside at all meetings of the Organization and of the Board of Trustees. The
26 President shall supervise all activities of the Organization; execute all instruments in its behalf; counter-
27 sign all checks drawn against the fund of the Organization; appoint all special committees of the
28 Organization subject to the approval of the Board of Trustees; report periodically to the membership
29 regarding the progress and standing of the Organization in regard to the President's official acts; perform
30 all other duties as prescribed in the Bylaws and perform such other duties usually inherent in such office.
31
32

33 **Section 8.2. Vice President.**

34 The Vice President shall act for the President in the President's absence and perform such other acts as the
35 President or Board of Trustees may direct. The Vice President may be authorized, by the Board of
36 Trustees, to act as a co-signer of checks drawn on the funds of the Organization in place of or in addition
37 to either the President or Secretary/Treasurer.
38

39 **Section 8.3. Secretary/Treasurer.**

40 It shall be the duty of the Secretary/Treasurer to keep all records of the Organization, the Board of
41 Trustees, and to perform such other acts as the President and Board of Trustees may direct, including, but
42 not limited to, the following: receive and be accountable for all funds and monies belonging to the
43 Organization; pay all obligations incurred by the Organization in payment as authorized by the Board of
44 Trustees; maintain bank accounts and depositories designated by the Board of Trustees; and such money
45 shall be withdrawn only by checks signed by the President and/or Vice President and the Secretary/
46 Treasurer; and shall render periodical financial reports as required by the Board of Trustees or by the
47 membership; and keep an accurate record of receipts and disbursements; and shall act as custodian of all
48 properties of the Organization.

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ARTICLE IX

MISCELLANEOUS PROVISIONS

Section 9.1.

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 9.2.

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 or Board of Trustees of the Organization.

Section 9.3.

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 9.4.

This Organization shall continue until a majority of all of the members vote to dissolve the Organization.

ARTICLE X

COMMITTEES AND DELEGATES

Section 10.1. Grievance Committee.

A Grievance Committee shall be composed of the President or Vice President, and the Unit Representatives on the Board of Trustees.

Section 10.2. Negotiating Committee.

A Negotiating Committee shall be composed of the Board of Trustees or appointed by the Board of Trustees.

Section 10.3. Audit Committee.

An Audit Committee shall be selected by the Board of Trustees.

Section 10.4. Other Or Special Committees.

The President and/or the Board of Trustees shall designate such special committees as they determine necessary in the carrying out of the objectives and purposes of this Organization.

Section 10.5. Convention Delegates.

Delegates shall be selected by the general membership. The President may, at his/her option, appoint himself/herself to fill one (1) delegate position.

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Section 10.6. Nominating Committee.

A Nominating Committee may be appointed by the Board of Trustees or elected to make nominations.

ARTICLE XI
AMENDMENTS

Section 11.1.

These Bylaws may be amended by the membership, by a two-thirds (2/3) vote of a quorum of assembled members at any regular or special meeting thereof; providing, that a notice of the intent to amend any specific provision be published at least five (5) days prior to the meeting at which said vote is to be taken.

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SIGNATURE PAGE

BY: */Signed by Deana Harty/*
Deana Harty, Chapter President

DATE: */April 18, 2019/*

Adopted by the membership April 15, 1986.
Amended February 4, 1994
Amended April 21, 2003
Amended January 27, 2011
Amended April 17, 2019