

CHAPTER BYLAWS

STEVENSON-CARSON



PUBLIC SCHOOL EMPLOYEES OF WASHINGTON
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1 **P R E A M B L E**

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

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

9
10 We are both employees and citizens.

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

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

18
19 We are under a solemn obligation to represent the members of this organization forcefully and
20 effectively in negotiations with the management of the Stevenson-Carson School District and to
21 conduct internal organizational affairs according to democratic standards.

22
23 THEREFORE, we, the classified school employees of Stevenson-Carson School District, in meeting,
24 adopt these Bylaws this 25th day of February, 1976.

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27 **A R T I C L E I**

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32 The name of this organization shall be the Public School Employees of Stevenson-Carson School
33 District.

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36 **A R T I C L E II**

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41 This local organization shall be affiliated with and be a chapter of the Public School Employees of
42 Washington, PSE/SEIU Local 1948, a not-for-profit 501© (5) labor organization operating under the
43 laws of the State of Washington. This organization was chartered by Public School Employees of
44 Washington on February 25, 1976.



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ARTICLE III

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

ARTICLE IV

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 Stevenson-Carson School District.
- C. To promote the welfare of the membership and the classified employees of the Stevenson-Carson 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 matter, including wages, hours and working conditions, vacations, holidays and other conditions of employment for the classified employees of Stevenson-Carson 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.



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ARTICLE V

MEMBERSHIP

Section 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 Stevenson-Carson School District, and who are members of the Public School Employees of Washington, are eligible for membership in the organization.

Section 2. Dues.

- A. Application for membership shall be made on a standard application form provided by the Board of Trustees. Unless such a form includes a valid authorization for payroll deduction of dues, the application shall be accompanied by the current month's dues.
- B. Membership dues shall be payable monthly, in advance, to the treasurer, and in any event shall be paid not later than the 15th of the month in which they become due. Any member who fails to pay the dues by the 15th day of the month in which they become due shall be considered delinquent and upon failure to pay dues for two successive months, shall stand suspended. Provided, however, that persons who are paying dues through a system of regular payroll deduction shall, for as long as they continue to pay through such payroll deduction, be considered to be in good standing.
- C. When a member is unemployed for more than twenty (20) days in any calendar month and does not receive unemployment compensation or sick pay or other remuneration, they may be entitled to credit for dues for the period of unemployment, not to exceed six (6) months in any calendar year.
- D. Membership dues are not refundable except where an error resulting in an overpayment exists.

Section 3. Rights.

- A. 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.
- B. Members shall have the right to fair and democratic elections at all levels of the organization. This includes due notice of nominations and elections, equal opportunities for competing candidates, and proper election procedures which shall be specifically set forth.



- 1 C. Members shall have an equal right to run and hold office, except those persons set forth in
2 RCW 41.56.030 Par. 2, a, b, and c; and those employees classified either by state statute or
3 appropriate state regulatory agencies as being a “supervisory employee.”
4
- 5 D. Members shall have the right to a full and clear accounting of all organizational funds. At all
6 levels such accounting shall include, but not be limited to, periodical reports to the membership
7 by appropriate fiscal officers or by independent auditors not otherwise connected with the
8 organization, and a financial audit at least once a year which is made available to the members.
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- 10 E. Members shall have the right to full participation, through discussion and vote, in the decision-
11 making processes of the organization and to pertinent information needed for the exercises of
12 this right.
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16 ARTICLE VI

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20 MEETINGS

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22 Section 1.

23 General membership meetings of this organization shall be held at least four (4) times annually at a
24 time and place to be fixed by the membership or the Board of Trustees.
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26 Section 2.

27 Special meetings may be called by the president/co-presidents, the Board of Trustees, or by petition
28 filed with the president/co-presidents and signed by twenty percent (20%) of the members of this
29 organization.
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31 Section 3.

32 The president/co-presidents shall provide at least five (5) days notification to all members of any
33 meeting called. However, said five (5) days notice may be waived by the Board of Trustees provided
34 that every reasonable effort is employed to notify the membership of the meeting.
35

36 Section 4.

37 At any meeting of the membership of this organization, each member present shall be entitled to one
38 (1) vote. A member must be present to vote – no proxy vote will be allowed. A minimum of two (2)
39 officers and three (3) members must be present to constitute a quorum before any organization
40 business may be transacted.
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ARTICLE VII

MANAGEMENT

Section 1.

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

Section 2.

The Board of Trustees shall be composed of the president/co-presidents, vice president, secretary, treasurer, and a unit representative elected by the unit from each of the following classifications of employees of the school district if represented by the local Public School Employees organization.

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|------------------|----|---|
| Classifications: | 1. | Transportation |
| | 2. | Food Service |
| | 3. | Secretarial and Clerical |
| | 4. | Custodial-maintenance-grounds |
| | 5. | Paraeducators |
| | 6. | Technical |
| | 7. | Other units requesting further affiliation. |

Section 3.

The term of office of the trustees of this organization shall be for a period of three (3) years from the date of election.

Section 4.

The Board of Trustees shall hold quarterly meetings and such special meetings as the president/co-presidents or the Board shall deem necessary for the competent management of the organization.

Section 5.

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

Section 6.

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

1 **Section 7.**

2 Unexcused absences from two (2) consecutive meetings of the Board of Trustees shall be due cause for
3 removal of the trustee by the Board of Trustees. Removal of a Board member because of excessive
4 absenteeism shall not require the two-thirds (2/3) vote of membership.

5
6 **Section 8.**

7 Any vacancies occurring on the Board of Trustees by reason of death, resignation, or removal shall be
8 filled by the remaining trustees. In the event that such trustee is an officer, such selection shall be from
9 the membership at large. All other trustees' vacancies shall be filled from the classification of which
10 they are representatives. Such appointee shall serve during the unexpired term of the trustee whose
11 position has become vacant.

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15 **ARTICLE VIII**

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18 **OFFICERS, NOMINATIONS AND ELECTIONS**

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21 **Section 1.**

22 The officers of this organization shall be a president/co-presidents, a vice president, a secretary, and a
23 treasurer. All officers shall be elected for a term of three (3) years.

24
25 **Section 2.**

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

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29 **Section 3.**

30 To be eligible for office, a member must be in good standing for one year immediately preceding the
31 election, except in the initial election held in this organization, and must qualify under the provisions
32 of Article V, Section 3.C.

33
34 **Section 4.**

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

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39 **Section 5.**

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



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ARTICLE IX

DUTIES OF OFFICERS

Section 1. President/co-presidents.

The president/co-presidents shall preside at all meetings of the organization and of the Board of Trustees. The president/co-presidents shall supervise all activities of the organization; execute all instruments in its behalf; counter-sign all checks drawn against the fund of the organization; appoint all special committees of the organization subject to the approval of the Board of Trustees; report periodically to the membership regarding the progress and standing of the organization in regard to the president's/co-presidents' official acts; perform all other duties as prescribed in the Bylaws and perform such other duties usually inherent in such office.

Section 2. Vice President.

The vice president shall act for the president/co-presidents in the president's/co-presidents' absence and perform such other acts as the president/co-president or Board of Trustees may direct. The vice president may be authorized, by the Board of Trustees, to act as a co-signer of checks drawn on the funds of the organization in place of or in addition to either the president/co-president or secretary.

Section 3. Secretary.

It shall be the duty of the secretary to keep all records of the organization, the Board of Trustees, and to perform such other acts as the president/co-presidents and Board of Trustees may direct.

Section 4. Treasurer.

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

ARTICLE X

MISCELLANEOUS PROVISIONS

Section 1.

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

1 **Section 2.**

2 Except to the extent specified in the Bylaws, no officer of this organization shall have the power to act
3 as agent for, or otherwise bind this organization in any way whatsoever. No member or group of
4 members or any other person or persons shall have the power to act on behalf of or otherwise bind the
5 organization except to the extent specifically authorized in writing by the president/co-president or
6 Board of Trustees of the organization.
7

8 **Section 3.**

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

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18 **COMMITTEES AND DELEGATES**

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21 **Section 1. Grievance Committee.**

22 A Grievance Committee shall be composed of the president/co-presidents or vice president and at least
23 one (1) unit representative from each represented unit of the chapter.
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25 **Section 2. Negotiating Committee.**

26 The Negotiating Committee shall consist of the Board of Trustees.
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28 **Section 3. Audit Committee.**

29 An Audit Committee shall be selected by the Board of Trustees.
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31 **Section 4. Other or Special Committees.**

32 The Board of Trustees shall designate such special committees as they determine necessary in the
33 carrying out of the objectives and purposes of this organization.
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35 **Section 5. Convention Delegates.**

36 Delegates shall be elected by the membership from volunteers.
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38 **Section 6. Nominating Committee.**

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

AMENDMENTS

Section 1.

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

BY: LaRene Huber
LaRene Huber, Chapter Secretary

DATE: 3-22-18

Adopted February 25, 1976.
Amended June 1, 1992.
Amended June 17, 2002.
Amended March 7, 2018.

