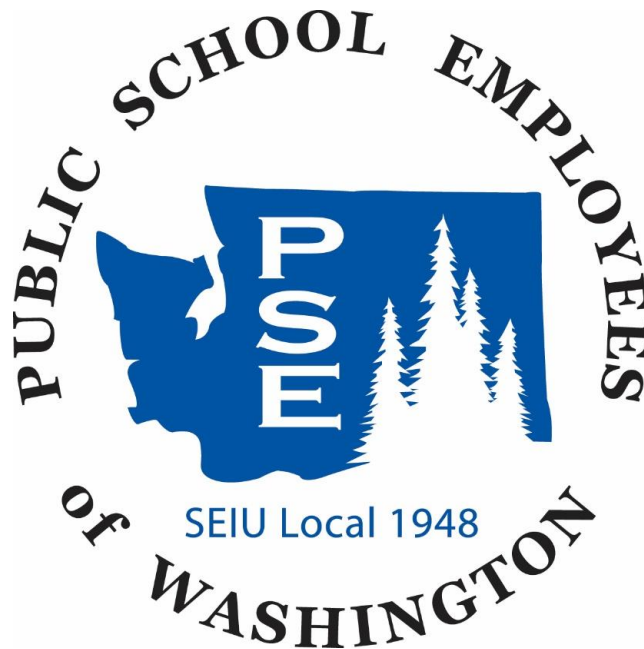


CHAPTER BYLAWS

WAPATO



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.

4
5 We hold that they also organize in order to participate in the decisions which affect them at work.
6 One of the fundamental tenets of Democratic government is the consent of the governed.

7
8 We are both employees and citizens.

9
10 Collective bargaining is the expression of citizenship in employment. Participation in the political life
11 of the nation, State, local municipalities, and school district is but another aspect of that citizenship.

12
13 In the same way that we are organized to improve the terms and conditions of employment, we are
14 equally dedicated to exerting ourselves, individually and collectively, to fulfill the promise of
15 American life. Amidst unparalleled abundance, there should not be want.

16
17 We are under a solemn obligation to represent the members of this organization forcefully and
18 effectively in negotiations with the management of the Wapato School District #207 and to conduct
19 internal organizational affairs according to democratic standards.

20
21 THEREFORE, we, the classified school employees of Wapato School District #207, in meeting, adopt
22 these Bylaws this 12th day of November 1986.

23
24 **A R T I C L E I**

25
26 **N A M E**

27
28 **Section 1.1.**

29 The name of this organization shall be the Public School Employees of Washington/SEIU Local 1948
30 Wapato Chapter #431.

31
32 **A R T I C L E II**

33
34 **A F F I L I A T I O N**

35
36 **Section 2.1.**

37 This local organization shall be affiliated with and be a chapter of the Public School Employees of
38 Washington/SEIU LOCAL 1948 (PSE). This organization was chartered by Public School Employees
39 of Washington/SEIU LOCAL 1948 (PSE) on May 18, 1976.

40
41 **A R T I C L E III**

42
43 **D I S A F F I L I A T I O N**

44
45 **Section 3.1.**

46 This organization shall continue until a majority of all of the members vote to dissolve the
47 organization.
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ARTICLE IV

OBJECTIVES AND PURPOSE

Section 4.1. The objectives and purposes of this organization are:

- A. To promote the organization of Public School Employees in the Wapato School District #207.
- B. To carry out and assist on a local basis the objectives and purposes of the Public School Employees of Washington/SEIU Local 1948.
- C. To promote the welfare of the membership and the classified employees of the Wapato School District #207, 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 Wapato School District #207.
- 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 V

MEMBERSHIP

Section 5.1. 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.

All persons regularly employed as a classified school employee (as defined by the Public School Employees of Washington/SEIU LOCAL 1948 (PSE)) by or in Wapato School District #207, and who are members of the Public School Employees of Washington/SEIU Local 1948, are eligible for membership in the organization.



1 **Section 5.2. Dues.**

- 2
- 3 A. Application for membership shall be made on a standard application form provided by the
- 4 State PSE organization. Unless such form includes a valid authorization for payroll deduction
- 5 of dues, the application shall be accompanied by the current month's dues.
- 6
- 7 B. Membership dues of this organization shall be five (\$5.00) dollars per month.
- 8
- 9 C. Membership dues shall be payable monthly through a system of regular payroll deduction
- 10 shall, for as long as they continue to pay through such payroll deduction, be considered to be in
- 11 good standing.
- 12
- 13 D. State dues shall be paid monthly to the state office of PSE as outlined in the state bylaws.
- 14
- 15 E. When a member is unemployed for more than twenty (20) days in any calendar month and
- 16 does not receive unemployment compensation or sick pay or other remuneration, they may be
- 17 entitled to credit for dues for the period of unemployment, not to exceed six (6) months in any
- 18 calendar year.
- 19
- 20 F. Membership dues are not refundable except where an error resulting in an overpayment exists.
- 21
- 22

23 **Section 5.3. Rights.**

- 24
- 25 A. Members shall suffer no impairment of freedom of speech concerning the operations of this
- 26 organization. Active discussions of organization affairs shall be encouraged and protected
- 27 within this organization.
- 28
- 29 B. Members shall have the right to fair and democratic elections at all levels of the organization.
- 30 This includes due notice of nominations and elections, equal opportunities for competing
- 31 candidates, and proper election procedures which shall be specifically set forth.
- 32
- 33 C. Members shall have an equal right to run and hold office, except those persons set forth in
- 34 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 D. Members shall have the right to a full and clear accounting of all organizational funds. At all
- 38 levels such accounting shall include, but not be limited to, periodical reports to the
- 39 membership by appropriate fiscal officers or by independent auditors not otherwise connected
- 40 with the organization, and a financial audit at least once a year which is made available to all
- 41 members.
- 42
- 43 E. Members shall have the right to full participation, through discussion and vote, in the decision
- 44 making processes of the organization and to pertinent information needed for the exercises of
- 45 this right.
- 46
- 47
- 48

ARTICLE VI

MEETINGS

Section 6.1.

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

Section 6.2.

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

Section 6.3.

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

Section 6.4.

At any meeting of the membership of this organization, each member present shall be entitled to one vote. A member must be present to vote no proxy vote will be allowed. A simple majority of those present will constitute a quorum, provided an Association officer is presiding.

ARTICLE VII

MANAGEMENT

Section 7.1.

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 7.2.

The Board of Trustees shall be composed of the President, Vice President, Secretary, Treasurer and a unit representative elected by the unit from each of the following classifications of employees of the school district. This representative shall serve as trustee and negotiator for each classification. If a classification does not elect a representative, the Association President shall appoint these representatives.

- | | |
|------------------|-----------------------------------------------|
| Classifications: | A. Transportation |
| | B. Custodial |
| | C. Food Service |
| | D. Maintenance |
| | E. Paraeducators |
| | F. Other units requesting further affiliation |

1 **Section 7.3.**

2 The term of office of the unit representative trustees of this organization shall be from September 1st to
3 August 31st for a period of one (1) year. The period between the May elections and the start of the
4 term shall be the transition period where new elected officers will be updated as to current matters of
5 the unit.
6

7 **Section 7.4.**

8 The Board of Trustees shall hold regular meetings each month, at a regular time selected by the
9 trustees, and such special meetings as the President or the Board shall deem necessary for the
10 competent management of affairs of the organization.
11

12 **Section 7.5.**

13 Each member of the Board of Trustees shall possess one (1) vote in matters coming before the Board.
14 All voting at meetings of the Board of Trustees shall be by each member present in person and voting
15 by proxy shall not be allowed. A majority of the members of the Board of Trustees shall constitute a
16 quorum.
17

18 **Section 7.6.**

19 Any trustee may be removed from office by a two-thirds (2/3) majority vote of the membership at any
20 regular or special meeting of the membership of the organization. Notice of the proposed removal of
21 the trustee must be given to the trustee five (5) days prior to the date of the meeting at which the
22 removal is to be voted upon. Such notice to the trustee must state the cause for the proposed removal.
23

24 **Section 7.7.**

25 Unexcused absences from three (3) consecutive meetings of the Board of trustees shall be due cause
26 for removal of the trustee by the Board of Trustees. Removal of a Board member because of
27 excessive absenteeism shall not require the 2/3 vote of membership.
28

29 **Section 7.8.**

30 Any vacancies occurring on the Board of Trustees by, reason of death, resignation or removal shall be
31 filled by the remaining trustee. In the event that such trustee is an officer, such selection shall be from
32 the membership at large. All other trustees' vacancies shall be filled from the classification of which
33 they are representatives. Such appointee shall serve during the unexpired term of the trustee whose
34 position has become vacant.
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37

38 **ARTICLE VIII**

39 **OFFICERS, NOMINATIONS AND ELECTIONS**

40 **Section 8.1.**

41 The officers of this organization shall be a President, a Vice President, a Secretary and Treasurer. All
42 officers shall be elected for a term of two (2) years. President and Treasurer will be elected odd
43 numbered years while Vice President and Secretary even numbered years. Elections will be held in the
44 month of May. The period between the May elections and the start of the term shall be the transition
45 period where new elected officers will be updated as to current matters of the unit.
46
47
48

1 **Section 8.2.**

2 Nominations may be made by the nominating committee, but whether or not such nominating
3 committee is used, nominations shall be permitted from the floor at the meeting held to elect officers.
4

5 **Section 8.3.**

6 To be eligible for office, a member must be in good standing for one (1) year immediately preceding
7 the election' except in the initial election held in this organization, and must qualify under the
8 provisions of Article V, Section 3-C. The policy on Free-Riders, as defined in the State Bylaws,
9 Article III Membership, shall be followed.
10

11 **Section 8.4.**

12 Officers shall be elected by secret ballot vote, and the balloting shall be so conducted as to afford all
13 members a reasonable opportunity to vote. At least ten (10) days advance notice shall be given the
14 membership prior to the holding of the election.
15

16 **Section 8.5.**

17 Every officer and trustee shall, upon assuming office, subscribe to the obligation of an officer and
18 trustee, contained in these Bylaws.
19
20
21

22 **ARTICLE IX**
23
24 **DUTIES OF OFFICERS**
25

26 **Section 9.1. President.**

27 The President shall preside at all meetings of the organization and of the Board of Trustees. The
28 President shall supervise all activities of the organization; execute all instruments in its behalf;
29 counter-sign all checks drawn against the fund of the organization; appoint all special committees of
30 the organization subject to the approval of the Board of Trustees; report periodically to the
31 membership regarding the progress and standing of the organization in regard to the President's
32 official acts; perform all other duties as prescribed in the Bylaws and perform such other duties
33 usually inherent in such office.
34

35 **Section 9.2. Vice President.**

36 The Vice President shall act for the President in the President's absence and perform such other acts as
37 the President or Board-of Trustees may direct. The Vice President may be authorized, by the Board of
38 Trustees, to act as a co-signer of checks drawn on the funds of the organization in place of or in
39 addition to either the President or Secretary.
40

41 **Section 9.3. Secretary.**

42 The Secretary shall keep all records of the organization, the Board of Trustees, and to perform such
43 other acts as the President and Board of Trustees may direct.
44

45 **Section 9.4. Treasurer.**

46 The Treasurer shall receive and be accountable for all funds and monies belonging to the organization;
47 pay all obligations incurred by the organization in payment as authorized by the Board of Trustees;
48 maintain bank accounts and depositories designated by the Board of Trustees; and such money shall

1 be withdrawn only by checks signed by the President and/or Vice President and the Treasurer; and
2 shall render periodical financial reports as required by the Board of Trustees or by the membership;
3 and keep an accurate record of receipts and disbursements; and shall act as custodian of all properties
4 of the organization.

8 ARTICLE X

10 MISCELLANEOUS PROVISIONS

12 **Section 10.1.**

13 This organization shall be at all times subject to the provisions of the Articles of Incorporation and
14 Bylaws of the Public School Employees of Washington/SEIU Local 1948 (PSE).

16 **Section 10.2.**

17 Except to the extent specified in the Bylaws, no officer of this organization shall have the power to act
18 as agent for, or otherwise bind this organization in any way whatsoever. No member or group of
19 members or any other person or persons shall have the power to act on behalf of or otherwise bind the
20 organization except to the extent specifically authorized in writing by the President or Board of
21 Trustees of the organization.

23 **Section 10.3.**

24 The latest edition of Robert's Rules of Order shall be the guide in all cases in which they are
25 applicable, and in which they are not inconsistent with the Constitution, Bylaws and special rules of
26 this organization or of the Public School Employees of Washington/SEIU Local 1948.

30 ARTICLE XI

32 COMMITTEES AND DELEGATES

34 **Section 11.1. Grievance Committee.**

35 A Grievance Committee shall be composed of the Vice President and at least one (1) unit
36 representative shall be elected from each represented unit of the Chapter. If there is no election, the
37 President shall appoint these representatives.

39 **Section 11.2. Negotiating Committee.**

40 A Negotiating Committee shall be selected by election or appointment by the President. (See Article
41 VII, Section 7.2)

43 **Section 11.3. Audit Committee.**

44 An Audit Committee shall be appointed by the President to audit the books once each year.

46 **Section 11.4. Other or Special Committees.**

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

1 **Section 11.5. Convention Delegates.**

2 Delegates shall be selected by the general membership at a Convention Delegate Election meeting as
3 per the State Bylaws.

4
5 **Section 11.6. Nominating Committee.**

6 A Nominating Committee may be appointed by the President.
7
8
9

10 **ARTICLE XII**

11 **AMENDMENTS**
12
13

14 **Section 12.1.**

15 These Bylaws may be amended by a majority vote of the Board of Trustees at any regular or special
16 meeting thereof; providing, that a notice of the intent to amend any specific provision be given to the
17 members of the Board of Trustees at least five (5) days prior to the meeting at which said vote is to be
18 taken.
19
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21

22 **SIGNATURE**
23
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25

26
27 BY: John N. Graganta, Jr.
28 John N Graganta, Jr, Chapter Secretary
29
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36 Adopted by the membership this 24th day of November 1986.
37 Amended December 11, 2019
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