

**THE
CONSTITUTION & BYLAWS
of
PUBLIC SAFETY EMPLOYEES UNION 519**

ARTICLE I

NAME:

The name of this Union shall be **PUBLIC SAFETY EMPLOYEES UNION 519** (d/b/a the King County Police Union).

ARTICLE II

AFFILIATION:

Section 1. The Union may affiliate with other organizations as the Union may from time to time deem advisable.

Section 2. The Union shall determine the number of delegates it will send to any Council or convention and may not necessarily send all of the delegates to which it is entitled. The Executive Board of the Union shall determine the number of delegates to be assigned to represent the Union at any Council or Convention.

ARTICLE III

JURISDICTION:

The jurisdiction of this Union shall consist of all public safety and service employees who wish to organize within Washington State who are eligible for membership.

ARTICLE IV

OBJECTIVES:

This Union shall have as its particular objects and purposes the fostering and encouragement of a higher degree of skill and efficiency in public service and law enforcement, and to represent, protect, maintain and advance the interests of the members within its jurisdiction, to improve their wages, hours and conditions of employment, to engage in legislative, political, educational,

civic, welfare and other activities which enhance directly or indirectly, the interests of the membership of this Union and of workers everywhere in the improvement of general economic and social conditions throughout the United States.

To achieve the objectives and purposes of this Union, the funds of this Union are authorized to be managed, invested, expended or used not only for the purposes and objectives set forth herein, but also for any additional purposes and objectives not inconsistent therewith by the Executive Board or membership of the Union. Also as an objective, this Union shall also endeavor to organize unorganized workers within the jurisdiction of this Union.

ARTICLE V

MEMBERSHIP:

Section 1. Any person employed in or retired from any employment of which this Union claims jurisdiction shall be eligible for membership in this Union.

Section 2. The fact that a person may be eligible for membership in this Union does not mean that the Union must admit him/her to membership.

Section 3. There shall be no discrimination against any member, or any applicant for membership by reason of race, creed, color, religion, sex, sexual orientation, national origin, ancestry, age, or disability.

ARTICLE VI

OFFICERS:

Section 1. The officers of this Union shall consist of President, Vice-President, Secretary/Treasurer. The above named officers shall be ex-officio delegates of this Union to such other Councils as this Union may from time to time affiliate with.

Section 2. The officers of the Union named herein may be persons authorized to act for or on behalf of the Union, and the actions, declaration or conduct of any person except those officers herein named, whether performed or made with respect to the Union or not, are not and shall not be considered to be acts of any officer or agent of the Union, and shall not constitute any authorized acts for and on behalf of the Union, nor shall they cause or form the basis for liability

of any nature whatsoever on the part of the Union. Provided: the officers of the Union may, from time to time, delegate agency authority.

Section 3. The President of the Union shall, if otherwise eligible, be deemed entitled to be a delegate to any conference or convention which may take place during their term of office. If the Union is entitled to additional delegates and wishes to send them, it can conduct an election for delegates.

ARTICLE VII

STANDING TEAMS:

Section 1. The standing teams of this Union shall be the Executive Board and Board of Trustees.

Section 2. The Union Executive Board will serve as the Grievance Team and will review any grievances presented to them by a member of the Union. The Duty to Represent doctrine shall be exercised in all cases.

Section 3. Any Grievant shall have the right to claim a conflict of interest with just cause of any member of the Grievance Team and may request that member to step down.

Section 4. Any Grievant shall have the right to request their grievance to be held confidential except to the authority of which will determine its processing.

ARTICLE VIII

DUTIES OF THE OFFICERS:

Section 1. President: It shall be the duty of the President of the Union to act to the best of his/her ability to further the purposes and objectives of the Union and the interests of its members and to the Labor movement.

The President shall have general supervision and direction over the affairs of the Union including:

The President or his/her designee shall preside over all meetings of the Union and conduct the same in compliance with the Constitution & Bylaws, Rules of Order, and Parliamentary Rules;

he/she shall decide on all questions of order without debate subject to an appeal to the meeting. The President shall cast the deciding vote in case of a tie over any question or issue before the Executive Board.

The President or his/her designee shall report at each meeting of the Union, the progress and workings of the Union.

He/she shall be responsible to see to it that all places under the jurisdiction of this Union are visited, and if members are working under unfavorable conditions, he/she shall insist to the best of his/her ability that the Union and its conditions be recognized.

He/she shall attend all meetings of the Executive Board.

The President shall have the power to employ the necessary office help and assistants needed by the Union. Such employment may be on a continuing contract basis, with automatic renewal subject to continued good performance. Provided, however, all employment must have the recommendation of the Executive Board and the approval of the membership at a regular or special meeting of the Union. The salaries of such employment office help and assistants shall be set by the Executive Board and have the approval of the membership at a regular or special meeting of the Union.

The President or his/her designee shall report all violations of Union conditions or breaches of agreement, and perform all other duties assigned to him by the members of the Union or by direction of the Executive Board that are not inconsistent with these Constitution & Bylaws.

The President or his/her designee shall attend to all controversies between the Union and the Employer and endeavor to adjust a settlement as soon as possible; he/she shall endeavor to keep all members of the Union paid up in their dues, assessments, etc.

The President or his/her designee shall have charge of the headquarters of the Union, opening and closing the same on all business days except legal holidays, Sundays or other legal or special holidays when the Union so directs.

The President or his/her designee shall further be responsible for the safekeeping of all records and documents of value and shall surrender the same to his/her successor in office at the expiration of his/her term.

The President shall perform all other customary duties, pertaining to this office or as elsewhere in this Constitution provided. The President shall be an ex-officio member of all regular committees.

The President shall receive for his/her services such compensation as the Executive Board may determine.

The President shall be responsible for negotiating and entering into purchase agreements for the Union and legal documents of the Union.

The President may represent the Union at Labor functions and/or appoint other delegates to these functions.

The President shall have the power to call upon any and all officers for assistance and/or advice when he/she deems necessary.

In conjunction with the Secretary/Treasurer, the President shall have the authority to disburse or order the disbursement of monies to pay bills or special purchases approved in accordance with Article XIV, Sections 3 and 4.

The President or his/her designee shall review all official communication and correspondence.

Section 2. Vice-President: The Vice-President shall assist the President in the performance of his/her duties and conduct meetings in his absence; he/she shall perform all other proper duties and functions pertaining to his/her office.

Section 3. Secretary/Treasurer: It shall be the duty of the Secretary/Treasurer or his/her designee, under the direction of the President, to keep a correct record of the procedure of the Union; to keep and maintain on file at the Union office the minutes of the meetings of the Executive Board and the minutes of all regular or special meetings and to read the minutes at the direction of the President.

It shall also be the duty of the Secretary/Treasurer or his/her designee to receive and collect all monies on behalf of the Union giving his/her receipt for same and keep a duplicate copy of all transactions. He/She shall keep true and accurate accounts of the monies received and expended on behalf of the Union and report at each regular meeting the receipts and disbursements during the preceding period since the last regular meeting; also the number of members in the Union. Such report(s) shall be made available to the membership for review via the Shop Stewards within ten (10) working days of the regular meeting at which such report was

presented/approved. He/She shall deposit all monies in a bank designated by the Union. The Secretary/Treasurer or his/her designee shall balance the books monthly and submit them to the Board of Trustees, or other members

of the Union whenever requested to do so. The Secretary/Treasurer or his/her designee shall cause all bills contracted by the Union to be submitted for payment and when ordered paid, shall be paid only by check.

All officers and employees handling any monies of this Union shall be bonded in the amounts and the form required by applicable statutes, said bond or bonds to be procured immediately upon assuming office or employment, the premiums to be paid for by this Union.

All checks shall be signed by at least any two of the following persons/positions: (1) the Secretary/Treasurer, (2) the President, or (3) any member of the Board of Trustees officially designated by the Executive Board.

At the request of the Board of Trustees pursuant to Article IX, Section 3, the Secretary/Treasurer shall develop and present to the Executive Board and the Board of Trustees an annual audit of all monies and disbursements of the Union.

ARTICLE IX

DUTIES OF STANDING TEAMS:

BOARD OF TRUSTEES:

Section 1. The Board of Trustees shall consist of three members elected by the Union.

The Board of Trustees shall examine all disbursements made by the Secretary/Treasurer to determine if said expenditures have been duly authorized by the Executive Board.

Section 2. The Board of Trustees shall meet annually, or more often if directed to do so by the Executive Board or by order of the members of the Union, and shall examine the books and records and semi-annual reports of the Secretary/Treasurer to determine if all expenditures are appropriate and make their findings known to the members of the Union. If the Board of Trustees finds that all expenditures are appropriate and authorized by the Executive Board they shall make a recommendation in the minutes that the expenditures be approved and accepted by the membership.

The approval of the membership of the recommendations and findings of the Board of Trustees shall relieve the Board of Trustees and the Executive Board of any liability in connection with the expenditures so made.

Section 3. The Board of Trustees shall cause an annual financial audit to be conducted by an independent company engaged in such activity. This company shall be certified by the State of Washington to conduct such audits. The audit report shall be made available to the membership within ten (10) working days following approval by the Executive Board.

EXECUTIVE BOARD:

Section 4. The Executive Board shall consist of the President, Vice-President, Secretary/Treasurer and one representative from each bargaining unit that was formed or accreted *prior to 1/1/2002*. Bargaining units formed or accreted *after 1/1/2002* will not be given an Executive Board seat unless the bargaining unit consists of ten (10) or more members. Executive Board bargaining unit representatives shall be elected from and by the membership of their specific bargaining unit. Officers shall be elected by all of the members of the Union.

The Executive Board shall meet at such time and as often as the majority shall decide; but at least once each month, or on call of the President. A majority of the Executive Board shall constitute a quorum.

Section 5. When the Executive Board deems it advisable it shall call special meetings of the Union. Majority vote shall rule.

Section 6. It shall try all members against whom charges have been filed, and shall take whatever steps are necessary to protect the Union between meetings.

Section 7. The Executive Board may electronically record any and all meetings when deemed necessary by the majority vote of the Executive Board.

Section 8. The Executive Board is hereby authorized and empowered to take any and all lawful action not inconsistent with this Constitution and to safeguard and protect this Union, and the rights, duties and privileges of the officers and members of this Union, to guide, manage, conduct and direct the activities, affairs and functions of this Union and to, in every way, including but

not limited to expenditures, investments and management, utilize the property and funds of this Union towards the fulfillment of the purposes and objects of this organization and the interests of its members. The Executive Board is authorized to establish, adopt, prescribe and order such procedures, working rules and regulations consistent with this Constitution, as are required for the direction and management of the affairs of this Union.

ARTICLE X

TERM OF OFFICE AND NOMINATION:

Section 1. The regular term of office for Officers, Executive Board members, Board of Trustees members of this Union shall be two (2) years and they shall serve until their successors are duly elected and qualified.

Section 2. Nominations of Officers and Executive Board members shall take place at the regular or special membership meeting in the month of November of each election year.

Elections of the Officers and Executive Board members shall take place in December.

Ballots shall be mailed on December 1st and returned by December 31st. Results shall be mailed to all worksites before January 15th.

Section 3. No person shall be eligible for nomination as an officer, member of the Executive Board, delegate, or any other office in this Union who has not been a member in continuous good standing in their Union bargaining unit for at least two (2) years immediately preceding the nomination and/or has current litigation against this Union. Any question as to the eligibility of a candidate nominated at the nomination meeting shall be decided by the presiding Executive Board of this Union.

Section 4. Members placed in nomination for any office must be present at the meeting at the time of nomination to accept the nomination, or give permission to be nominated, in writing, to the Secretary/Treasurer, prior to the time of the voting announcement and ballot preparation. All nominees shall be seconded by another member of this Union.

Section 5. No person who has been convicted of a felony as defined in Section 504 of the Landrum-Griffin Act (or an indictable offense in Canada) shall in accordance with the provisions of applicable law be eligible to hold office in this Union.

Section 6. All nominees may submit an informational paper of 250 words or less to the Executive

Board upon nomination for distribution to the membership.

ARTICLE XI

ELECTION OF EXECUTIVE BOARD MEMBERS:

Section 1. Elections shall be conducted by secret ballot among the members in good standing. The Election Team (if appointed or elected) shall supervise the conduct of the election and tabulate the votes at the conclusion thereof. The normal term of office shall be two (2) years.

Section 2. No less than fifteen (15) days prior to the election, notice of the date, time and place of the election shall be mailed to each member at his last known home address. There shall be no write-in or stick-on candidates and any ballot containing a write-in or stick-on candidate shall be void insofar as the vote for such office is concerned, and such ballot for that office shall not be considered as having been cast in determining the majority vote. Proxy voting shall not be permitted.

Section 3. For the offices of President, Vice-President, Secretary/Treasurer and the Executive Board members, the candidates receiving the highest number of votes shall be declared elected.

Section 4. The Executive Board may appoint an Election Team by majority vote, none of whom shall be candidates for office, to conduct the election in accordance with the Constitution and Bylaws of the Union. At the close of the election, they shall proceed to count the votes without recess and shall report the results to the President and Secretary/Treasurer in writing over their signatures. The President or his/her designee shall report the results to the Union and shall declare the candidates receiving the highest number of votes elected.

Section 5. At the discretion of the Executive Board, vacated offices on the Executive Board may be filled by temporary appointment of the presiding Executive Board or by special election. At the meeting at which the vacancy is declared, nominations will be open. Appointment shall be made at the next regular meeting of the Executive Board. As to the election to fill vacancies the same rules for the conduct of these elections shall apply as applies to the General Elections. The term of office of any candidate filling a vacant office shall expire at the end of the normal two-year period.

Section 6. The Executive Board member for newly-organized bargaining units shall be filled by “temporary” appointment of the presiding Executive Board. Said member’s position shall be subject to bargaining unit vote at the next General Election.

Section 7. Installation of Officers, Executive Board members and Board of Trustee members shall take place at the regular January membership meeting following the election.

ARTICLE XII

MEETINGS:

Section 1. The Union shall meet at least once each quarter at a time and place designated by the Executive Board. This meeting shall be known as the General Membership Meeting.

Section 2. Special meetings shall be called by the President or the Executive Board and it shall be mandatory upon the President to call special meetings of the Union upon the written request of twenty (20) members, who are in good standing in the Union. Only such business as is specified in the call for a special meeting shall be considered at the meeting. Notice of such special meetings will be mailed at least five (5) days prior to the meeting to each member of the Union, at his/her last known address on file with the Union, stating the time, and place and business to be considered.

Section 3. Ten (10) members shall constitute a quorum at any regular or special meeting. The majority number of the Executive Board shall constitute a quorum at any regular or special meeting. The quorum of the membership and the quorum of the Executive Board shall be required to be present the entirety of any regular or special meeting for the meeting to be sanctioned.

Section 4. All meetings shall be subject to Roberts Rules of Order for organization, control, due process, protocol, agendas and all procedures for an efficient, organized and controlled meeting.

Section 5. Executive Session meetings may be called by the Executive Board for the following agendas: a) any contract bargaining strategy; b) grievances, and c) personnel issues. The agenda of the Executive Session shall be announced and/or posted before the session. Any other topics may be subject to Executive Sessions only with the approval of the persons involved and the Executive Board.

Section 6. The Order of Business for all regular and general membership meetings will normally be per the following sequence:

Order of Business

1. Opening/call to order
2. Roll call of Officers
3. Reading/approval of minutes of the previous meeting
4. Approval of financial report
5. Communication and bills
6. Reports of Officers, Executive Board and Shop Stewards
7. Unfinished business
8. New business
9. Political action
10. Good & welfare - members and guests
11. Adjournment

The Order of Business may be altered due to the nature of business with the approval of the Executive Board and membership present at the particular meeting.

Section 7. A Parliamentarian may be appointed by the Executive Board to serve as the official expert on parliamentary procedures. To maintain orderly/organized conduct, rulings of the Parliamentarian shall be final.

ARTICLE XIII

REVENUE:

Section 1. The revenues of this Union shall be derived from Initiation Fees and monthly dues established by the membership and such other incomes which promote the welfare of the Union and its members.

The Board of Trustees and Secretary/Treasurer shall develop an annual budget for the Union. This budget shall then be developed and presented to the Executive Board for discussion, amendment and concurrence by the month of October of each year for the following year's budget.

Any conflict regarding budget allocation shall be resolved by majority vote of the combined members of the Executive Board and Board of Trustees.

Section 2. The Budget shall be reviewed by the Executive Board and presented to the Union membership in the month of November for approval. The budget shall be adopted by the Executive Board and implemented no later than January 1 of each year.

ARTICLE XIV

DISBURSEMENTS OF UNION FUNDS:

Section 1. The membership by majority vote at any regular meeting, general membership meeting or at any special meeting called for the purpose may authorize disbursements of Union funds for any purpose that shall directly or indirectly aid or serve the objects of this Union or the objects of the general Labor movement. At the discretion of the Executive Board said authorization may be submitted by mail-out ballot to the entire Union membership for their approval or rejection.

Section 2. All records of this Union pertaining to income, disbursements and financial transaction of any kind whatsoever must be kept for a period of at least six (6) years or longer if required by applicable law.

Section 3. The Executive Board and Officers of this Union shall be accountable for all budgetary expenditures. Any expenses over and above the normal monthly bills or expenditures outside the adopted budget shall be reviewed by the Board of Trustees and approved by the Executive Board of this Union and reported to the general membership.

Section 4. All capital expenditures greater than \$2,500.00 shall be awarded per the bid process. At least three (3) bids (but not limited to) shall be accepted for review by the Executive Board and the Board of Trustees.

ARTICLE XV

WITHDRAWAL:

Any member of this Union leaving its jurisdiction is entitled to and will be issued a Withdrawal Card. In order to be eligible for a Withdrawal Card a member must have his/her dues paid up-to-date in the Union. A member taking out a Withdrawal Card from this Union shall be entitled to no benefits of any kind.

ARTICLE XVI

PROPERTY RIGHTS:

Section 1. Membership in this organization shall not vest any member with any right, title or interest in or to the funds, property or other assets of this Union, now owned and possessed, or that may be hereafter be acquired, and each member hereby expressly waives any right, title or interest in or to the property of this Union, including the funds of this Union.

Section 2. The title of all property, funds and other assets of this Union shall at all times be vested in the Executive Board for the joint use of the membership of this Union, but no member shall have any severable proprietary right, title or interest therein.

ARTICLE XVII

CHARGES AGAINST MEMBERS:

PREAMBLE: In order to ensure members' protection from the filing of frivolous charges, the following procedures shall apply: All members of Public Safety Employees Union are expected to conduct themselves at all times in a manner that furthers the best image and interests of the Union. Any member who fails to conduct themselves in such a manner and whose conduct thereby causes the Union to expend needless time and resources in an effort to remedy the matter, shall be guilty of Conduct Unbecoming a Union Member. Any member of the Union may file charges against any other member or officer of the Union, alleging any offense against the Union, its officers or members, such as violation of the Union Constitution, contracts, decisions of the Union, Conduct Unbecoming a Member of the Union, or any other offense which injures the Union or any of its members. Any charges preferred against any member shall be filed in writing in duplicate with the Secretary/Treasurer specifying the nature of the offense involved. The Executive Board of the Union shall receive and investigate any charges.

Section 1. The Executive Board shall be the Trial Board, except that where the member charged or preferring such charges is a member of such Board, such Executive Board member shall excuse themselves. The charges must specify the events or acts which the charging party believes constitute a basis for charges. If the charges are not specific, the trial body may dismiss the charges either before or at the hearing, but the charging party shall have the right to re-file more

detailed charges which comply with this Section. No charges may be filed more than six months after the charging party learned, or could have reasonably learned, of the act or acts which are the basis of the charges.

Section 2. In the event disciplinary action is taken against the accused, the following are examples of discipline that may be imposed on a member having been found guilty of an offense against the Union or another member:

- (1) Censorship (verbal reprimand)
- (2) Reprimand
- (3) Fine
- (4) Removal from office/position/membership

In addition to the above, a member may be ordered to reimburse the Union for any resources expended by the Union as a result of that member's inappropriate actions/ activity.

Section 3. Subject to the provisions of applicable statutes, every member or officer of this Union against whom charges have been preferred and disciplinary action taken agrees, as a condition of membership or affiliation and the continuation of membership or affiliation, to exhaust all remedies in this Constitution, and further agrees not to file or prosecute any action in any court, tribunal, or other agency until those remedies have been exhausted.

ARTICLE XVIII

AMENDMENTS:

The Constitution of this Union may be amended by a two-thirds vote at any General Membership meeting of this Union, provided the amendment to be voted on has been presented in writing and read at at least one regular meeting before the General Membership meeting at which action is taken.

ARTICLE XIX

COLLECTIVE BARGAINING:

Section 1. The authority to bargain collectively for each bargaining unit of the Union shall be vested in their Negotiating Team. The Team shall consist of:

The Executive Board bargaining unit representative, the Business Manager/Representative and not

less than three (3) members, elected by the bargaining unit, who will agree to participate in a minimum of sixteen (16) hours of E-Board approved collective bargaining training.

Section 2. The results of any collective bargaining negotiations shall be subject to ratification by the members affected, except when Binding Arbitration is used to resolve an impasse in which case the decision of the Arbiter will be final.

ARTICLE XX

APPLICATION:

Any reference in this Constitution and Bylaws to the masculine gender shall also include the feminine gender.

ARTICLE XXI

UNION BUSINESS:

When conducting business with any outside agency or company, the Union shall take all efforts to only engage in business with a Union affiliated agency or company.

ARTICLE XXII

SHOP STEWARDS:

Section 1. A shop steward shall be a member in good standing of the Union and elected by the employees of his/her bargaining unit or worksite to perform the duties as contained within this Article. There shall be shop stewards elected/appointed from each worksite as well as one (1) alternate. Multiple worksite locations may exist within the same bargaining unit. A worksite shall be defined as any location where members of this Union are conducting bargaining unit work of any bargaining unit of this Union.

Section 2. The selection of a shop steward will be handled in the following manner:

1. Any member from a particular worksite may nominate a shop steward. Additionally, interested employees may submit their own name to be placed on a ballot.
2. The Executive Board may appoint shop stewards at the option of the Board.
3. The members of each worksite may vote on the names submitted with the person(s) receiving the most votes being elected.

a. In the event there are more than two (2) persons selected as a shop steward, the Executive Board shall designate one (1) shop steward coordinator whose responsibility it is to ensure that at least one (1) shop steward attend meetings and disseminate information.

Section 3. A shop steward may be removed for any of the following reasons:

1. Missing meetings for three consecutive months without arranging for another shop steward from the worksite to attend. The meeting shall be defined as, but not limited to, Executive Board meetings, special shop stewards meetings, General Membership meetings, and special General Membership meetings.
2. Should employees of a worksite become dissatisfied with the performance of their shop steward(s), twenty percent (20%) of said worksite may sign a Notice of Removal. This notice will then be presented to the Executive Board and a hearing held to determine whether there is cause for removal.
3. A shop steward is subject to automatic removal upon a sustained violation of any of the following categories: gross disloyalty or Conduct Unbecoming a Member; engaging in corrupt or unethical practices or secession; advocating or engaging in dual unionism or secession.
4. Whenever a shop steward who has been selected to represent a particular worksite is transferred to another worksite, he/she must tender their resignation. Upon receipt of said resignation, the Union President shall appoint a temporary shop steward to the selection process.

Section 4. The duties and responsibilities of a shop steward shall be but not limited to the following:

1. Shop stewards shall attend all regular Executive Board meetings and General Membership meetings and participate in same as the representative of their particular worksite.
2. Shop stewards shall advise members at their worksite that every effort should be made to route problems or inquiries through the Shop Steward who will in turn route them to the Union. A shop steward shall not allow his/her personal bias or prejudice to interfere in

their ability to represent

a concern voiced to them by a Union member.

4. It shall be the responsibility of each shop steward to carry out the directives of the President or the Executive Board in all matters of Union interest.

5. Shop stewards are subject to being called to special meetings at the request of the President or Executive Board. Said meetings shall require mandatory attendance.

6. Shop stewards shall inform their members that every effort be made to reduce problems or concerns to writing and present to the shop steward who will then relay that document to Union officials. The Union shall inform each Department of the names of the selected shop stewards of each worksite.

7. Shop stewards shall be required to attend a minimum of sixteen (16) hours of Executive Board approved training within twelve (12) months of assuming the shop steward position.

MEMBER BILL OF RIGHTS
and
RESPONSIBILITIES ON THE JOB

The right to have work that is worthwhile to society, personally satisfying to the worker and which provides a decent standard of living, a healthy and safe workplace and the maximum possible employment security.

The right to have a meaningful and protected voice in the design and execution of one's work and in the long-term planning by one's employer as well as the training necessary to take part in such planning.

The right to fair and equitable treatment on the job.

The right to share fairly in the gains of the employer.

The right to participate fully in the work of the Union on the scope, content and structure of one's job.

The responsibility to participate in the Union's efforts to establish and uphold collective principles and values for effective workplace participation.

The responsibility to recognize and respect the interests of all Union workers and about the forces that will affect the condition of workers in the industry.

The responsibility to participate fully in the Union's efforts to expand the voice of workers on the job.

The responsibility to give fully and fairly to one's talent and efforts on the job and to recognize the legitimate goals of one's employer.

MEMBER BILL OF RIGHTS
and
RESPONSIBILITIES IN THE UNION

The right to have opinions heard and respected, to be informed of Union activity, to be educated in Union values and Union skills.

The right to choose leaders of the Union in a fair and democratic manner.

The right to a full accounting of Union dues and the proper stewardship of Union resources.

The right to have members' concerns resolved in a fair and expeditious manner.

The responsibility to help build a strong and more effective Labor movement, to support the organizing of unorganized workers, to help build a political voice for working people and to stand up for one's co-workers and all workers.

The responsibility to be informed about the internal governance of the Union and to participate in the conduct of the Union's affairs.

The responsibility to contribute to the support of the Union.

The responsibility to treat all workers and members fairly.

The responsibility to offer constructive criticism of the Union.

1st Reading: September 6, 2007 Executive Board Meeting
Final General Membership Approval: October 4, 2007

PSEU BYLAWS AMENDMENT

ARTICLE X: TERM OF OFFICE and NOMINATION

Section 3. No person shall be eligible for nomination as an Officer, member of the Executive Board, contract Negotiating Team, delegate, or any other office in this Union who has not been a member in continuous good standing in their Union bargaining unit for at least two (2) years immediately preceding the nomination and/or has current litigation against this Union. Any question as to the eligibility of a candidate nominated at the nomination meeting shall be decided by the presiding Executive Board of this Union.

(Proposed new language underlined)

1st Reading: February 2, 2008 Executive Board Meeting

2nd Reading/Approval: April 3, 2008 Executive Board/
General Membership Meeting

PSEU BYLAWS AMENDMENT

ARTICLE XII: MEETINGS

Section 3. ~~Ten (10) members shall constitute a quorum at any regular or special meeting.~~ The majority number of the Executive Board shall constitute a quorum at any regular or special meeting. ~~The quorum of the membership and the quorum of the Executive Board shall be required to be present the entirety of any regular or special meeting for the meeting to be sanctioned.~~

1st Reading: September 17, 2008 Executive Board Meeting

2nd Reading/Approval: November 6, 2008 Executive Board/
General Membership Meeting