

ARTICLE IX – Organizational Leadership Structure

2. Industry Councils

The Industry Councils shall be comprised of members in the same or related industries. It will serve to promote standards and make recommendations to the Executive Board with respect to issues of particular concern to that segment of membership. Industry Councils shall be created for IHSS providers, Private Agency care givers and Skilled Nursing Facility workers. As soon as practicable, the Executive Board shall determine the regular schedule for meetings of the Industry Councils. It is the responsibility of the **First Vice Presidents** ~~Industry Council~~ to chair the Industry Councils and to ensure that all meeting include an agenda, minutes and attendance record along with supporting material. All such records will be submitted to the **Presidents** ~~Regional Vice President~~.

B. Chapter Executive Board Delegates

The Chapter Executive Board Delegates (or “Chapter Delegates”) are elected by members within a county. Every county shall be designated one Delegate for each industry and shall be allocated an additional Delegate for every 1,500 members in each industry thereafter. Chapter Delegates shall have the following duties:

1. To perform said duties in a manner consistent with the Mission, Vision and Values of SEIU Local 2015 including leading by example on core areas of how we build and exercise power by inspiring co-worker to join as full members of SEIU 2015, helping non-union long term care workers realize their power in organizing with SEIU 2015 and encouraging long term care workers to become active in their Democracy and contribute to COPE.
7. Chapter Delegates must at all times act responsibly and in the best interest of the Union and its members, refrain from any acts detrimental to the good and welfare of its members and faithfully carry out the Oath of Office. Failure to do so many result informal charges for dereliction of duty and could lead to removal from office in accordance with procedure set forth in Article XII.

C. Regional Vice Presidents

Regional Vice Presidents are elected by members within a region. The number of Regional Vice Presidents to be elected shall be determined by the number of regions approved by the Executive Board. ~~For the initial election of officers for Local 2015, the approved regional structure is attached as Addendum A.~~ Each Region shall be allocated ~~two~~ ~~one~~ **2 +** Regional Vice President Seats. Furthermore, 1 additional Regional Vice President Seat will be allocated for every 20 Chapter Board delegates in that Region.

Regional Vice Presidents shall have the following duties:

1. To perform said duties in a manner consistent with the Mission, Vision and Values of SEIU Local 2015 including leading by example on core areas of how we build and exercise power by inspiring co-workers to join as full members of SEIU 2015, helping non-union long term care workers realize their power in organizing with SEIU 2015 and encouraging long term care workers to become active in their Democracy and contribute to COPE.
7. Regional Vice Presidents must at all times act responsibly and in the best interest of the Union and its members, refrain from any acts detrimental to the good and welfare of its members, and faithfully carry out the Oath of Office. Failure to do so many result in formal charges for dereliction of duty and could lead to removal from office in accordance with procedures set forth in Article XII.

D First Vice Presidents

There shall be a First Vice President for Homecare and a First Vice President for Nursing Homes who are elected by members at large within their industry. First Vice Presidents shall have the following duties:

1. To perform said duties in a manner consistent with the Mission, Vision and Values of SEIU Local 2015 including leading by example on core areas of how we build and exercise power by inspiring co-workers to join as full members of SEIU 2015, helping non-union long term care workers realize their power in organizing with SEIU 2015 and encouraging long term care workers to become active in their Democracy and contribute to COPE.
2. To serve as leaders of the Industry Councils and advance the vision and goals for the respective industries at the direction of the President.
3. To work closely with the Executive Vice Presidents to advance the industry vision and goals across the union.

4. To perform such other duties as assigned by the President.

5. To serve as voting members of the Executive Board, and to discharge each of the duties and responsibilities of those bodies. Failure to attend a regular meeting of the Executive Board without notifying the President as to the reason(s) before the meeting and obtaining approval for the absence by vote of the Executive Board constitutes an unexcused absence. Resignation is considered automatically tendered at the third unexcused absence during the term of office.

6. First Vice Presidents must at all times act responsibly and in the best interest of the Union and its members, refrain from any acts detrimental to the good and welfare of its members, and faithfully carry out the Oath of Office. Failure to do so may result in formal charges for dereliction of duty and could lead to removal from office in accordance with procedures set forth in Article XII.

E. Executive Vice Presidents

There shall be three (3) Executive Vice Presidents who are elected by members at large. Executive Vice Presidents shall have the following duties:

1. To perform said duties in a manner consistent with the Mission, Vision and Values of SEIU Local 2015 including leading by example on core areas of how we build and exercise power by inspiring co-workers to join as full members of SEIU 2015, helping non-union long term care workers realize their power in organizing with SEIU 2015 and encouraging long term care workers to become active in their Democracy and contribute to COPE.

8. Executive Vice Presidents must at all times act responsibly and in the best interest of the Union and its members, refrain from any acts detrimental to the good and welfare of its members, and faithfully carry out the Oath of Office. Failure to do so may result in formal charges for dereliction of duty and could lead to removal from office in accordance with procedures set forth in Article XII.

F. President

1. To perform said duties in a manner consistent with the Mission, Vision and Values of SEIU Local 2015 including leading by example on core areas of how we build and exercise power by inspiring co-workers to join as full members of SEIU 2015, helping non-union long term care workers realize their power in organizing with SEIU 2015 and encouraging long term care workers to become active in their Democracy and contribute to COPE.

16. The President must at all times act responsibly and in the best interest of the Union and its members, refrain from any acts detrimental to the good and welfare of its members and faithfully carry out the Oath of Office. Failure to do so may result in formal charges for dereliction of duty and could lead to removal from office in accordance with procedures set forth in Article XII.

G. Executive Board

The Executive Board shall be composed of all elected Chapter Delegates, Regional Vice Presidents, First Vice Presidents, Executive Vice Presidents and the President.

H. Vacancies

1. Vacancies for positions of President and Executive Vice Presidents

In the event of a vacancy in the positions of President, and Executive Vice Presidents, and 1st Vice Presidents, the Executive Board shall either approve the President's appointee to that position, designate a successor or hold a special election to fill the vacancy for the unexpired portion of the term. If the Executive Board determines that a special election is required to fill such vacancy, then such election will require a statewide vote of members in good standing. A vacancy occurring within 90 days prior to the next full election cycle for the local will be added to the local's election process

2. Vacancies for positions of Regional Vice Presidents and Chapter Delegates

~~In the event of a vacancy in the positions of Regional Vice President and Chapter Delegates, an election to fill the said vacancy for the remaining term of office shall be held within ninety (90) days, according to procedures adopted by the Election Committee to be appointed by the Executive Board. Only Member in good standing within the respective region or county where the vacancy exists may vote.~~

In the event of a vacancy in the positions of Regional Vice President and Chapter Delegates more than 90 days prior to the next full election cycle for the local, Board members from that respective region and chapter may submit a candidate to be recommended for appointment to fill the vacancy for the unexpired portion of the term. Only Board members in good standing within the respective region or county where the vacancy exists may vote to approve the appointment. A vacancy occurring within 90 days prior to the next full election cycle for the local will be added to the local's election process and only members in good standing from the respective region or county where the vacancy exists may vote.

Article XI - Nomination and Election of Officers, Executive Board Delegates and Regional Vice Presidents

A. Manner and Date of Election

The President, Executive Vice Presidents, **First Vice Presidents**, Regional Vice Presidents and Chapter Executive Board Delegates shall be elected once every three (3) years by the members of Local 2015 in good standing voting in a secret ballot election. The candidate for each position who receives the highest number of votes for that position shall be deemed elected.

B. Election Committee

Elections of Officers, **Regional Vice Presidents, and Chapter Executive Board Delegates** shall be conducted by an Election Committee, which the President shall appoint, in consultation with the Executive Board. The Election Committee shall supervise and conduct nominations and elections in accordance with this Constitution and Bylaws, the SEIU Constitution and Bylaws, and all applicable laws. Any member in good standing who is working in a bargaining unit represented by Local 2015, with the exception of candidates, may be eligible to serve on the Election Committee. The Election Committee may establish reasonable method(s) of sharing candidate profiles including, but not limited to, collecting candidates' profiles subject to word limits and sharing such profiles with members, either upon request, or by inclusion in the ballot mailing, or by making packets of submitted candidate profiles available at all Union office locations or through the development of a candidate website.

C. Eligibility

To be eligible for nomination as a statewide Officer, Regional Vice President or Chapter Executive Board Delegate, the member must be in continuous good standing in the Union for a minimum of one year. The Election Committee shall determine the date(s) on which a nominee must have been a member in good standing **for the period specified above in order to be eligible for nomination or election as a statewide Officer, Regional Vice President, or Chapter Executive Board Delegate.** ~~in order to be eligible for nomination or election as an Office or Executive Board Delegate.~~ Such determination shall seek to allow for the broadest participation while ensuring that the eligibility of all members in good standing will have equal relevance, based on the Local's access to the information necessary for such a determination.

E. Nominations

1. For the positions of President, ~~and Executive Vice President~~ **and First Vice Presidents**, the nominating petition must contain valid signatures from at least eighty (80) Local 2015 members in good standing, with at least twelve (12) valid signatures from members in good standing in each of the Regions and an additional eight (8) valid signatures from members in good standing Union wide.

K. Elections

Candidates for ~~President and Executive~~ **President, Executive** Vice President, **and First Vice President** shall run at large. Candidates for Regional Vice President shall run within the region in which election is sought. Candidates for Chapter Executive Board Delegate shall run within the county in which election is sought. As soon as practical after the nominations have been closed, the Election Committee shall prepare a ballot or ballots listing all certified eligible candidates who have been nominated in accordance with the requirements in this Constitution and Bylaws, and mail the ballot and a return envelope to members in good standing at their last known address at least twenty-one (21) days prior to the deadline for submitting ballots. The ballots sent to the members in good standing shall include the candidates for each of the positions subject to election in that Region or county in which more than one (1) certified eligible candidate has been nominated.

ARTICLE XXI – Delegates to the International Convention and Other Councils

A. Determination of Delegates

The President, Executive Vice Presidents, **First Vice Presidents**, Regional Vice Presidents, and Chapter Executive Board Delegates shall be deemed, by virtue of their election to the Local 2015 positions, elected delegates to the International Convention.

3. First Vice Presidents

5. Chapter Executive Board Delegates by lottery and allocated proportionally across the Regions, based on total numbers represented in each region (in the event that fewer delegate seats are available than the total number of Chapter Executive Board Delegates, once the President, Executive Vice Presidents, **First Vice Presidents** and Regional Vice Presidents have filled their delegate seats).

In the event Local 2015 is entitled to more delegates than the total number of elected Officers and Chapter Delegates, then the Executive Board may determine the number of additional delegates and alternates to be elected by a majority vote of those members in good standing voting in a secret ballot election of member or, in the alternative, the Executive Board may determine that the elected Officers and Chapter Delegates shall carry the full voting strength of Local 2015's entitled number of delegates at the International Union Convention.

SEIU Local 2015 Organizational Priorities

Disability Justice

Our vision for justice includes communities that recognize the wholeness of all people by providing full inclusion and access, while upholding the same rights and freedoms for all, regardless of ability or disability.

Our work to achieve this would include:

1. Access for All: Our vision for justice includes communities that recognize the wholeness of all people by providing full inclusion and access, while upholding the same rights and freedoms for all, regardless of ability or disability.
2. Intersectionality and Anti-racism: We are dedicated to cross movement collaboration that expands understanding of the impact of ableism on the lives of disabled people, and of the cumulative – and often deadly – effects of its intersection with other forms of oppression and marginalization, especially racism.
3. Independent Living: We will support and advance policies that uphold and make real the right of people with disabilities, to live in their own communities, in ways that they choose, free from discrimination, abuse, disrespect, lack of opportunity and neglect.
4. Coalition Building: We are committed to uniting people with disabilities caregivers, and advocates to realize a shared vision of well funded, high quality personal assistance and long term care services for all which includes quality caregiving jobs that respect the skill of caregivers and their union, and keeps them in the profession.

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