

Constitution and Bylaws Proposed Amendment

1. Executive Board Meetings

Summary:

The Constitution and Bylaws calls for Executive Board Meetings to take place “at least once every three months.” It is important that the Executive Board meet on a regular basis to conduct the business of the Union and to fulfill the obligations of Executive Board leadership. The Executive Board may be able to better meet the strategic priorities of the organization by allowing for a more flexible meeting schedule that still mandates regular meetings. As such, the recommendation is that the three month timeframe be replaced by “four times each year.”

Amendment or Modification:

ARTICLE IX – Organizational Leadership Structure

G. Executive Board

1. Meetings

The Executive Board shall hold regular meetings at least ~~once every three months~~ four times each year without other notice than this by-law at such regular times and places as shall be designated by the President. The Executive Board shall hold other meetings at such time and place as shall be determined by the President. All necessary expenses for such meetings shall be paid by the Union. Minutes of Executive Board meetings shall be recorded and presented in writing at the next regular Executive Board meeting. All members in “good standing” may attend and observe Executive Board meetings as long as the President is notified in advance of such attendance by the member and said member observes the orderly procedure, agenda and leadership of the Executive Board. The Executive Board may meet in executive session to discuss and decide questions or matters relating to budget, real estate and other investments, litigation or for other good cause as may be determined by a majority vote of the Executive Board.

Constitution and Bylaws Proposed Amendment

2. Amendments to the Constitution and Bylaws

Summary:

The Constitution and Bylaws allow that any regular member in good standing may submit a proposed amendment to the Executive Board no later than twenty (20) days prior to a scheduled convention. All members should have the right to propose amendments. However, twenty days is not sufficient time to review and assess amendments, particularly given our commitment to language equity. The SEIU Constitution allows for Resolutions and Amendments to be submitted no less than thirty (30) days prior to a Convention. Modifying our timeline to thirty (30) days would address those concerns and be consistent with our International Union.

Amendment or Modification:

ARTICLE XX – Amendments

A. Methods to amend

Amendments to this Constitution and Bylaws may be made by majority vote at a Convention of the Union, or by mail ballot vote, as determined by the Executive Board.

B. Amendments at Convention

Any regular member in good standing may submit proposed amendments to the Executive Board no later than ~~twenty~~ thirty (30) days prior to a scheduled Convention. The Executive Board may submit such proposed amendments directly to the floor of the Convention or may refer them to a Committee for review and recommendations. The Executive Board may also author proposed amendments and submit them directly to the floor of the Convention or may refer them to a Committee for review and recommendations. The President shall determine voting procedures in accordance with this Constitution and Bylaws and applicable laws.

C. Amendments by mail ballot

Voting on amendments which, in the Executive Board's sole discretion, require urgent action prior to the next regularly scheduled Convention, may be conducted by a mail ballot election. The President shall determine voting procedures in accordance with this Constitution and Bylaws and applicable laws.

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3. Private Sector Representation

Summary:

The county-based structure of In Home Supportive Services lends itself to Executive Board representation by county with representation designated by the size of the membership in each county. In the cases of private homecare and long term care facilities, representation by county has led to an underrepresentation in regions where facilities are clustered within counties. Therefore, for both agency homecare and facility care, representation on the Executive Board should be by regional density.

Amendment or Modification:

Article IX – Organizational Leadership Structure

B. Chapter Executive Board Delegates

The Chapter Executive Board Delegates (or “Chapter Delegates”) are designated within each region by sector: IHSS; Homecare Agencies; or Care Facilities.

IHSS Chapter Delegates are elected by members within a county. Every IHSS county shall be designated one Delegate and shall be allocated an additional Delegate for every 1,500 IHSS members thereafter.

Homecare Agency and Care Facility Chapter Delegates are elected by members within each Region.

For Homecare Agencies, each region shall be designated one delegate if represented in the region, plus one delegate for every 500 members thereafter.

For Care Facilities, each region shall be designated two delegates if represented in the region, plus one delegate for every 500 members thereafter.

Chapter Delegates shall have the following duties:

- a. To perform said duties in a manner consistent with the Mission, Vision and Values of SEIU Local 2015.
- b. Chapter Delegates shall be responsible for the execution of Union and Regional decisions and the enforcement of the applicable collective bargaining agreement on behalf of the members they represent.
- c. Chapter Delegates shall be members of the county bargaining unit or members employed in agencies or facilities within the county region and are expected to attend all regular and special meetings of the designated Chapter and Region.
- d. 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.

- e. A Chapter Delegate shall have the duty to uphold this Constitution, to attend all delegate and other Union meetings at which their attendance is required or desirable.
- f. Chapter Delegates shall have the responsibility of inviting and encouraging the involvement of all members in their Chapter in all affairs of the Union.
- g. 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.

Constitution and Bylaws Proposed Amendment
4. Committing to Our Values

Summary:

SEIU Local 2015 must, at all times, be a safe and welcoming environment for members, leaders and staff. All members, leaders and staff have a shared responsibility to treat one another with respect. Elected Union Leaders at all levels will commit to one another to fulfill their leadership obligations.

Amendment or Modification:

ARTICLE V – Bill of Union Member Rights and Responsibilities in the Union

B. Member Responsibilities

1. The responsibility to demonstrate the core values of the Union. Members are expected to treat each other respectfully, even in disagreement, and should expect respectful treatment in return.
2. 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.
3. The responsibility to contribute to the support of the Union.
4. The responsibility to treat all workers and members fairly.
5. The responsibility to offer constructive criticism of the Union.
6. The responsibility to be informed about the internal governance of the Union and to participate in the conduct of the Union's affairs.
7. The responsibility to attend all general membership meetings of the Union, regular and special meetings of his or her Region, Area or Chapter and observe orderly procedure and decorum at all such meetings.

ARTICLE IX – Organizational Leadership Structure

B. Chapter Executive Board Delegates

[Updates below reflect changes made to Article IX, Section B in Amendment 3]

The Chapter Executive Board Delegates (or "Chapter Delegates") are designated within each region by sector: IHSS; Homecare Agencies; or Care Facilities.

IHSS Chapter Delegates are elected by members within a county. Every IHSS county shall be designated one Delegate and shall be allocated an additional Delegate for every 1,500 IHSS members thereafter.

Homecare Agency and Care Facility Chapter Delegates are elected by members within each Region.

For Homecare Agencies, each region shall be designated one delegate if represented in the region, plus one delegate for every 500 members thereafter.

For Care Facilities, each region shall be designated two delegates if represented in the

region, plus one delegate for every 500 members 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 on 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 SEI 2015 and encourage long term care workers to become active in their Democracy and contribute to COPE.
2. To commit to all responsibilities of membership as outlined in Section V.B of this Constitution and Bylaws.
3. Chapter Delegates shall be responsible for the execution of Union and Regional decisions and the enforcement of the applicable collective bargaining agreement on behalf of the members they represent.
4. **[Updated to reflect changes to Article IX, Section B, Subsection c in Amendment 3...]** Chapter Delegates shall be members of the county bargaining unit or members employed in agencies or facilities within the county region and are expected to attend all regular and special meetings of the designated Chapter and Region.
5. 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. A Chapter Delegate shall have the duty to uphold this Constitution, to attend all delegate and other Union meetings at which their attendance is required or desirable.
7. Chapter Delegates shall have the responsibility of inviting and encouraging the involvement of all members in their Chapter in all affairs of the Union.
8. Chapter Delegates have the responsibility to fulfill all duties and obligations conferred upon them by policies adopted by the Executive Board.
9. 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 may result in formal charges for dereliction of duty and could lead to removal from office in accordance with procedures set for 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. Each Region shall be allocated two (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.

2. The Regional Vice Presidents shall be responsible to the President, Executive Vice Presidents, Chapter Executive Board Delegates and the membership in their region.

3. Regional Vice Presidents are responsible for all duties and obligations conferred upon Chapter Delegates.

4. The Regional Vice President shall be responsible for supporting Chapter Delegate development, and for supporting Chapter Delegates in the execution of their duties; executing the program and goals of the Union in their region and making policy and program recommendations to the President, Executive Vice Presidents and Executive Board.

5. The Regional Vice Presidents shall chair Regional membership meetings and may chair Chapter membership meetings.

6. The Regional Vice Presidents shall keep records of all activities of their Region and other duties to which they are assigned.

7. 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.

8. 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 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.

ARTICLE XII – Due Process

SEIU Local 2015 is committed to addressing areas of conflict or concern between members and leaders promptly, so that issues may be resolved before the need to use more formal processes. This process is in place to ensure the right of each member to a fair hearing of concerns.

A. Hearings & Appeals Process

It is the objective of SEIU Local 2015 to provide a democratic and orderly procedure for its members in order to hear and determine grievances, complaints and/or charges and appeals (hereinafter called collectively “Complaints”) brought by or against a member or elected Officer.