

ARTICLE IV MEMBERSHIP

- Section 1:** Regular ~~m~~Membership shall be available to ~~m~~Members of the Fiscal and Staff Services bargaining unit of State of Wisconsin employees and ~~m~~Members of the Fiscal and Staff bargaining unit of the University of Wisconsin Hospital and Clinics Authority (hereinafter: UWHCA). Any person so employed whose employment has been terminated and who has a grievance pending concerning the termination shall continue to be eligible for regular ~~m~~Membership in the Union.
- Section 2:** Regular ~~m~~Members of the Union who are no longer eligible to continue ~~r~~Regular ~~m~~Membership, due to retirement from State service, retirement from the UWHCA or leave of absence, shall be admitted, upon application, as ~~a~~Associate ~~m~~Members without voting rights.
- Section 3:** Individuals outside the jurisdiction of either fiscal and staff bargaining unit shall be admitted, upon approval by the WPEC Executive Council, as ~~a~~Associate ~~m~~Members without voting rights. The Executive Council shall draft and publish guidelines which it shall follow in approving the admission as ~~a~~Associate ~~m~~Members of individuals who are outside the jurisdiction of either fiscal and staff bargaining unit who request membership.
- Section 6:** Dues for ~~m~~Members shall be assessed as defined in the By-laws of the Union. Dues are to be obtained through payroll deductions, whenever possible, as provided by State law and by agreement with the UWHCA. Dues not obtainable through payroll deduction shall be collected in the manner and form prescribed by the Executive Council. Dues shall increase automatically in an amount equal to any increase in per-capita payments required by the AFL-CIO, AFT-W and AFT at the time such increases occur.

ARTICLE V OFFICERS

- Section 2:** The duties of the President shall be as follows:
- e) Make a report to the ~~m~~Membership at least once each year, summarizing the past year for WPEC and outlining plans for the next year.
 - g) With the approval of the Executive Council:
 - 2) Appoint the members of all other standing and ad hoc committees except the Bargaining Support Committee from a pool of ~~r~~Regular ~~m~~Members who volunteer for such committees. Only stewards are eligible to serve on the Stewardship and Grievance Committee.

Section 5: The duties of the Membership Secretary shall be as follows:

- d) Mail new member packets to all employees who have become ~~m~~Members of WPEC.

ARTICLE VI ELECTION OF OFFICERS

Section 1: The election of officers shall take place in even numbered years by secret ballot at the annual Convention. Candidates for office may only be nominated by ~~r~~Regular ~~m~~Members.

Section 2: The Election Committee ...

Not less than ninety (90) days prior to the annual Convention, a notice of the nominations and elections shall be mailed to each ~~r~~Regular ~~m~~Member at the ~~m~~Member's last known address. Nominations may be made at a regular or special Convention, may be made by the petition of any 10 ~~r~~Regular ~~m~~Members up to 30 days prior to the convention, nominations for president shall require the petition of 20 regular members. Those nominated shall be afforded the opportunity to decline, and the name of any nominee who declines shall not appear on the ballot. Write-in votes shall not be valid for any purpose.

In any case where there is only one nominee for office, such nominee ...

Any candidate whose name is to appear on the ballot shall have the right to have present an official observer of the candidate's own choosing, who must be a ~~r~~Regular ~~m~~Member of the Union, in all places where ballots bearing the candidate's name are to be cast or counted.

Upon completion of the voting, the ballots shall be tabulated ...

Any ~~r~~Regular ~~m~~Member may challenge the eligibility of any nominee by filing such challenge with the Election Committee prior to the holding of the election. The Election Committee shall make a determination regarding the challenge, and shall report its ruling to the Executive Council. The Executive Council shall either accept or reject the ruling of the Election Committee prior to the election.

Section 5: Removal of an officer:

- a) Removal of an officer for neglect of duty, malfeasance in office or misappropriation of funds may be initiated by any ~~r~~Regular ~~m~~Member by circulating a petition among the ~~r~~Regular ~~m~~Membership. The petition shall state

the alleged offense committed by the officer. The petition must be signed by at least ten percent of the ~~Regular~~ ~~Membership~~ and shall be filed with the Chair of the Election Committee.

- b) Upon receipt of a valid petition as described in subsection (a) above, the Election Committee shall schedule and conduct a special election by mail ballot regarding the removal of the officer. Removal of the officer will not be effective unless at least two-thirds of those voting in the special election vote to remove the officer. The Election Committee shall certify the results of the special election to the Executive Council ~~Committee~~.

ARTICLE VII DISTRICTS AND DISTRICT REPRESENTATIVES

Section 1: For the purpose of selecting district representatives, providing representation to all ~~Members~~ of WPEC and other purposes within this Constitution and as designated by the Executive Council, the State shall be divided into seven districts. A ~~Regular~~ ~~Member~~ is in the district which covers his or her work address. The districts are defined as follows:

.....

Section 2: Each district shall hold an annual meeting between 30 to 60 days before the annual Convention. The district representative shall chair the annual meeting. At such meeting, in even-numbered years, those present shall elect a district representative by secret ballot. Candidates for district representation may only be nominated by ~~Regular~~ ~~Members~~. Procedures for elections shall be made in accordance with Article VI, Section 2, except that nominations shall be made not less than seven days before the annual district meeting, and petitions for nomination are not required. The person receiving a majority of votes cast shall be elected district representative for that district. If no candidate receives a majority, a secret ballot run-off election will be held between the candidates receiving the two (2) top vote totals. The winning candidate must achieve a majority of run-off ballots cast. Those elected shall be installed in office upon adjournment of the convention.

Section 3: In the event of a vacancy of a district representative seat on the Executive Council, the seat will be filled by a special election as called by the Executive Council for the unexpired portion of the term. If such election fails to elect a representative, then the President, with the approval of the Executive Council, shall appoint a qualified ~~Member~~ to serve for the unexpired portion of the term.

Section 6: Nothing in the above shall be construed as restricting the establishment of chapters within each district for the purpose of improving representation of the ~~Membership~~ and improving communication within the Union. Recognition of chapters shall be

recommended by the appropriate district representative to the Executive Council for their approval.

ARTICLE VIII THE EXECUTIVE COUNCIL

Section 1: All members of the Executive Council shall be ~~dues-paying~~ ~~Regular~~ ~~dues-paying~~ ~~Members~~. If a member of the Executive Council leaves the jurisdiction of WPEC, that Executive Council position shall immediately become vacant.

Section 2: The Executive Council shall consist of the following:

- d) Any ~~Regular~~ ~~Member~~ not named above who represents WPEC on the Executive Board of AFT-W or AFT, who shall serve in an ex-officio capacity without voting rights.

Section 5: At-large council members shall be elected at the annual Convention in even-numbered years by secret ballot. Candidates for at-large seats may only be nominated by ~~Regular~~ ~~Members~~. The ballot shall list all those names placed in nomination for the at-large seats. Each ~~Member~~ may vote for six candidates. The six candidates who receive the greatest number of votes shall then be elected to the at-large seats. In case of a tie for the sixth seat, a secret ballot run-off election will be held among the tied candidates. The run off voting must continue until the six candidates receiving the greatest number of votes are determined. Those elected shall be installed in office upon adjournment of the convention.

Section 6: At-large council members shall serve two-year terms. If a vacancy occurs during the term of an at-large council member, the President, with the approval of the Executive Council, shall appoint a qualified ~~Member~~ to serve the unexpired portion of the term.

ARTICLE IX THE CONVENTION

Section 2: A special Convention may be called for a specific purpose by petition signed by at least 10 percent of the ~~Regular~~ ~~Membership~~, clearly defining the specific purpose of the special Convention. The petition shall be submitted to the Election Committee for verification. When verified, the Executive Council must call the Convention. The special Convention shall be conducted no later than 60 days after the submission of the petition. The convention call shall be issued no later than 30 days prior to the set date of the special Convention.

Section 3: A majority of the total number of registered ~~m~~Members in attendance at the opening of the Convention shall constitute a quorum to conduct business at any Convention.

Section 4: Delegates to the AFT-W Convention shall be elected by the ~~m~~Members at the WPEC Convention in the number allocated by the AFT-W Convention. Nominations for WPEC delegates to the AFT-W Convention shall be made at the WPEC Convention.

Delegates to the AFT Convention shall be elected in even numbered years by the ~~m~~Members present at the WPEC Convention in the number allocated by the AFT Constitution. Nominations for WPEC delegates to the AFT Convention shall be made 30 days prior to the WPEC Convention.

ARTICLE X BARGAINING

Section 4: The Bargaining Support Committee shall have the following duties and responsibilities:

- a) Survey the ~~m~~Membership and tabulate the results;
- d) Communicate with the ~~m~~Membership;
 - 1) Receive and act on reports of matters concerning the bargaining process; and
 - 2) Keep the ~~r~~Regular ~~m~~Membership informed on the status of negotiations.

Section 5: Tentative agreement on an entire contract can be achieved only by a majority vote of the Bargaining Team. Once such a tentative agreement (on a contract) is reached, it will be presented to the Bargaining Support Committee. The Bargaining Support Committee by majority vote will recommend to the Regular ~~m~~Membership either accepting or rejecting the tentative agreement. The Bargaining Support Committee shall then report to the entire ~~r~~Regular ~~m~~Membership regarding its recommendation and the reasons therefore. The report to the entire ~~r~~Regular ~~m~~Membership shall include any minority report opposing the recommendation, if one is submitted by any member of the Bargaining Support Committee. Any minority report(s) shall include the names of all those making the minority report(s) and shall be clearly labeled as a minority report(s).

Section 6: The contract shall be ratified by a simple majority of the Regular ~~m~~Members voting in a ratification election cast by a secret ballot by mail. Procedures in the By-Laws will insure a secured ballot. Information for the purpose of explaining the tentative agreement will be made available to all Regular ~~m~~Members once the tentative agreement and ballots have been mailed to Regular ~~m~~Members.

All contract changes and the majority / minority reports of the Bargaining Support committee along with the ballots shall be sent by U. S. mail to the last known home

address of each ~~Regular~~ Member at least 15 days prior to the date determined to be the final date to be received. The ballots will be tabulated by the Election Committee at the WPEC office no later than 5 days after that final date.

Section 7: The Bargaining Team is the group of at least twelve (12) ~~Regular~~ Members who will go to the bargaining table to negotiate contracts with the State. The members of the Bargaining Team shall be chosen by the President, with the approval of the Executive Council. Before choosing the Bargaining Team, the President shall provide an opportunity for all ~~Regular~~ Members to identify their interest in serving on the Bargaining Team and to describe any of their relevant skills.

Section 8: Bargaining for WPEC-represented employees of the UWHCA shall be conducted by a Bargaining Team consisting of WPEC ~~Members~~ employed by the UWHCA. The Bargaining Team shall be appointed by the President, with the approval of the Executive Council. The Bargaining Team shall have the same duties and responsibilities of the Bargaining Team and Bargaining Support Committee for state employees, as described above. Ratification of a contract with the UWHCA shall be by a simple majority vote of those WPEC ~~Members~~ employed by the UWHCA voting in a ratification election cast by secret ballot.

ARTICLE XI COMMITTEES

Section 1: All ~~Members~~ of standing and ad hoc committees (except the Bargaining Support Committee, as outlined in Article X, Section 3) shall be appointed by the President from a pool of ~~Regular~~ Members who volunteer for such committees, except only stewards are eligible to serve on the Stewardship and Grievance Committee, which shall be comprised of stewards. Such appointments shall be made with the approval of the Executive Council. Once appointed, each committee shall choose one of their number to act as chair of the committee.

ARTICLE XII CHIEF STEWARD, STEWARDS AND GRIEVANCES

Section 1: The Chief Steward shall be elected annually by a majority vote of the stewards. The Chief Steward shall have the following duties:

- b) Present for consideration to the Stewardship and Grievance Committee, steward candidates who have submitted a completed application, including the endorsement of two WPEC ~~Members~~ and steward training.

- d) Facilitate the appropriate services for all grieved bargaining unit employees through the Stewardship and Grievance Committee and the Executive ~~Council~~ ~~Committee~~.

Section 2: Only ~~Regular~~ ~~Members~~ may serve as stewards after being appropriately trained in the handling of grievances, internal organizing and membership recruitment. The Stewardship and Grievance Committee shall determine who is eligible to serve as a WPEC Steward. Stewards shall be approved or removed by a majority vote of the Stewardship and Grievance Committee, or a majority of Regular ~~Members~~ in worksites of 10 or more members. Each steward shall have the following duties and responsibilities:

- c) distribution and communication of union business to the ~~Regular~~ ~~Membership~~;
- d) collection of information from the ~~Regular~~ ~~Membership~~ and communication of the needs, problems and concerns of the ~~Regular~~ ~~Membership~~ to the Chief Steward and, where appropriate, the Executive Council; and
- e) ~~Regular~~ ~~Membership~~ recruitment.

ARTICLE XIII PROCEDURES

Section 1: Robert's Rules of Order, Newly Revised, shall govern the conduct of meetings of the ~~Membership~~, the Executive Council, the Convention, district meetings, and all committee meetings. Where Roberts Rules of Order, Newly Revised, is inconsistent with the Constitution, the Constitution shall prevail.

ARTICLE XIV AMENDMENTS

Section 3: Proposed amendments to either the Constitution or the By-laws shall be submitted to the Executive Council in writing at least 90 days prior to the annual Convention. Amendments may only be submitted by ~~Regular~~ ~~Members~~. All proposed amendments shall be reviewed by the Constitution Committee and the Executive Council after submission. The Constitution Committee shall give notice to all ~~Regular~~ ~~Members~~, in the call to the Convention, of any proposed amendments. The proposed amendments shall be presented to the delegates along with the recommendations of the Constitution Committee and the Executive Council. A proposed amendment which is not so submitted may be initiated on the floor of the annual Convention upon the consent of a majority of the delegates present.