

PROPOSED FOR RATIFICATION

Child Care Workers' Local 96, SEIU Local 503 BYLAWS

ARTICLE 1 – NAME

The name of this organization shall be Child Care Workers' Local 96 of the Service Employees' International Union (SEIU), Local 503, OPEU.

ARTICLE 2 – PURPOSE

The purpose of Child Care Workers' Local 96 is to organize license-exempt family child care providers, paid by the state of Oregon, to have a voice in matters of collective bargaining, policy, legislation, and/or any other venue that may impact the members of Local 96.

ARTICLE 3 – VISION

The vision of this organization is to be a voice for the members of Child Care Workers Local 96 and work to achieve fair subsidy rates, payment processes, health care, and other benefits; recognition and respect for the value of their work; and to advance the economic, social, and political areas which advance the lives and welfare of Local 96 members, working families, and the children they care for through bargaining, organizing, and political action.

ARTICLE 4 - GUIDING PRINCIPLES

The Representatives and Coordinators of Local 96 shall move forward the vision statement of Local 96 by engaging members, increasing membership and CAPE participation, building power and visibility for workers, and making change for working families.

ARTICLE 5 – MEMBERSHIP

Active membership is open to all SEIU Local 503, OPEU bargaining unit members of Local 96 who are actively employed as license-exempt child care providers and who have not had a break in service for longer than one hundred and twenty (120) days.

ARTICLE 6 - COUNCIL STRUCTURE AND REPRESENTATIVES

Section 1. The Child Care Council is the elected representatives of Child Care Workers' Local 96 and responsible for carrying out the duties of their respective positions.

Section 2. The Child Care Council shall consist of three (3) elected statewide Representatives, and two elected Regional Outreach Coordinators for each of the Union's designated regions.

Section 3. The statewide representatives of Child Care Workers Local 96 shall be President, Vice President, and Secretary-Treasurer.

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Section 4. Regional Outreach Coordinators (ROC Stars) and Deputies shall be elected from each of SEIU Local 503, OPEU's regional areas

Section 5. Representatives, Coordinators, and Deputies shall be elected for a two (2) year term, in compliance with the SEIU Local 503, OPEU bylaws.

ARTICLE 7 – ELECTIONS & CRITERIA FOR HOLDING POSITIONS

Elections shall be done in accordance with the SEIU Local 503, OPEU Bylaws.

Section 1. All Representatives must be an active member in good standing.

Section 2. All Representatives must reside in the geographic area represented by their respective position.

Section 3. All members shall be entitled to vote for all Regional Outreach Coordinator positions, regardless of the region where they reside.

Section 4. All Representatives must carry out the duties of the position they hold.

ARTICLE 8 – DUTIES OF LOCAL REPRESENTATIVES

Section 1. President

- a. Shall act as a leader in moving forward the vision of Child Care Workers' Local 96 by being a spokesperson, outreaching to other child care workers, and participating in union activities including, but not limited to bargaining, organizing, and politics;
- b. Shall help set agenda for and facilitate statewide meetings of Local 96;
- c. Shall help with recruitment to statewide events and activities;
- d. Shall be an automatic delegate to General Council;
- e. Shall assist in communication with other workers through phone banks, house visiting, presentations at child care orientations and training, and other union activity; and
- f. Shall serve as a member of Local 96 Bargaining Team.

Section 2. Vice President

- a. Shall act as a leader in moving forward the vision of Child Care Workers' Local 96 by being a spokesperson, outreaching to other child care workers, and participating in union activities including, but not limited to bargaining, organizing, and politics;
- b. Shall replace the President for the unexpired term in the event of death, incapacity, resignation or removal of the President;
- c. Shall perform the duties of the President in the absence of, or upon request by, the President;
- d. Shall be an automatic delegate to General Council, or, in the event the local does not have adequate positions available, serve as the 1st Alternate General Council Delegate;

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- e. Shall assist the President with recruitment and agenda setting for statewide meetings and events;
- f. Shall assist in communication with other workers through phone banks, house visiting, union presentations at child care orientations and trainings, and other union activity;
- g. Shall serve as a member of Local 96 Bargaining Team.

Section 3. Secretary-Treasurer

- a. Shall act as a leader in moving forward the vision of Child Care Workers' Local 96 by being a spokesperson, outreaching to other child care workers, and participating in union activities including, but not limited to bargaining, organizing, and politics;
- b. Shall work with staff to maintain financial records for Child Care Workers' Local 96;
- c. Shall be responsible for disbursement of Local 96 funds. Requests for reimbursement shall be made to Union headquarters in care of the Secretary-Treasurer; Requests made in compliance with the Local 503 Bylaws shall be granted;
- d. Shall be an automatic delegate to General Council, or, in the event the local does not have adequate positions available, serve as the 2nd Alternate General Council Delegate;
- e. Shall attend trainings when necessary to enhance skills needed to carry out the duties of the Secretary-Treasurer;
- f. Shall assist in communication with other workers through phone banks, house visiting, union presentations at child care orientations and trainings, and other union activity; and
- g. Shall serve as a member of Local 96 Bargaining Team.

Section 4. Regional Outreach Coordinators

- a. The Regional Outreach Coordinator shall be the top vote getter for the position and shall act as a leader in moving forward the vision of Child Care Workers' Local 96 by being a spokesperson, outreaching to other child care workers, and participating in union activities including, but not limited to bargaining, organizing, and politics;
- b. Shall participate in regional Local 96 meetings;
- c. Shall assist with recruitment, agenda setting, and facilitation of regional meetings to carry out the vision of Local 96;
- d. Shall assist in communication with workers within her/his area of geographic representation through phone banks, house visiting, union presentations at child care orientations and trainings, and other union activity;
- e. Shall be an automatic delegate to General Council, or, in the event the local does not have adequate positions available, serve as an alternate General Council Delegate based on the highest number of votes received.
- f. Shall serve as a member of Local 96 Bargaining Team.

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Section 5. Deputy Regional Outreach Coordinators

- a. The Deputy Regional Outreach Coordinators shall be the second highest vote getter for their position and shall act as a leader in moving forward the vision of Child Care Workers' Local 96 by being a spokesperson, outreaching to other child care workers, and participating in union activities including, but not limited to bargaining, organizing, and politics;
- b. Shall, at the request of the Regional Outreach Coordinator, serve in their absence;
- c. Shall assist the Regional Outreach Coordinator in carrying out the duties outlined in the section above;
- d. Shall assist in communication with workers within her/his area of geographic representation through phone banks, house visiting, union presentations at child care orientations and trainings, and other union activity;
- e. Shall serve as an alternate General Council Delegate if positions cannot be filled from all of the Regional Outreach Coordinators, based on the highest number of votes received.
- f. Shall serve as a member of Local 96 Bargaining Team

ARTICLE 9 – REMOVAL OF ELECTED REPRESENTATIVES

In the event a Representative or Coordinator is not actively carrying out the duties and responsibilities of the elected position, the Local 96 Child Care Council may hold a membership meeting and vote to remove them for just cause. A member supported by at least four other members in good standing may request the Child Care Council to initiate a removal proceeding within a reasonable period of time.

ARTICLE 10 – FILLING OF VACANCIES

The Child Care Council may vote to temporarily fill vacancies until the next regularly scheduled election or a special election called by a majority vote of the Child Care Council, in compliance with the SEIU Local 503, OPEU Bylaws.

ARTICLE 11 – DELEGATES TO GENERAL COUNCIL

General Council Delegates will first be filled by the Local 96 statewide Representatives, then the highest vote getters amongst the Regional Outreach Coordinators, then the highest vote getters among the Deputy Regional Outreach Coordinators.

If there are additional delegate seats available, they will go to the next highest vote getters among the ROCs.

ARTICLE 12 – BARGAINING TEAM

Statewide Representatives and Regional Outreach Coordinators will be automatic members of the Local 96 Bargaining Team. Local 96 bargaining will be open to all active Local 96 members for observation.

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ARTICLE 13 – FINANCE

SEIU Local 503, OPEU headquarters will distribute funds on behalf of Local 96 when approved by the Secretary-Treasurer and one (1) additional Representative, so long as the Local account has funds available.

ARTICLE 14 – MEETINGS

Child Care Workers' Local 96 shall meet at least twice a year and at least one of these meetings shall be prior to General Council to review submitted resolutions.

ARTICLE 15 - GENERAL COUNCIL RESOLUTIONS

Resolutions to General Council may be submitted by any member of Child Care Workers' Local 96 for presentation at a Child Care Council meeting in accordance with the Union's Bylaws.

It shall be the duty of the Child Care Council Representatives to ensure that all resolutions submitted to the Resolutions Review Committee shall follow standard form.

ARTICLE 16 – AMENDMENTS

These Bylaws can only be amended by a majority vote of union members present at a regular Child Care Workers' Local 96 meeting following proper notice to the membership. Proper notice means that the Council shall distribute or make available to the members of Local 96 the proposed amendments along with the time and date of the meeting where the vote will take place.

END OF BYLAWS

Date of Ratification: _____

CONSTITUTION AND BYLAWS

Ratified 12-2011

Child Care Workers' Local 96, SEIU Local 503

CONSTITUTION

ARTICLE 1. NAME

The name of this organization shall be Child Care Workers' Local 96 of the Service Employees' International Union (SEIU), Local 503, OPEU.

ARTICLE 2. PURPOSE

The purpose of Child Care Workers' Local 96 is to organize license-exempt family child care providers, paid by the state of Oregon, to have a voice in matters of collective bargaining, policy, legislation, and/or any other venue that may impact the members of Local 96.

ARTICLE 3. VISION

The vision of this organization is to be a voice for the members of Child Care Workers Local 96 and work to achieve fair subsidy rates, payment processes, health care, and other benefits; recognition and respect for the value of their work; and to advance the economic, social, and political areas which advance the lives and welfare of Local 96 members, working families, and the children they care for through bargaining, organizing, and political action.

ARTICLE 4. MEMBERSHIP

Local 96 has (2) types of membership: active and semi-active

Section 1. Active membership is open to all SEIU Local 503, OPEU bargaining unit members of Local 96 who are actively employed as license-exempt child care providers and who have not had a break in service for longer than three (3) months.

Section 2. Semi-active members may hold office as long as they remain a member in good standing and pay dues at the Associate member rate of \$10/month in compliance with the SEIU Local 503, OPEU Constitution and Bylaws.

ARTICLE 5. COUNCIL STRUCTURE AND OFFICERS

Section 1. The Child Care Council is the elected representatives of Child Care Workers' Local 96 and responsible for carrying out the duties of their respective offices.

Section 2. The Child Care Council shall consist of three (3) elected statewide officers, eleven (11) elected Regional Outreach Coordinators, and eleven (11) elected At-Large Regional Outreach Coordinators.

Section 3. The statewide officers of Child Care Workers Local 96 shall be President, Vice-President, and Secretary-Treasurer.

Section 4. Regional Outreach Coordinators (ROC Stars) shall be elected from each of SEIU Local 503, OPEU's eleven regional areas and At-Large Regional Outreach Coordinators shall be elected statewide.

Section 5. Each officer shall be elected for a two (2) year term, in compliance with the SEIU Local 503, OPEU bylaws.

Section 6. The duties of the Local and its' officers shall be defined by the Child Care Workers' Local 96 Bylaws.

ARTICLE 6. GUIDING PRINCIPLES

Section 1. The officers of Local 96 shall use the following guiding principles in decision making related to statements, strategy, and distribution of finances.

Section 2. Decisions must move forward the vision statement of Local 96 by engaging members, increasing membership and CAPE participation, building power and visibility for workers, and making change for working families.

ARTICLE 7. AMENDMENTS

The Constitution can only be amended by a two-third (2/3) vote of those present at a regular Child Care Workers' Local 96 meeting following proper notice to the membership. Proper notice means that the Council shall mail to the members of Local 96 proposed amendments for distribution along with the time and date of the meeting where the vote will take place.

END OF CONSTITUTION

BYLAWS

ARTICLE 1 Duties of the Local

The primary duties of the Local shall be to carry out the vision of the Local by engaging members in bargaining, organizing and political action.

ARTICLE 2. Membership

Section 1. Active membership is open to all SEIU Local 503, OPEU bargaining unit workers represented by Child Care Workers' Local 96 as reflected in the Local 96 Constitution.

ARTICLE 3. Elections & Criteria for Holding Office

Elections shall be done in accordance with the SEIU Local 503, OPEU Constitution and Bylaws.

Section 1. All officers must be an active or semi-active member in good standing.

Section 2. All officers must reside or work in the geographic area represented by their respective position.

Section 3. All officers are encouraged to gather support for their nomination demonstrated through signature collection.

Section 4. All officers must carry out the duties of position held.

ARTICLE 4. Duties of Officers

Section 1. President

- a. Shall act as a leader in moving forward the vision of Child Care Workers' Local 96 by being a spokesperson, outreaching to other child care workers, and participating in union activities including, but not limited to bargaining, organizing, and politics;
- b. Shall help set agenda for and facilitate statewide meetings of Local 96;
- c. Shall help with recruitment to statewide events and activities;
- d. Shall be an automatic delegate to General Council;
- e. Shall assist in communication with other workers through phone banks, house visiting, presentations at child care orientations and training, and other union activity; and

- f. Shall serve as a member of Local 96 Bargaining Team or designate another member to serve in their place.

Section 2. Vice-President

- a. Shall act as a leader in moving forward the vision of Child Care Workers' Local 96 by being a spokesperson, outreaching to other child care workers, and participating in union activities including, but not limited to bargaining, organizing, and politics;
- b. Shall replace the President for the unexpired term in the event of death, incapacity, resignation or removal of the President;
- c. Shall perform the duties of the President in the absence of, or upon request by, the President;
- d. Shall be an automatic delegate to General Council
- e. Shall assist the President with recruitment and agenda setting for statewide meetings and events;
- f. Shall assist in communication with other workers through phone banks, house visiting, union presentations at child care orientations and trainings, and other union activity;
- g. Shall serve as a member of Local 96 Bargaining Team or designate another member to serve in their place.

Section 3. Secretary Treasurer

- a. Shall act as a leader in moving forward the vision of Child Care Workers' Local 96 by being a spokesperson, outreaching to other child care workers, and participating in union activities including, but not limited to bargaining, organizing, and politics;
- b. Shall work with staff to maintain financial records for Child Care Workers' Local 96;
- c. Shall be responsible for disbursement of Local 96 funds. Requests for reimbursement shall be made to Union headquarters in care of the Secretary-Treasurer; Requests made in compliance with the Local 503 Constitution and Bylaws shall be granted;
- d. Shall be an automatic delegate to General Council;
- e. Shall attend trainings when necessary to enhance skills needed to carry out the duties of the Secretary-Treasurer;

- f. Shall assist in communication with other workers through phone banks, house visiting, union presentations at child care orientations and trainings, and other union activity; and
- g. Shall serve as a member of Local 96 Bargaining Team or designate another member to serve in their place.

Section 4. Regional Outreach Coordinators

- a. Shall act as a leader in moving forward the vision of Child Care Workers' Local 96 by being a spokesperson, outreaching to other child care workers, and participating in union activities including, but not limited to bargaining, organizing, and politics;
- b. Shall participate in all statewide Local 96 meetings;
- c. Shall assist with recruitment, agenda setting, and facilitation of regional meetings to carry out the vision of Local 96;
- d. Shall assist in communication with workers within her/his area of geographic representation through phone banks, house visiting, union presentations at child care orientations and trainings, and other union activity;
- e. Shall report on regional activity at statewide Local 96 meetings;
- f. Shall be an automatic delegate to General Council;
- g. Shall serve as a member of Local 96 Bargaining Team or designate another member to serve in their place.

Section 5. Alternate Regional Outreach Coordinator

- a. Shall act as a leader in moving forward the vision of Child Care Workers' Local 96 by being a spokesperson, outreaching to other child care workers, and participating in union activities including, but not limited to bargaining, organizing, and politics;
- b. Shall, at the request of the Regional Outreach Coordinator, serve in his/her absence;
- c. Shall assist the Regional Outreach Coordinator in carrying out the duties outlined in the section above;
- d. Shall assist in communication with workers within her/his area of geographic representation through phone banks, house visiting, union presentations at child care orientations and trainings, and other union activity;
- e. Shall be an automatic delegate to General Council;
- f. Shall serve as a member of Local 96 Bargaining Team or designate another member to serve in their place.

ARTICLE 5. Removal of Officers

In the event an officer is not actively carrying out the duties and responsibilities of the elected position, the Local 96 Child Care Council may hold a hearing and vote to remove the officer from office. A hearing and vote when called for by an initiative petition bearing signatures of five (5) percent or fifty (50) signatures, whichever is less, of members eligible to vote for the office. The Child Care Council shall convene a hearing and vote within forty-five (45) days of receipt of the petition.

ARTICLE 6. Filling of Vacancies

The Child Care Council may vote to temporarily fill vacancies until the next regularly scheduled election or a special election called by a majority vote of the Child Care Council, in compliance with the SEIU Local 503, OPEU Constitution and Bylaws.

ARTICLE 7. Delegates to General Council

General Council Delegates will first be filled by the Local 96 statewide officers, then the highest vote getters amongst the Regional Outreach Coordinators, then the highest vote getters among the alternate Regional Outreach Coordinators.

If there are additional delegate seats available, they will go to the second highest vote getter among the ROCs, followed by the second highest vote getter among alternate ROCs until all seats, including alternate seats, are filled.

ARTICLE 8. Bargaining Team

Statewide officers and Regional Outreach Coordinators or their designees will be automatic members of the Local 96 Bargaining Team. Local 96 bargaining will be open to all active Local 96 members for observation.

ARTICLE 9. Finance

SEIU Local 503, OPEU headquarters will distribute funds on behalf of Local 96 when approved by the Secretary-Treasurer and one (1) authorized officer of Local 96, so long as the Local account has funds available.

ARTICLE 10. Meetings

Child Care Workers' Local 96 shall meet at least twice a year and at least one of these meetings shall be prior to General Council to review submitted resolutions.

ARTICLE 11. General Council Resolutions

Resolutions to General Council may be submitted by any member of Child Care Workers' Local 96 for presentation at a Child Care Council meeting. The Child Care Council shall, by majority vote, endorse or reject the resolution. If endorsed, the resolution will be submitted to the Union's Resolution Review Committee at least ninety (90) days prior to General Council. If rejected, the author may, after obtaining the signatures of fifty (50) active members present the resolution to the Resolutions Review Committee at least ninety (90) days prior to General Council.

It shall be the duty of the Child Care Council officers to ensure that all resolutions submitted to the Resolutions Review Committee shall follow standard form.

ARTICLE 12. Amendments

The Constitution can only be amended by a majority vote of those present at a regular Child Care Workers' Local 96 meeting following proper notice to the membership. Proper notice means that the Council shall mail to the members of Local 96 proposed amendments for distribution along with the time and date of the meeting where the vote will take place.