

SEIU Local 503, OPEU
ODHS/OHA Local 200
OREGON DEPARTMENT OF HUMAN SERVICES/OREGON HEALTH AUTHORITY (NON-
INSTITUTIONS)
CONSTITUTION & Bylaws

CONSTITUTION

ARTICLE I – Name

The name of this organization shall be the Oregon Department of Human Services/Oregon Health Authority (ODHS/OHA) (Non-institutions), Local 200 of SEIU Local 503, Oregon Public Employees Union, hereafter to be referred to as the Statewide Local.

ARTICLE II – Purpose

The Statewide Local is a basic membership group of SEIU, established for the purpose of representation of its members as set forth in, and in accordance with, the Bylaws of SEIU Local 503, OPEU, hereafter referred to as SEIU.

ARTICLE III – Membership

Section 1. Employees Eligible for Membership

All non-management employees of ODHS/OHA (Non-Institutions) who pay dues are eligible for membership in accordance with Article IV and V of the Constitution and Bylaws of SEIU.

Section 2. Members Eligible to Vote

All active members, as defined by Article 2 of the SEIU bylaws, and employed by ODHS/OHA (Non-Institutions) are members of the Statewide Local and are eligible to vote.

Non-management employees that do not pay dues, although represented by SEIU, are not eligible to vote in any union vote.

ARTICLE IV – Structure

Section 1. Primary Structure.

- a) The primary structure of Statewide Local shall be statewide.
- b) The business of the Statewide Local shall be administered by elected officers, as outlined in Article VI and VII of the Statewide Local Constitution.
- c) The Statewide Local shall be comprised of the structure designated in Section 2, referred to as Sublocals

Section 2. Sublocal Structure

- a) Sublocals of ODHS/OHA (Non-institutions) Local 200 shall be defined as: indicated in the chart below, and specified by worksite in Appendix 1.

Sublocal	Location	Sublocal	Location
201	Clatsop, Columbia, Tillamook	211	Klamath, Lake
202	Multnomah	212	Morrow, Umatilla
203	Yamhill, Polk, Marion field services (i.e., units which provide direct contact with the public), which are not co-housed with 217, 218, or 220, and are related by program area.	213	Baker, Union, Wallowa
204	Benton, Lincoln, Linn	214	Grant, Harney, Malheur
205	Lane	215	Clackamas
206	Douglas	216	Washington
207	Coos, Curry	217	Human services building and units in the Salem metro area that perform internal administrative functions of the agency.
208	Jackson, Josephine	218	Salem Metro area, OIS and non-field service offices, not connected to Sublocal 217.
209	Hood River, Gilliam, Sherman, Wasco, Wheeler	219	The Oregon Health Authority units in Multnomah and Washington county.
210	Crook, Jefferson, Deschutes	220	Virtual Eligibility Centers in the Salem Metro Area and Virtual Eligibility Center Operations

- b) The business of each Sublocal shall be administered by the elected officers defined in Article Section 3. If a Sublocal has no elected officers, oversight with respect to carrying out governance and fiduciary duties shall revert to the Statewide Officers until such time as the Sublocal elects officers.
- c) The organization of Sublocals is intended to be both along geographic and program area lines, to facilitate member representation. Location shall take precedence over program area where appropriate.
- d) SEIU Local 503 shall assign new worksites to Appendix 1 as needed and the Executive Committee shall review the assignment of worksites to each sublocal between October 1st and December 31st of each year. The Executive Committee may vote on any changes to the worksite assignments, in accordance with the chart in Art. IV(a) and shall update Appendix 1 with any changes approved by the majority of the Executive Committee no later than December 31st of odd-numbered years.

ARTICLE V – Elections

- a) All Statewide and Sublocal officers, General Council At-Large delegates and alternates, and Bargaining Delegates shall be elected by May 31st in even-numbered years and will serve a 2- year term or fraction thereof, if the seat is vacated during the term.
- b) The election will be held by secret ballot of all vote-eligible members of the Statewide Local.
- c) Candidates must receive a simple majority vote of the ballots returned to be elected. In case of ties, determination will be made by flipping a coin, if neither party wishes to concede the election. In the event there is a tie between more than two people, the elections committee shall determine the method to break the tie.
- d) Members shall be delivered a ballot for the sublocal identified for their worksite as reported by ODHS/OHA and defined in Appendix 1. It is the responsibility of members

to contact the Union to request a replacement ballot if they receive a ballot which they do not believe matches the sublocal for their worksite.

ARTICLE VI – Officers

No Statewide or Sublocal Officer¹ may hold more than one office at a time, as defined in Section 1 and Section 2:

Section 1. Statewide Officers

- a) The Statewide Officers shall be the President, Vice-Presidents, Secretary and Treasurer, or Secretary-Treasurer.
- b) A quorum will be a simple majority of the elected officers.
- c) Vice Presidents for ODHS and OHA will be elected by the entire Local, but must be elected from candidates employed by their respective Agency – holding office as Vice President (ODHS) requires that the candidate be an ODHS employee, and vice versa for Vice President (OHA).

Section 2. Sublocal Officers.

- a) The Sublocal officers shall be a Chair, Vice-Chair, Secretary, Treasurer or Secretary-Treasurer.
- b) A quorum will be a simple majority of the elected officers.

ARTICLE VII – Executive Committee

Section 1. Statewide

- a) The Statewide Local Executive Committee shall consist of the Statewide Officers and the Sublocal Chairs from each Sublocal.
- b) A quorum will be a simple majority of the Statewide Local Executive Committee.

Section 2. Sublocal

The Sublocal Executive Committee shall consist of the Sublocal Officers, and, at the option of the Sublocal, Chief Steward(s) shall be advisory, non-voting members.

ARTICLE VIII – Election of Officers, General Council Delegates, Bargaining Delegates

Section 1.

- a) Elections will take place in even-numbered years, and are 2-year terms or part thereof, if filling a vacancy
- b) All Statewide Local elections will be held in accordance with SEIU'S Bylaws.
- c) Voting will be by secret ballot.
- d) Candidates must receive a simple majority of the votes from the ballots returned. A tie will be resolved by a coin toss. In the event there is a tie between more than two people, the elections committee shall determine the method to break the tie.
- e) General Council at Large positions (positions after all the automatic delegates outlined herein are filled) will be filled based on the highest number of votes received.

¹ Note: Where the term “officer” is used in these Constitution and Bylaws, it refers to Local Representatives as defined under the SEIU Local 503, OPEU Bylaws.

ARTICLE IX – Amendments to the Constitution

Amendments to the Constitution may be made as follows:

- a) Recommended amendments to the Constitution shall be submitted in writing to the Statewide Local Executive Committee, who will review them at a duly publicized Committee meeting, with this issue on the agenda, and decide whether or not to take them forward under the procedures of the Union's Bylaws.
- b) If approved by a simple majority of the Statewide Local Executive Committee members, the amendments will be placed on a statewide mail or electronic ballot to all vote-eligible members.
- c) An amendment will pass if it receives a simple majority of the ballots returned.

Date of Ratification: October 8, 2021

Bylaws

ARTICLE I – Duties of the Statewide Local

The primary responsibility of the Oregon Department of Human Services/Oregon Health Authority (Non-Institutions) Local 200 shall be:

- a) Enforce collective bargaining agreements and support negotiations for the betterment of the wages, benefits, hours and working conditions of the members of the Statewide Local.
- b) Promote healthy membership and growth throughout the local.
- c) Develop a system of communication with the membership.
- d) Foster and protect the rights and goals of the membership in accordance with SEIU and Statewide Local Constitution and Bylaws.
- e) Work with management to resolve issues of concern brought forward by members through the Labor Management structure.
- f) Designate an elections committee during the biennial elections to accept nominations and written acceptance of nominations by the nominees.

ARTICLE II – Duties of the Soblocal

The Sublocal elected leadership shall:

- a) Meet as necessary, but at least quarterly, to discuss and consider matters that affect the membership of the Sublocal.
- b) Shall implement the Statewide Local strategic plan and develop and implement a Sublocal strategic plan.
- c) Work with management to resolve issues of concern brought forward by members through the Sublocal Labor Management structure.
- d) Designate an election committee to fill vacancies, in accordance with the Statewide Local and SEIU Constitution and Bylaws.
- e) Foster and protect the rights of the membership, in accordance with the SEIU and Statewide Local Constitution and Bylaws.

ARTICLE III - Duties of the Statewide Local Executive Committee

The Statewide Executive Committee shall:

- a) Meet a minimum of four (4) times a year to transact necessary business of the Statewide Local that affects the statewide membership of the Local.
- b) Serve as the Labor Representatives of the Statewide Local at Statewide Labor Management meetings.
- c) Develop the Statewide Local's strategic plan.
- d) Local Communications:

It is the duty of the Executive Committee (Statewide officers and all Sublocal Chairs) to timely issue reports, notes and minutes from meetings and trainings to stewards and to the Local's membership at-large as appropriate, and develop a statewide communication plan.

ARTICLE IV – Duties of the Statewide Officers

Section 1. President

The President shall:

- a) Preside over all meetings of the Statewide Local and the Statewide Local Executive Committee.
- b) Designate the presiding Vice President when unable to attend meetings of the Statewide Local and/or Statewide Local Executive Committee, as appropriate.
- c) Maintain communication between the Statewide Local Executive Committee and the Sublocal Officers.
- d) Serve on the Statewide Labor Management Committee.
- e) Serve as an automatic General Council Delegate.
- f) Assist Sublocals in resolving Sublocal governance issues at the Sublocal level.
- g) Past presidents will continue to act in an advisory role for the first six months of the newly elected president's term for the purposes of transition and continuity.

Section 2. Vice Presidents (OHA) and (ODHS)

The Vice Presidents (OHA) and (ODHS) shall:

- a) Preside over meetings of the Statewide Local and the Statewide Local Executive Committee when the President is absent, as designated by the President.
- b) Serve on the Statewide Labor Management Committee.
- c) Serve as an automatic General Council Delegate.
- d) Jointly oversee the Statewide Local's communication system, including specifically but not limited to, working/coordinating with the Local's Contract Specialists.
- e) Assist Sublocals in resolving Sublocal governance issues at the Sublocal level.
- f) For Sublocals with no elected officers, the Vice President from the appropriate Agency will oversee Sublocal operations including but not limited to fulfilling the duties of the Sublocal Chair with respect to providing leadership and fiduciary authority.

Section 3. Secretary

The Secretary shall:

- a) Record and distribute minutes and agendas for all meetings of the Statewide Local Executive Committee and the Statewide Local.
- b) Serve on the Statewide Labor/Management Committee.
- c) Serve as an automatic General Council delegate.
- d) Maintains a matrix of all the committees which have Local 200 representatives participating. This matrix is reviewed by statewide officers annually for viability and active participation by the Local's appointed member(s).
- e) Assist the Vice President(s) with duties outlined in Section 2(d), 2(e), and 2(f) as appropriate.
- f) Maintain training records for stewards of the Statewide Local, coordinating with the Local's Contract Specialists and with SEIU Local 503, OPEU.

Section 4. Treasurer

The Treasurer shall:

- a) Maintain the financial records of the Statewide Local. Specifically including but not limited to preparing an annual budget no later than March 1 of each year, providing a

- Treasurer's report to the Statewide Local Executive Committee as a standing agenda item, and maintaining copies of Sublocal budgets submitted.
- b) Be responsible for all requests for disbursement of funds on behalf of the Statewide Local and oversee disbursement of funds on behalf of Sublocals.
 - c) Submit Statewide Local requests for disbursement of funds to SEIU Local 503, OPEU Headquarters in care of the SEIU Secretary-Treasurer, who shall comply with the request when they are in compliance with the SEIU Bylaws.
 - d) Serve on the Statewide Labor/Management Committee.
 - e) Serve as an automatic General Council Delegate.
 - f) In Sublocals with no elected officers, the Treasurer will work with the appropriate Vice President to oversee operations and provide fiduciary authority for Sublocal expenditures.
 - g) Assist Sublocal Treasurers at their request with budget preparation and Treasurer reports. If Sublocals do not have an elected Treasurer or have not submitted a budget by the deadline, the Statewide Treasurer will prepare a Sublocal budget on the Sublocal's behalf.

Section 5. Officer Transition

Outgoing officers will make themselves available to incoming officers to the best of their ability and do their due diligence to ensure a smooth transition into their new positions.

ARTICLE V – Duties of the Sublocal Officers

Section 1. Sublocal Chairs

The Sublocal Chair shall:

- a) Preside over Sublocal-wide meetings and the Sublocal Executive Committee.
- b) Serve on the Statewide Executive Committee and maintain communication between Statewide Local Executive Committee and the Sublocal.
- c) Serve on the Statewide Labor Management Committee.
- d) Serve as an automatic General Council Delegate.
- e) Serve on the Sublocal Labor Management Committee.

Section 2. Sublocal Vice Chair:

The Sublocal Vice Chair shall:

- a) Preside over Sublocal-wide meetings and Sublocal Executive Committee in the absence of the Sublocal Chair.
- b) Serve on the Statewide Local Executive Committee in the absence of the Sublocal Chair.
- c) Serve on the Sublocal Executive Committee.
- d) Serve as an automatic General Council Delegate.
- e) Oversee the Sublocal communication system including but not limited to, working/coordinating with the Locals' Contract Specialists.

Section 3. Sublocal Secretary

The Sublocal Secretary shall:

- a) Preside over meetings in their Sublocal in the absence of both the Sublocal Chair and the Sublocal Vice Chair.
- b) Be responsible for recording and disbursing the Sublocal and Sublocal Executive Committee meeting minutes.

- c) Serve on the Statewide Local Executive Committee and the Statewide Labor Management Committee in the absence of the Sublocal Chair or Vice Chair.
- d) Serve on the Sublocal Executive Committee.

Section 4. Sublocal Treasurer

The Sublocal Treasurer shall:

- a) Maintain the financial records of the Sublocal and shall be responsible for all requests for disbursement of funds on behalf of the Sublocal.
- b) Submit all requests for disbursement of funds to the SEIU Local 503, OPEU Headquarters in care of the SEIU Secretary-Treasurer, who shall comply with such request when they are in compliance with the SEIU Bylaws.
- c) Serve on the Statewide Local Executive Committee in the absence of the Sublocal Chair or Vice Chair.
- d) Serve on the Sublocal Executive Committee.
- e) Prepare an annual Sublocal budget no later than March 15 of each year and submit it to the Statewide Treasurer.

Section 5. Sublocal Secretary-Treasurer

At the option of the Sublocal, Sublocal Secretary and Sublocal Treasurer may be combined into one position, combining the same duties as in Article V Sections 3 & 4 of the Statewide Local Bylaws.

ARTICLE VI - Sublocal Stewards

Section 1. Elections

Stewards shall be nominated and elected by the vote-eligible members present at an announced worksite meeting or by secret ballot. Stewards shall be nominated and elected by members. Elections may be conducted at an announced worksite meeting, or by secret ballot. Elections held by secret ballot and results shall be certified directly by the respective sublocal officer or a Statewide Officer acting in their stead.

Section 2. Duties of Stewards

- a) Stewards must successfully complete training identified by the Statewide Local Executive Committee, both in their initial year of service, and on an ongoing basis, as identified by the Statewide Local Executive Committee. The sublocal executive team may require that candidates for steward complete reasonable training prior to running for a steward position.
- b) Process and resolve worksite issues and grievances through all steps of the grievance procedure as outlined in the Collective Bargaining Agreement.
- c) Serve as the main communication channel between Sublocal leaders, staff and the general membership in worksite. Communicate about worksite issues with sub-local leadership and Chief Stewards as applicable.
- d) Educate and organize around bargaining, politics, and worksite issues and explaining how these issues are interrelated.

Section 3. Chief Stewards

Chief Stewards serve for up to a two-year term at a time, and are elected concurrently with Officer Representative elections in even-numbered years, or at interim elections when appropriate, by the stewards in the Sublocal from among the stewards in the Sublocal. Any steward with more than one (1) full year of service may serve as a Chief Steward. Sublocals may elect more than one Chief Steward at a time.

The Chief Steward's duties include, but are not limited to:

- a) Directing and coordinating the efforts of Stewards in their Sublocal.
- b) Recruiting, mentoring and assisting Stewards as necessary.
- c) Monitoring grievances filed by stewards on behalf of the membership and report to the leadership areas needing bargaining action.
- d) At the option of the Sublocal, serve as advisory, non-voting members of the Sublocal Executive.
- e) Work with the Local's Contract Specialists to provide support and training in carrying out the above duties.

ARTICLE VII – Vacancies and Removal of Officers and Stewards

Section 1. Statewide Local Vacancies

- a) In the event of a vacancy of the Statewide President, Vice President(s), Secretary, or Treasurer within or prior to the first 30 days of the term of office, the recipient of the next highest number of votes in the election shall assume the position. The following subsections shall apply to vacancies occurring after the first 30 days of the term of office.
- b) In the event of a vacancy in the office of President, the Vice President from the same agency as the outgoing President shall assume the office of the President.
- c) In the event of a vacancy in the office of Vice President, Secretary or Treasurer, an interim will be elected by a vote of the Statewide Local Executive Committee until such time as a vote of the membership can be held. The office of Secretary-Treasurer may be combined.

Section 2. Sublocal Vacancies

- a) In the event of a vacancy of the Chair, Vice Chair, Secretary, or Treasurer within or prior to the first 30 days of the term of office, the recipient of the next highest number of votes in the election shall assume the position. The following subsections shall apply to vacancies occurring after the first 30 days of the term of office.
- b) In the event of a vacancy of the Chair, the Vice Chair shall assume the office of the Chair.
- c) In the event of a vacancy in the Vice Chair, Secretary, or Treasurer, the remaining officers may vote to appoint an interim. If there is more than one candidate the Sublocal may choose to open nominations and hold an election by all vote-eligible members as soon as possible. The office of Secretary-Treasurer may be combined. In the event of a vacancy in a Chief Steward position, an election may be held at any time to fill the position.

Section 3. Removal of a Statewide Local Officer, Sublocal Officer, or Steward

- a) In the event that any elected Officer or steward is not actively carrying out the duties and responsibilities of the position, they may be removed from the position by a simple majority vote of the membership eligible to vote for the office.
- b) Before petitioning for the removal of a sublocal officer or steward, the issue shall be taken to the statewide officers or their designees for investigation and possible mediation.
- c) In the event mediation is not successful, a recall election may be held. Balloting will occur when called for by a petition bearing signatures of 30 percent (30%) of the Statewide Local's, Sublocal's, or worksite's vote-eligible members depending on the role of the person being removed. Petitions will be delivered to the Statewide Local Executive Committee, who will validate membership standing of the petitioners.

- d) The Statewide Local Executive Committee shall order an election to be held, if appropriate, within 45 days of receipt of the petition.
- e) If the person removed wishes to appeal, an appeal shall be made to SEIU 503 OPEU, Board of Directors who will hear the appeal and will make a binding ruling.
- f) The vacant position, if necessary, will be filled by a majority vote of the ballots returned from vote-eligible members of the Statewide Local or Sublocal or worksite. If an election is ordered, the vacancy must be filled by election and not by direct appointment.

ARTICLE VIII – Election of Officers, General Council Delegates, Bargaining Delegates

Section 1.

- a) Elections will take place in even-numbered years, and are 2-year terms or part thereof, if filling a vacancy.
- b) All Statewide Local elections will be held in accordance with SEIU’S Bylaws.
- c) Voting will be by secret ballot.
- d) Candidates must receive a simple majority of the votes from the ballots returned.

Section 2. Local Election Guidelines

The Statewide or Sublocal Executive Committee shall appoint a Nomination/Election Committee, made up of at least three (3) active members of the Statewide Local or Sublocal and/or the Retiree Local, to: certify the election results and perform any other task required for conducting elections. Elections shall be conducted in accordance with the Union’s governing documents.

ARTICLE IX – Funding

Section 1. Statewide Local

- a) An account for the Statewide Local shall be maintained at SEIU in the Central Ledger System.
- b) Per the quarterly rebate structure, thirty percent (30%) of per capita shall be disbursed by Headquarters to the Statewide Local 200 account. Funds to be used for, but not limited to:
 - 1. Statewide Local elections,
 - 2. Statewide communications,
 - 3. Sublocal funding, as needed, and
 - 4. Development of steward and member training.
- c) Funds will be disbursed by SEIU to the Statewide Treasurer for all written requests signed by two (2) Statewide Local Officers, as long as the Statewide Local's account has funds available.
- d) Once a sub-local reaches the maximum rebate amount as defined in SEIU Local 503 Bylaws, the excess rebates will be deposited in the statewide Local account on a quarterly basis.

Section 2. Sublocals

- a) Accounts for the Sublocals shall be maintained at SEIU in the Central Ledger System.
- b) Per the quarterly rebate structure seventy percent (70%) of the per capita shall be disbursed by Headquarters to the Sublocal accounts, on a per capita basis.
- c) Funds will be disbursed by SEIU to the Sublocal Treasurer for all written requests signed by two (2) Sublocal Officers, as long as the Sublocal’s account has funds available.
 - 1. If fiduciary governance is being conducted by the Statewide Officers, funds will be disbursed with a written request signed by the Statewide Treasurer and

another Statewide Officer, as long as the Sublocal's account has funds available.

- d) All requests, by a Sublocal for extra funds, shall be presented to the Statewide Treasurer of the Local, who shall then present the request to the Statewide Local Executive Committee for approval.
- e) Funds are to be used for, but are not limited to:
 - 1. Sublocal meetings,
 - 2. Training events, and
 - 3. SEIU promotions/activities.

ARTICLE X – General Council Resolutions

Any member of the Local may author resolutions to General Council and submit the resolution for endorsement by the Local in accordance with the Union's governing documents.

ARTICLE XI – General Council Delegates

- a) All Statewide Officers, Sublocal Chairs and Sublocal Vice-Chairs shall be automatic General Council Delegates. All Sublocal Secretaries and Treasurers shall be considered alternate General Council Delegates for the Chair and Vice-Chair in their Sublocals. The Secretary shall serve as the Sublocal's first alternate and the Treasurer shall be the second alternate.
- b) Additional delegates allotted to the Statewide Local shall be designated as At-Large Delegates, and will be elected during the biennial elections.
- c) Candidates not elected to At-Large Delegate slots will be Statewide General Council Alternates, according to the number of votes they receive.
- d) Should a Sublocal not be able to fill its two General Council Delegate slots by either automatic delegates or General Council Alternates, General Council Delegate slots will be filled from the Statewide At-Large Alternate pool, according to votes they receive.

ARTICLE XII – Bargaining Delegates

Bargaining Delegates shall:

- a) Be elected during the biennial officer elections. Slots will be filled by the recipient of the highest number of votes, and other candidates will be alternates according to the number of votes they receive.
- b) Represent the Statewide Local in bargaining at the Central Tables, and/or at the Coalition Bargaining Table.
- c) Work with the Statewide Local Executive Committee to develop issues for bargaining that directly relate to the membership of the Statewide Local.
- d) Attend Bargaining Conferences and bargaining sessions.
- e) Report back to the Statewide Local Executive Committee about what is happening at the bargaining table to enable the Statewide Local to develop strategies for supporting the Bargaining Team.

ARTICLE XIII – Local Committee Representation Appointments

Under the Collective Bargaining Agreement (CBA) Article 106 Labor-Management Committees (LMC) and 106.1M, the Department and the Union may mutually agree to establish joint subcommittees to improve labor-management relationships, work processes, efficiencies, and client service delivery. These sub-committees will be composed of equal numbers of bargaining unit members and management unless mutually agreed otherwise.

There are standing committees described elsewhere in the contract including LMC's at the Sublocal and statewide level and Hardship Transfer Review Committee. Participation in these committees is on paid time.

The Local has standing committees known as the Stewards Council and the Stewards Oversight Committee. Both of these committees are overseen by the Executive Committee of Local 200.

Additionally, ODHS/OHA management occasionally invites labor representative(s) to participate in work related committees on paid time. Management traditionally specifies the number of representatives they perceive appropriate for the committee or project.

The statewide officers appoint the representatives to the committees on an as needed basis with preference to Chairs and other Sublocal officers, stewards and activists while considering balance geographically over all appointments. Recruitment is done through an e-mail request to all the chairs for nominees.

The chosen nominee is contacted by one of the officers and given written information on the duties of being a SEIU Local 200 representative on a committee. If the nominee accepts the position and agrees to the duties, the Secretary and/or Treasurer inform the statewide officers, SEIU Organizer(s) and provides official notification to management.

The statewide secretary or Secretary-Treasurer maintains a matrix of all the committees which have Local 200 representatives participating. This matrix is reviewed by statewide officers annually for viability and active participation by the Local's appointed member(s).

To provide representation opportunity to the maximum number of members, the officers will recruit and appoint replacement SEIU committee representatives as appropriate.

ARTICLE XIV – Amendments to the Bylaws

Amendments to the Bylaws may be made as follows:

- a) Recommended amendments to the Bylaws shall be submitted in writing to the Statewide Local Executive Committee, who will review them at a duly publicized Committee meeting, with this issue on the agenda, and decide whether or not to take them forward under the procedures of the Union's Bylaws.
- b) If approved by a simple majority of the Statewide Local Executive Committee members, the amendments will be placed on a statewide mail or electronic ballot to all vote-eligible members.
- c) An amendment will pass if it receives a simple majority of the ballots returned.

Date of Ratification: October 8, 2021