

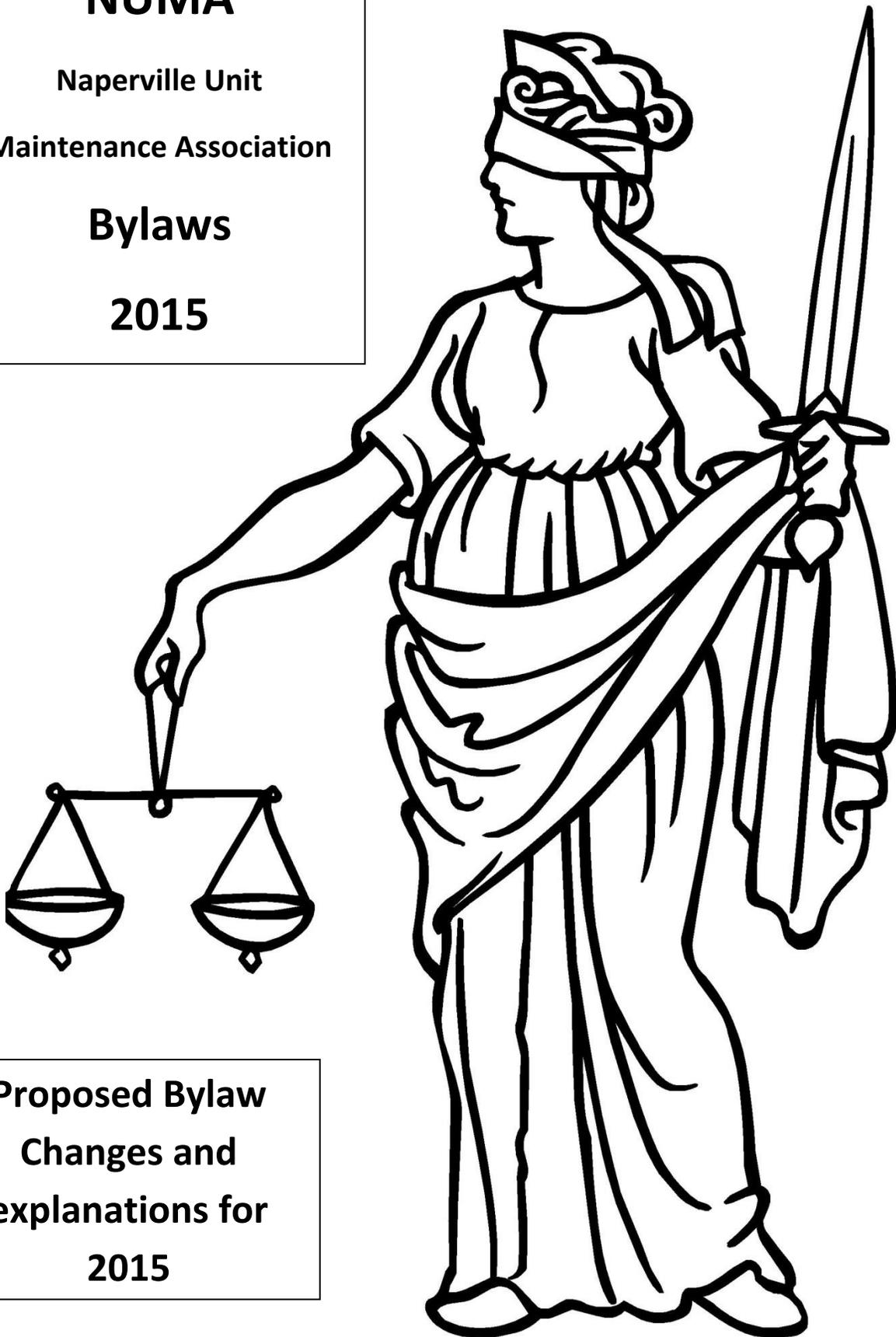
NUMA

Naperville Unit

Maintenance Association

Bylaws

2015



**Proposed Bylaw
Changes and
explanations for
2015**

Additions are in **BOLD** and deletions are in ~~STRIKETHROUGH~~

Any Association Representative may be removed by a two thirds (2/3) vote of the Representative Council. Such recall election shall be conducted by the Representative Council upon receipt of a petition stating the specific grounds of the recall and containing signatures of thirty (30) percent of the AR's Building membership, less the AR facing recall, and at a minimum of one (1) member.

Article IV – Executive Officers

Section 1 – Duties

- A. THE PRESIDENT shall be the Chief Officer of the Executive Board, with the power and duty to enforce and interpret the Bylaws, carry out NUMA policies between Executive Board meetings, be responsible for the flow of information to and from the Executive Board and the Membership, sign contracts and agreements, serve as the Chairman of the Nominations and Elections committee on even years, represent the Association before the public either personally or through designees, appoint and remove members of all committees with the consent of the Executive Board, serve as ex-officio member on all committees, cause a budget to be constructed yearly and an audit to occur on even numbered years, **start the collective bargaining process when appropriate,** cosign checks for the payment of bills and other obligations in conjunction with the Treasurer, and preside over meetings of the Executive Board and Representative Council and the Membership. Further, The President shall have power and duty to perform all acts generally associated with the nature of the office and other duties applicable to the office as prescribed by the parliamentary authority adopted herein which are not inconsistent with the Bylaws.

What this means to you: Due to some confusion regarding the Bylaws (the rules our union must abide by) during contract negotiations and approval, we wanted to add some specific language. Here, we are specifying that among the President's specific duties is to start the negotiations (collective bargaining) process.

Article VI – Executive Board

Section 1 – Duties

THE EXECUTIVE BOARD shall conduct and supervise the business of the of the Organization, annually recommend a budget for adoption by the membership, undertake such expenditures as are necessary and reasonable for the operation of the organization, consent to the appointment of committees, plan and recommend programs to the membership, develop Bylaws, approve expenditures, run elections, hear election challenges, ~~and~~ consent to the filling of vacancies, **and present collective bargaining agreements to the membership for ratification vote.**

Section 2 – Meetings

- A. QUORUM is a majority of the members of the Executive Board which must be present to conduct business, ~~and a majority vote of those present shall rule.~~
- B. REGULAR MEETINGS shall be held one (1) time per month during the school term, and may meet as many additional times as necessary or reasonable to transact business.
- C. SPECIAL MEETINGS may be called by The President, or may be called upon by written request of three (3) members of the Executive Board. Except in cases of emergency, at least one (1) days notice shall be given to all Executive Board Members and business shall be limited to that contained in the note.

What this means to you: Due to the same confusion we are specifying that it is a duty of the Executive Board to present any new Contract (collective bargaining agreement) to the membership for ratification vote.

The deletion about majority vote I will explain later at the end of this document.

Article VII – Representative Council

Section 1 - Duties

The Representative Council shall annually recommend to the membership a budget, recommend to the membership the dues, run some special elections, assist in Grievance appeals, and may adopt programs on the behalf of, or for recommendation to, the membership.

Section 2 - Meetings

- A. QUORUM is a majority of the members of the Council, which must be present to conduct business, ~~—and a majority vote of those present shall~~ **rule.**
- B. REGULAR MEETINGS shall be as many times as necessary or reasonable to transact business.
- C. SPECIAL MEETINGS may be called by The President, or may be called upon by written request of fifty (50) percent of the members of the Representative Council. Except in cases of emergency, at least one (1) days notice shall be given to all Representative Council Members and business shall be limited to that contained in the note.

What this means to you: The deletion about majority vote I will explain later at the end of this document.

Article XI – Meetings of the Membership

Regular meetings of the membership shall be held annually in ~~March~~ **August**. A budget shall be adopted annually by the membership.

Special Meetings of the membership may be called by the President, a majority of the Executive Committee, or by petition by thirty (30) percent of the membership.

Except in case of Emergency, at least seven (7) days notice shall be given. The Secretary shall notify membership as soon as possible.

What this means to you: A much more accurate budget presented to you. Every year we present a budget for the following year. But for years (at least 30 years!) the annual meeting has been in March. That is halfway through our Union Year (NEA, our parent union, financial year runs September to August) so we don't know if dues are being raised to us by them yet in March so we have to guess. We are also forced to guess about costs during the next six months of our current budget. It makes more sense to hold the meeting in August since then we know of any dues increases passed on to us by NEA, know fully what we have spent the whole current year, and have a better idea what we need to spend the upcoming year.

Article XII – Voting

Unless otherwise provided herein, the adoption of all business by the Executive Board, all Committees, and all meetings shall be by ~~a majority of those voting~~ **high vote count**.

What this means to you: In reality, nothing. But we wish to make clear how voting is done. While "a majority of those voting" sounds clear enough, at times it is not how things can be done. Why? Example: The Executive Board wishes to vote to see if we should ask for a 10, 20, or 30 percent raise. There are 6 of us voting. 1 votes for 10. 2 votes for 20. 3 votes for 30. The 3 votes win, right? Nope. No one wins. Why? With the rules "a majority of those voting" it takes 4 votes to win any vote. "Majority of those voting works fine if there are only two choices we have to choose from, but many times there are more than two choices we must choose from. With the change "high vote count" the 30 would win, as it should. What if there are only two choices? "High vote count" automatically means it is a majority. It is simply a clarification that says high vote counts wins, which is the way it should be.