



SEIU Local 1021

TIDES NETWORK CHAPTER BYLAWS

PREAMBLE:

We, the employees of Tides Network, working as free and responsible individuals, recognize that the labor movement in general, and SEIU Local 1021, CtW in particular, can be instrumental in improving our status and resolving the social and health problems of our community; therefore we enter into union and agree to adopt these bylaws, consistent with the Bylaws and Constitution of Local 1021, as an instrument for concerted action and collective bargaining in the interest of our members and for the community we serve.

Article 1. NAME AND JURISDICTION:

This Chapter will be known as the Tides Network Chapter of Local 1021. The jurisdiction of this Chapter shall be all employees in the bargaining unit(s) represented by the Union.

Article 2. AFFILIATION:

This Chapter is part of SEIU Local 1021, CtW and shall be subject to the Bylaws and Constitution of that Union and all policies adopted pursuant thereto.

Article 3. MEMBERSHIP:

All persons, without regard to race, creed, color, religion, gender, gender expression, sexual orientation, national origin, citizenship status, marital status, ancestry, age, disability status, or political affiliation shall be eligible for membership.

Article 4. CHAPTER STRUCTURE:

(1) The Chapter membership shall elect a Chapter Board of the following officers:

President

Vice President/Treasurer

Secretary

Chief Steward

The term of office shall be one (1) year.

(2) The Chapter Board shall have power to act for the Chapter between General Membership meetings. The Chapter Board shall meet at least once a month or as often as deemed necessary by the Chapter Board. A majority of the Chapter Board members shall constitute a Chapter Board quorum.

- (3) The General Membership is the highest authority within the Chapter structure.
- (4) The Chapter shall hold regularly scheduled General Membership meetings at least once each quarter. Twenty percent (20%) of the General Membership shall constitute a quorum. Special membership meetings may be called by the Chapter Board or by petition of ten percent (10%) of the membership. General membership should email union.tidesnetwork@gmail.com to request a special membership meeting.
- (5) Chapter matters that are decided by vote shall be determined by a simple majority of votes cast by eligible union members.
- (6) The Chapter shall maintain a file of Chapter minutes and make available a copy thereof to the General Membership and Secretary of the Local Union upon request.
- (7) The Chapter shall notify the Local 1021 Executive Board of any dissenting action taken on the minutes or action of the Executive Board of the Local Union.
- (8) If applicable, the Chapter shall maintain financial records. All funds, including income and expenditures, shall be recorded and proper financial records shall be maintained in accordance with procedures established by the Local Union. These records shall be transmitted to the Executive Board of the Local Union upon request. All fiscal records shall be kept for a period of at least six (6) years or longer if required by applicable law. Two (2) signatures (of Chapter officers) shall be required to expend Chapter funds. Chapter financial records shall be regularly audited by a Chapter officer or member of the Chapter Board who is not a signer on the Chapter account.

Article 5. OFFICERS AND DUTIES:

(1) President: The President shall officiate at all meetings and shall be responsible for directing the implementation of directives voted on by the Chapter membership. The President shall be an ex-officio member of all committees. The President shall be one of two (2) officers authorized to withdraw funds from a Chapter account (if such account exists), after such expenditures have been approved by the Chapter Board and/or General Membership.

(2) Vice President/Treasurer: The Vice President shall act as President in the absence of the President. The Vice President/Treasurer shall be one of two (2) officers authorized to withdraw funds from a Chapter account (if such account exists), after such expenditures have been approved by the Chapter Board and/or General Membership.

The Vice President/Treasurer shall be responsible for Chapter account deposits and dispersals and for carrying out the duties described in Article 4, Subsection (8). The Treasurer shall present the Chapter financial records for audit at the direction of the Treasurer of the Local Union or his/her representative.

(3) Secretary: The Secretary shall keep a correct record of the proceedings of all Chapter

Board and General Membership meetings and shall provide a copy thereof to the General Membership following each General Membership meeting and to the Secretary of the Local Union upon request. The Secretary shall receive all correspondence and communications on behalf of the Chapter.

(4) Chief Steward: The Chief Steward shall serve as a resource for shop stewards in carrying out their duties at the worksite.

Article 6. COPE Coordinator/Delegate and County COPE Committee: The COPE Coordinator/Delegate shall be appointed by the Chapter Board. The COPE Coordinator/Delegate shall be responsible for providing political information and education to the members of the chapter. The COPE Coordinator/Delegate shall assist and coordinate with turn-out, COPE cards, and other duties related to political activities of the chapter and Local Union. The coordinator will also be one of the chapter representatives/delegates to the Local 1021 County COPE Committee. Additional delegates shall be selected based on the rules of the applicable County COPE Committee. Additional members may attend County COPE Committee meetings.

Article 7. STEWARDS:

Stewards may be determined by election to represent members under the collective bargaining agreement. Stewards are the face of the union at the worksite and are critical to building a strong, engaged and active membership. Stewards' roles and responsibilities include, but are not limited to: provide ongoing training; welcome and orient new members; mobilize, educate, and inform members on union activities and other issues; resolve worksite issues; process grievances; provide timely and effective representation of the members.

Article 8. INDUSTRY COUNCIL REPRESENTATIVES: The chapter board shall elect or appoint representatives to attend meetings of Local 1021 industry councils (*method of selection is subject to industry determination*).

Article 9. CONVENTION DELEGATES:

The President and Vice President/Treasurer shall serve as automatic delegates to the SEIU 1021 convention. If the President and/or Vice President are unable to attend, or should the number of delegates exceed 2, the Secretary or Chief Steward shall serve as delegates in that order.

Article 10. CONTRACT NEGOTIATIONS: The contract negotiations committee will consist of no more than six total members and no less than 4 members. Upon election as President of the Chapter, the President shall serve as one of the six members of the contract negotiations committee. The General Membership shall elect the remaining five members of the contract negotiations committee consistent with applicable collective bargaining agreements. The contract negotiations committee will provide the General Membership with updates at each regularly scheduled General Membership meeting during the negotiations process. Upon completion of negotiations, a copy of the collective bargaining agreement shall be forwarded to the SEIU 1021 Executive Board.

Article 11. RECALL:

Recall of officers may be originated by a petition signed by at least twenty-five percent (25%) of the membership. After the recall has been originated, the Chapter Board shall appoint an Election Committee and conduct a secret ballot election of the General Membership within sixty (60) days of the presentation of the recall petition. A majority of votes cast shall determine the recall.

Article 12. VACANCIES:

An elective office shall be declared vacant when the holder of the position resigns from office, resigns from the Union, is no longer a member in good standing, is on an extended leave of absence, or is recalled. Vacancies, with the exception of convention delegate, that occur within six (6) months of the expiration of the term may be filled by appointment of the Chapter Board; otherwise, vacancies shall be filled by election of the General Membership. *Delegates to the Local 1021 convention must be elected by the general membership in a secret ballot election (they may not be appointed). Convention delegates who are appointed will not be eligible to vote.*

Article 13. CHAPTER ELECTIONS:

Note: This article does not apply to elections that are solely to elect Chapter convention delegates.

(a) Election Schedule: Chapter elections shall be held annually and must be completed by June 30th.

(b) Election Committee: The Chapter Board shall appoint three (3) members to an Election Committee. Members of the committee may not be candidates for office in the election. The committee shall adopt all rules and regulations necessary to assure a fair and honest election and nominations procedure and shall provide each candidate with a copy of same. The committee also hears challenges to the conduct of the election. The Election Committee shall submit a written report to the Chapter Board and Local 1021 President within three working (3) days following the ballot count. The report shall include the election rules, procedures, schedule, candidate/issue vote totals, any challenges filed, and names and phone numbers of Election Committee members. Election results shall be provided to the General Membership following the election.

(c) Eligibility: In order to run for and serve as a Chapter officer, candidates shall have been members in good standing for at least one (1) year and be employed within the bargaining unit. If the chapter has been in existence for less than one (1) year, the candidate must have been a member in good standing since the Chapter was recognized by Local 1021. Only members in good standing are eligible to participate in chapter elections.

(d) Notice: Notice of the election shall be given to each Chapter member in good standing at least thirty (30) days prior to the date set for the election by written notice and/or Chapter newsletter (notice must be at least 30 days in advance of the deadline for nominations). The notice must include method of nomination, deadline for nominations, deadline for submission of candidates' statements, method of election, date, time, and place of voting and challenge procedure. All official election materials and

communications must be reviewed by the Election Committee and the assigned field representative prior to publication.

(e) Nomination for Office: Nominations for office will be made from the floor at a General Membership meeting or submitted in writing to the Election Committee. Nominees must be present or submit written notice of acceptance of nomination within three (3) days of the deadline set for nominations.

(f) Voting: Chapter elections must be conducted by secret ballot. Only members in good standing are eligible to vote. Proxy voting and write-in candidates are prohibited. Voting shall be conducted electronically. A plurality of valid ballots cast shall determine the elected candidates. In the event of a tie vote, a run-off election shall be conducted.

(g) Election Results: The Election Committee shall share election results with the General membership within two (2) working days.

(h) Election Materials: All election ballots and duplicate ballots—marked, unmarked, voided, unused—must be saved for one (1) year (all ballots printed must be accounted for).

(i) Challenges: Challenges to or disputes arising from a Chapter election must be submitted to the Chapter Election Committee within three (3) working days of the submission of the committee's election report to the Chapter Board. Challenges must be submitted in writing via email to the Elections Committee and must cite specific violation(s) of the Chapter election rules and procedures, Chapter bylaws, or the Local 1021 Bylaws and Constitution. Challenges to the election will be considered valid only if they cite specific violations of election rules and procedures, Chapter bylaws, or the Local 1021 Bylaws and Constitution and if the alleged violation may have affected the outcome of the election. The Chapter Election Committee shall investigate and resolve challenges within ten (10) working days of receipt of the challenge. The Election Committee may order a re-run of all or part of the election.

(j) Appeals: Challenges or disputes which are denied or cannot be resolved by the Chapter Election Committee may be appealed in writing to the Local 1021 Executive Board within five (5) working days of receipt of the Chapter Election Committee's decision. The Local 1021 Executive Board shall investigate and respond within fifteen (15) working days of receipt of the challenge. Challenges to the election will be considered valid only if they cite specific violations of the Chapter election rules and procedures, Chapter bylaws, or the Local 1021 Bylaws and Constitution and if the alleged violation may have affected the outcome of the election.

Article 14. CONTRACT RATIFICATION:

Ratification or rejection of a tentative agreement shall be referred to the General Membership at a membership meeting(s) called for that purpose or through an electronic ballot. The ratification vote shall be by electronic, secret ballot. Proxy voting shall not be allowed. At least fifteen (15) days' notice must be given prior to a contract ratification vote. The Chapter Board and Contract Negotiations

Committee shall host at least 2 meetings for General Membership to learn about and discuss the tentative agreement.

Article 15. STRIKE:

The Chapter may not initiate a strike without a majority concurrence vote of the voting membership by secret ballot in compliance with the International Union Constitution. The strike vote may be conducted at a membership meeting or through an electronic ballot. Proxy voting shall not be allowed. At least three (3) days' written notice shall be given prior to a meeting at which a strike vote is in order. If a strike vote is rendered, the Chapter shall obtain a sanction from the Local 1021 Executive Board. The Chapter shall not strike without previous notification to the SEIU President or, where prior notice is not practicable, without notification as soon as possible after commencement of the strike, in which notice the Chapter states that it has complied with all applicable notice requirements. Strike sanction shall also be received from the local central labor council prior to a strike.

Article 16. PROCEDURE AND DEBATE:

Chapter meetings shall be governed by the Manual of Common Procedure, Rules of Debate, and Order of Business set forth in the Constitution of the International Union. Every member shall follow and be subject to such rules governing debate at all meetings of the Chapter. The Chapter Board will draft and General Membership will agree to a set of Meeting Agreements and Standards each year.

Article 17. AMENDMENT:

Amendments to these bylaws may be originated by a majority vote of the Chapter Board or by petition signed by at least fifteen percent (15%) of the membership. These bylaws may be amended by majority vote of the General Membership at a membership meeting or an electronic ballot. Members must be notified at least thirty (30) days prior to the consideration of any amendment and provided with the proposed amendments and the original sections of the bylaws. Amendments to these bylaws shall be submitted to the Local Union headquarters office (*100 Oak St., Oakland, CA 94607*) to be reviewed for conformity to the Local 1021 Bylaws and Constitution and to be kept on file. No amendment shall be valid or become effective until approved by the Executive Board of the Local Union.

Article 18. DIGNITY AND RESPECT:

This Chapter values professionalism, courtesy, and respect in all of our relationships and in all aspects of our work. We foster an environment where respect is constant and reciprocal. We are committed to building a place of respect, safety, and security for everyone in the Tides Network community.

Additional policies governing the relationship between this Chapter and SEIU Local 1021 are outlined in SEIU Local 1021's [Code of Conduct Policy](#) and [Code of Ethics](#).