

THE STATE EMPLOYEES' ASSOCIATION OF NEW HAMPSHIRE, INC.
SEIU Local 1984
SEA CHAPTER 52, STRAFFORD COUNTY DEPT. OF CORRECTIONS

BY-LAWS

ARTICLE I. Name

(a) The name of this Chapter is SEA Chapter 52, Strafford County Dept. of Corrections.

(b) This chapter is organized under Article V, and approved under Article VII. Section 5 (e) of the Constitution of the State Employees' Association of New Hampshire, Inc., dated April 29, 1969, as amended. (Hereafter known as the "Constitution".)

ARTICLE II. Membership

(a) Before any employee is allowed to become a member of this chapter, the employee shall comply with Article III, Section 1a of the Constitution.

(b) In addition a member of this Chapter shall be a Full- or Part-Time Employee at the Strafford County Dept. of Corrections.

ARTICLE III. Officers

(a) The officers of this chapter shall include a President, Vice President, and Secretary/Treasurer.

(b) Officers shall be elected from the chapter membership according to the election procedures in the Constitution. Officers shall be installed at the end of the Annual meeting. All such officers shall be members in good standing as defined by the Constitution. The officers shall be elected for a two (2) year term.

(c) All officers may succeed themselves.

(d) Should a vacancy occur in any chapter office, it will be filled in accordance with Article III (b) above and announced at the next regular meeting.

ARTICLE IV. Duties of Officers

(a) President. The president shall be the executive head of this chapter with full power to enforce the provisions of the bylaws. He/She shall conduct all meetings of the chapter and Executive Committee, and vote to break or make a tie. He/She shall be a member ex-officio of all committees except the Nominating Committee. He/She in the absence of the secretary/treasurer shall be authorized to sign all checks or requests for the distribution of funds.

(b) Vice President. The vice president shall, in the absence or disability of the president, assume the duties of the president, including the duty of signing checks or requests for the distribution of funds. He/She shall in the absence or disability of the secretary/treasurer assume the duties of the secretary/treasurer. The vice president shall also perform such other duties as the president may order. He/She shall be a member of this chapter's Executive Committee with voting privileges.

(c) Secretary/Treasurer. The secretary/treasurer shall receive all monies, and be the custodian of the funds of this chapter. He/She shall sign all checks or requests for the distribution of funds, give a financial report at each regular meeting of this chapter, and submit to the annual meeting of this chapter an itemized financial statement for the fiscal year. He/She shall submit the books and records for audit annually as required by the Constitution or when required by the

Executive Committee. The secretary/treasurer shall also perform such other duties as the president may order. He/She shall be a member of the chapter's Executive Committee, with voting privileges.

The secretary/treasurer shall keep the minutes of all meetings of the chapter and the chapter's Executive Committee. The secretary/treasurer shall also carry out such correspondence as may be required to conduct the business of the chapter. He/She shall notify the President of the Association as to the time and place of scheduled meetings and that such scheduled meetings were held. He/She shall provide the President of the Association a copy of the minutes of all meetings of the chapter and of the chapter's Executive Committee within seven (7) days of such meetings. The secretary/treasurer shall send the names of officers, councilors, delegates and alternates to the President of the Association within seven (7) days following an election. The names of delegates must be submitted to the President of the Association no less than thirty (30) days prior to the Association's annual convention. He/She shall be a member of the chapter's Executive Committee with voting privileges. The secretary/treasurer shall maintain the most recent copy of the Chapter Bylaws and when requested provide a copy to any member.

ARTICLE V. Executive Committee

(a) The chapter Executive Committee shall consist of all Chapter Officers and the Immediate Past President.

(b) The chapter Executive Committee shall manage all affairs of the chapter, exercise the wishes of the majority of the chapter members, and verify all bills prior to payment.

(c) Within at least a 48-hour notice, the chapter Executive Committee shall meet at the call of the president, or when a majority of the Executive Committee deems it necessary.

(d) A quorum of the chapter's Executive Committee shall be comprised of the president and/or first vice president and a majority of the remaining members.

ARTICLE VI. Chapter Meetings

(a) This chapter shall meet no less than once during the months of April, May or June; once during the months of July, August or September; once during the months of October, November or December; and once during the months of January, February or March.

(b) The annual meeting of this chapter shall be held in accordance with Article V, Section 5 of the Constitution.

(c) The quorum for chapter meetings shall consist of members in good standing equal in number to the total number of duly constituted officers plus three (3).

(d) The chapter shall conduct at least one quarterly meeting on each shift.

(e) Action items requiring a vote of the membership shall require an open voting period of 72 hours to accommodate the asynchronous schedules of members. Action items shall be posted and it shall be the responsibility of the member to review the posting and contact chapter leadership to vote.

ARTICLE VII. Chapter Funds – Hold for possible future use.

ARTICLE VIII. Councilors, Alternates and Stewards

(a) According to the Constitution, this chapter shall elect from its membership one councilor for every twenty (20) members and an additional councilor for any remainder of eleven (11) or more. Said councilors shall be installed at the end of the Annual meeting. Councilors will be elected for a two (2) year term. All Councilors may succeed themselves.

(b) An appropriate number of alternates to the council shall also be elected from the membership.

(c) All councilors shall be delegates to the convention.

(d) If the Chapter determines the councilor is not meeting the duties of this position it may remove the member from the position of councilor. The Chapter shall inform the member in writing of his/her removal as councilor and advised of his/her right to appeal the decision at the next regular Chapter meeting.

(e) Stewards. The stewards shall be elected for two-year terms coinciding with the chapter elections. One steward per each shift and one steward from the medical department are authorized by the chapter, consistent with the Collective Bargaining Agreement.

ARTICLE IX. Duties of Councilors, Alternate Councilors and Stewards

(a) It shall be the duty of councilors and alternates to keep the chapter membership informed at all times of Association matters, to poll the members in order to determine their stand on vital issues, and to represent their viewpoint at council meetings.

(b) Each councilor shall attend all council meetings. In the event this is impossible, it shall be his/her responsibility to secure an alternate councilor to substitute for him/her.

(c) A delegate or alternate delegate to the annual convention shall participate in the deliberations of the convention by representing this chapter and voicing the desire of this chapter in the various proposals pertaining to the operation of the Association.

(d) The steward is the first point of contact for workers and management in the workplace. The steward shall answer employees' questions and concerns, work with employees to resolve problems, and handle workplace disputes. The resolution of questions, problems, and grievances is an essential element of this responsibility.

ARTICLE X. Committees

(a) The chapter president shall appoint, with the approval of this chapter's Executive Committee, the following standing committees, and any other committees deemed necessary for the successful operation of this chapter:

1. By-laws
2. Nominating
3. Collective Bargaining Committee
 - Bargaining Team
4. Labor-Management Committee

(b) Standing committees shall consist of not less than three (3) members appointed from the chapter membership. The chapter president shall name their chairman and this individual shall be responsible for calling the meetings of the committee and shall report to the Chapter's Executive Committee. The chairman may vote to break or make a tie.

ARTICLE XI. Committee Duties

(a) By-laws. This committee shall review proposed amendments and recommended changes to the chapter by-laws.

(b) Nominating. This committee shall meet to prepare a slate of candidates for the biennial election of the chapter in accordance with Association Chapter Election Policy.

(c) Collective Bargaining. This committee shall meet to discuss and prepare proposals for bargaining. The committee will guide the bargaining team in strategy and tactics. This

committee shall be responsible for reviewing any tentative agreement reached with the employer for the purpose of making a recommendation to the membership. The collective bargaining committee shall elect four members to the bargaining team, comprising one member per shift plus one member from the medical department.

(d) The Labor-Management Committee shall be appointed by the president, with the approval of the Executive Committee. It is recommended that the members of the bargaining team comprise this team. The committee shall meet with the management as required to resolve non-contractual issues. No changes to the contract are permissible.

ARTICLE XII. Powers and Duties of Chapter

(a) This chapter may prepare resolutions for submission to the Annual Convention of the Association.

(b) This chapter may offer advice and direction to councilors prior to their attending council meetings or the Annual Convention of the Association.

(c) This chapter may take any action, which is in accord with the policies and purposes of the State Employees' Association of New Hampshire, Inc., provided that it shall in no way commit the Association to any policy or action without authorization from the Association's Board of Directors.

ARTICLE XIII. Amendments

(a) These by-laws may be amended by the following procedure:

All suggested amendments must be submitted in writing to the Chapter By-Laws Committee who will evaluate same and forward them to the Association's President with a recommendation. The President will forward them to the Association's Constitution and By-Laws Committee to review and make any suggested changes before they are forwarded to the Association's Board of Directors for approval. When approved by the Board, they will be returned to the chapter and then submitted to the chapter membership at a regular meeting and must be approved by a majority of those present.

ARTICLE XIV. Parliamentary Procedure

(a) The rules contained in "Robert's Rules of Order –Newly Revised" shall be the governing rules of the chapter on any matter not provided for in the chapter by-laws or in the constitution.