

Amendment Proposal

Existing:

Constitution

Article V, Section 12 (b)

Section Twelve (b)

1. J.M. Wright Technical High School will elect one Union Representative for the 2014-2015 school year.
 - a. This election will take place prior to the first Executive Council meeting of the school year.
 - b. A member of the Executive Committee will run the election
 - c. The election will be conducted in accordance with the provisions of Section Twelve (a) of the Constitution, subparts; 4, 8, 9 and 10.
 - d. The term of the elected Union Representative will end July 1, 2015.
2. Wright Technical High School will elect two Union Representatives for the 2015-2016 school year.

Proposed:

Constitution

Article V, Section 12 (b)

Section Twelve (b)

1. J.M. Wright Technical High School will elect one Union Representative for the 2014-2015 school year.
 - a. This election will take place prior to the first Executive Council meeting of the school year.
 - b. A member of the Executive Committee will run the election
 - c. The election will be conducted in accordance with the provisions of Section Twelve (a) of the Constitution, subparts; 4, 8, 9 and 10.
 - d. The term of the elected Union Representative will end July 1, 2016.
2. Wright Technical High School will elect two Union Representatives for the 2016-2017 school year

Rationale:

The staff at Wright THS will not have a significant change in membership for the 2015-2016 school year.

Constitution and By-Laws Committee:

Constitution and By-Laws Recommendation: ☒ ACCEPT or ☐ DECLINE

Executive Council:

Constitution and By-Laws Recommendation: ☒ ACCEPT or ☐ DECLINE

Membership:

Constitution and By-Laws Recommendation: ☐ ACCEPT or ☐ DECLINE

Amendment Proposal

Existing:

By-Laws ARTICLE IV - DUTIES OF COMMITTEE

Section One, Section (A), Page 13

The Budget Committee –

Shall prepare a budget for adoption by the membership and make it available to the membership five days prior to the membership at the May meeting. The Treasurer shall be the chairperson. It shall periodically consult with the Treasurer to insure that expenditures are within budgeted limits and that mandated Agency Fee requirements are being fulfilled. It may suggest such changes as are necessary for approval by the Executive Committee and/or membership.

Proposed:

Section One

The Budget Committee –

Shall review and make recommendations to a proposed budget prepared by the President and/or designee. The Budget Committee may suggest such changes as are necessary for approval by the Executive Council and/or membership. Once approved by the Executive Council, the proposed budget shall be made available to the membership five days prior to the May General Membership meeting for adoption by the membership.

Rationale:

The proposed language reflects the current process. In the past five years, an Excel spreadsheet has evolved that makes the development of the budget very efficient and transparent. It performs consistent calculations and allows for a five year comparison on all line items. The primary functions of the Budget Committee have evolved into a check and balance on the prepared budget and to make recommendations to the Executive Council.

Constitution and By-Laws Committee:

Constitution and By-Laws Recommendation: ☐ ACCEPT or ☐ DECLINE

Executive Council:

Constitution and By-Laws Recommendation: ☐ ACCEPT or ☐ DECLINE

Membership:

Constitution and By-Laws Recommendation: ☐ ACCEPT or ☐ DECLINE

Amendment Proposal

Existing:

Reimbursement Policy

STIPENDS:

The SVFT Officers shall be paid an annual stipend. The stipend will be calculated by applying the following percentage to VS 03 Step 11 of the Collective Bargaining Agreement:

President 12.2%

Vice President 10.2%

Executive Union Representative 10.2%

Treasurer 10.2%

Secretary 6.1%

The SVFT Officers' annual stipend shall be paid in quarterly installments in November, February, May, and August.

Proposed:

STIPENDS:

The SVFT Officers shall be paid an annual stipend. The stipend will be calculated by applying the following percentage to VS 03 Step 11 of the Collective Bargaining Agreement:

Treasurer 6%

Secretary 4%

The SVFT Officers' annual stipend shall be paid in quarterly installments in November, February, May, and August.

Rationale:

Constitution and By-Laws Committee:

Constitution and By-Laws Recommendation: ACCEPT or ☒ DECLINE

Executive Council:

Constitution and By-Laws Recommendation: ACCEPT or ☒ DECLINE

Membership:

Constitution and By-Laws Recommendation: ACCEPT or DECLINE

Amendment Proposal

Existing:

Reimbursement Policy

VIII Dues Reimbursement:

- a. SVFT Building Representatives shall be eligible for reimbursement of union dues. Attendance at eighty percent of Executive Council meetings during the school year will result in full reimbursement of union dues for all of that school's building representatives. Less than eighty percent attendance will result in the reimbursement of union dues being prorated for all of the building representatives from that school.

Proposed:

VIII Dues Reimbursement:

- a. SVFT Building Representatives shall be eligible for reimbursement of *dues paid to affiliated Unions*. Attendance at eighty percent of Executive Council meetings during the school year will result in full reimbursement of *dues paid to affiliated Unions* for all of that school's building representatives. Less than eighty percent attendance will result in the reimbursement of *dues paid to affiliated Unions* being prorated for all of the building representatives from that school.

Rationale:

Constitution and By-Laws Committee:

Constitution and By-Laws Recommendation: ACCEPT or ☒ DECLINE

Executive Council:

Constitution and By-Laws Recommendation: ACCEPT or ☒ DECLINE

Membership:

Constitution and By-Laws Recommendation: ACCEPT or DECLINE

Amendment Proposal

Existing:

Reimbursement Policy

VIII. Dues Reimbursement

a. SVFT Building Representatives shall be eligible for reimbursement of union dues. Attendance at eighty percent of Executive Council meetings during the school year will result in full reimbursement of union dues for all of that school's building representatives. Less than eighty percent attendance will result in the reimbursement of union dues being prorated for all of the building representatives from that school.

Proposed:

VIII. Dues Reimbursement

a. SVFT Building Representatives shall be eligible for reimbursement of union dues. Attendance at eighty percent of Executive Council meetings during the school year will result in full reimbursement of union dues for **the building representative**. Less than eighty percent attendance will result in the reimbursement of union dues being prorated **at 1/8th of the dues** for **that building representative** from **the** school. **The past practice of excusing absences for open-house, other night events at school, weather, and emergencies will continue at the discretion of the President.**

Rationale:

Attendance at Executive Council Meetings is a key responsibility of a building representative. Dues should not be reimbursed for representatives who fail to perform that function.

Constitution and By-Laws Committee:

Constitution and By-Laws Recommendation: ☒ ACCEPT or ☐ DECLINE

Executive Council:

Constitution and By-Laws Recommendation: ☐ ACCEPT or ☒ DECLINE

Membership:

Constitution and By-Laws Recommendation: ☐ ACCEPT or ☐ DECLINE

Amendment Proposal

Proposed [New Section]:

Constitution

Article X – MEETINGS, Section 7

- a. Effective July 1, 2015, Union funds will not be used to provide food and beverages (meals), before, during or after committee meetings identified in B. of this section.
- b. Committees to which subsection A. applies;
 - a. Executive Committee
 - b. Executive Council
 - c. Budget
 - d. Constitution and By-Laws
 - e. Grievance and Arbitration
 - f. Health and Safety
 - g. Labor Management
- c. Meal Vouchers provided by the Reimbursement Policy, Item III. b., cannot be used for these purposes.
- d. The provisions of this section sunset July 1, 2016.

Rationale:

Constitution and By-Laws Committee:

Constitution and By-Laws Recommendation: ACCEPT or ☐ DECLINE

Executive Council:

Constitution and By-Laws Recommendation: ACCEPT or ☐ DECLINE

Membership:

Constitution and By-Laws Recommendation: ACCEPT or DECLINE

Amendment Proposal

Existing:

By-Laws, Page 11 ARTICLE I - DUES

Section One

The dues of this organization for full-time employees shall be (0.8%) of the average annual salary divided by twenty-six, plus pass throughs for affiliated bodies and insurances since after 1986.

Proposed:

Section One

The dues of this organization for full-time employees shall be (0.9%) of the average annual salary divided by twenty-six, plus pass throughs for affiliated bodies and insurances since after 1986.

Rationale:

The dues for full-time employees had been 0.9% plus pass throughs for two decades, and proved to be adequate for the organization without being overly onerous on the members. The reduction in dues was designed to alleviate some of the impact on the membership during the two years without a raise. A recent ruling by the Attorney General's office that student statements that are used as evidence in teacher discipline cases are covered by FERPA and are therefore not subject to FOI requests makes it extremely likely that more teacher discipline cases will be forwarded to arbitration. The current 0.8% does not provide the necessary reserves to forward multiple cases to arbitration; in fact, it has barely been adequate to cover current expenses. The return to 0.9% is in the best interests of the SVFT and the membership.

Constitution and By-Laws Committee:

Constitution and By-Laws Recommendation: ☒ ACCEPT or ☐ DECLINE

Executive Council:

Constitution and By-Laws Recommendation: ☒ ACCEPT or ☐ DECLINE

Membership:

Constitution and By-Laws Recommendation: ☒ ACCEPT or ☐ DECLINE