

BATES PROFESSIONAL TECHNICAL EMPLOYEES Constitution

Article I—Name and Incorporation

- Section 1. The name of this organization shall be the Bates Professional Technical Employees Association, hereafter referred to as the Association.
- Section 2. The Association shall be incorporated as a nonprofit corporation under the laws of the State of Washington.

Article II—Purpose

The purpose of the Association shall be to unite and represent all members in bargaining, grievances, and in all matters relating to terms and conditions of employment with Bates Technical College.

Article III—Affiliation

The Association shall affiliate with the Tacoma UniServ Council, Washington Education Association, and the National Education Association.

Article IV—Membership

- Section 1. All Bates Professional Technical Employees upon completion of the Tacoma UniServ Council Local Dues Agreement and who meet the active membership requirements of the Tacoma UniServ Council, Washington Education Association, and National Education Association may, upon date of hire as herein provided, become active members of this Association with full rights and privileges of membership.
- Section 2. Active members of this Association shall also be members of the Tacoma UniServ Council, Washington Education Association, and the National Education Association.
- Section 3. Except for nonpayment of dues and assessments, no member shall be fined, censured, suspended, expelled, or otherwise disciplined, except as provided in the WEA Constitution and Bylaws.
- Section 4. All members of the Association shall have equal rights and privileges within the Association which include:
- a. to nominate candidates,
 - b. to vote in elections or on referenda of this Association,
 - c. to hold office,
 - d. to participate in the deliberations of the organization and to vote on contract ratification, and
 - e. to attend the general membership meetings.

Article V—Dues, Fees, and Assessments

- Section 1. Association members shall pay dues/fees as established in the Bylaws. The dues shall be through monthly payroll deductions.
- Section 2. The Association may levy special assessments on its membership as provided in the Bylaws.

Article VI—Officers

- Section 1. The executive officers of the Association shall consist of a President, Vice President, Secretary, and Treasurer, and immediate past President.
- Section 2. Nominations and duties of officers shall be as provided in the bylaws.
- Section 3. The term of office for President, Vice President, Secretary and Treasurer shall be elected for a term of two years as defined as our contract year.
- a. The term of President shall be limited to two-year terms.
 - b. The immediate Past President shall be a member of the Executive Board and Grievance Committee for a term of one year.
 - c. There shall be no replacement of an immediate past-President.
 - d. Member Representatives shall have staggered three-year terms.
- Section 4. In the event of vacancy
- a. in the office of President, the Vice-President shall become President for the balance of the term.
 - b. in the office of Vice-President, the Executive Board shall appoint from the membership a person to fill the position for the duration of the original term of office. Such appointments shall be confirmed by vote of the membership at the next general membership meeting. Further nominations from the floor shall be in order.
 - c. If any other elected office or Executive Board position is vacated, the Executive Board shall appoint from the membership a person to fill the position for the duration of the original term of office. Such appointments shall be confirmed by vote of the membership at the next general membership meeting with the possibility of nomination of other candidates from the floor.
- Section 5. An elected officer may be removed from office for cause by a recall election which may be initiated by the general membership.
- a. A general membership meeting will be scheduled prior to the recall election within thirty (30) days after receipt of the recall petition. Following the general membership meeting, the recall election shall be by secret ballot of the entire membership.
 - b. The Executive Board shall notify in writing any officer who has been recommended for recall

Article VII—Policy Authority

A majority vote of one more than half the membership present and voting at any duly authorized meeting shall determine the policies and actions of the Association except as otherwise provided in this Constitution and Bylaws.

Article VIII—Parliamentary Authority

The current edition Roberts Rules of Order governs this organization in all parliamentary situations that are not provided for in the law or in its charter, constitution, bylaws or adopted rules.

Article IX—Amendments

Proposals to amend this Constitution may be made by the Executive Board or by petition of twenty-five (25) percent of the membership. This Constitution shall be amended by a two-thirds ($2/3$) secret ballot vote of the members voting. Notice of this election and the proposed amendment(s) shall have been delivered to each member at least twenty-one (21) days in advance. Voting, at the discretion of the Executive Board, may be part of an annual or special meeting or through other established election procedures. Amendments shall become effective immediately unless otherwise provided.