

Constitution of the Monroe 2-Orleans BOCES United Professionals (B2UP)

I. NAME:

This organization shall be known as the Monroe 2-Orleans BOCES United Professionals (B2UP).

II. PURPOSES:

- A. To secure the conditions necessary to provide the greatest rewards for its members in their work environment.
- B. To promote collaboration with other organizations with which it is associated.
- C. To facilitate opportunities for members to speak with a common voice on matters pertaining to our professions and to represent their individual and common interests at appropriate venues with Monroe 2-Orleans BOCES administration.
- D. To advance the standards and maintain the integrity of our professions.
- E. To support our members' ability to promote educational success for students in their care (i.e. professional development opportunities, seminars, etc.).
- F. To expose and fight all forms of racism and discrimination.
- G. To support the aims and objectives of our state and national affiliate(s).
- H. To promote the participation of its members in the operational decisions affecting their employment.
- I. To promote the unity and strength of its members.
- J. To promote the welfare and well-being of its members.
- K. To represent their individual and common interests at appropriate venues with Monroe 2-Orleans BOCES administration (i.e. Liaisons, Supervisor Meetings, etc.)

III. AFFILIATIONS:

This organization is an affiliate of the New York State United Teachers (NYSUT) and its national affiliate(s).

IV. MEMBERSHIP:

A. Categories

- 1. Active: An active member is any person currently employed or newly hired into a bargaining unit position, who has enrolled in membership and whose dues are current and paid in full.
- 2. Bargaining Unit Member on Authorized Leave of Absence: An active member whose dues are current and paid in full prior to his/her unpaid leave of absence.
- 3. Special (Retiree): Retiree membership in this organization shall be open to employees who have retired.

4. Suspended: A suspended member is one who completed all enrollment materials whose dues are not currently up to date and/or paid in full. A suspended member has not indicated an intention to withdraw membership.
5. Non-Member: A non-member is a person employed or newly hired into a bargaining unit position and, to whom one of the following applies:
 - a) The person has not completed enrollment/membership form into the union.
 - b) The person enrolled into the union and has taken action to withdraw membership from the union.
 - c) A person who was in suspended status whom, after six (6) calendar months, has refused to bring dues up to date.

B. Protections of Rights of Members and Enforcement of Membership Standards and Obligations

1. No member may be fined, suspended, expelled, or otherwise disciplined (except for nonpayment of dues) by this organization unless such membership has been served with written specific charges and given a reasonable time to prepare a defense and afforded a full and fair hearing. Suspension of loss of membership shall be subject to the definitions set forth in Article IV Membership.
2. No officer of the organization may be removed from office unless such officer has been served with written specific charges and given a reasonable time to prepare a defense and afforded a full and fair hearing before the Executive Board. Any officer served with such charges may be represented by an advocate during such process. The Executive Board may be represented by an advocate during such process. Following the hearing, the Executive Board may recommend to the membership of the organization that the officer be removed from office by a two-thirds (2/3) vote of the Executive Board. Subsequently, the officer may be removed office by a two-thirds (2/3) vote of the membership at a general membership meeting called for that purpose and pursuant to the organization's by-laws.
3. This organization shall not discriminate against any individual or group of individuals on the basis of sex, religion, color, race, marital status, sexual orientation, gender identity, national or ethnic origin, age, disability, or political activities and beliefs, except if such political activity is in support of a competing labor organization or otherwise acting in a way to dissolve the organization.

V. OFFICERS:

- A. The Officers of the B2UP shall be President or Co-Presidents, Vice President or Co-Vice Presidents, Recording Secretary, Corresponding Secretary, Membership and Treasurer.
- B. Length of Term: All terms of the B2UP Officers will be two (2) years serving from September 1 to August 31. In any given year, half of the positions will be up for election, the following year, the other fifty percent (50%).
- C. The Officers have a fiduciary responsibility to their membership.

VI. EXECUTIVE BOARD:

- A. The Executive Board shall be composed of the duly elected officers and Members at-Large. Only active members can serve on the Executive Board. The Executive Board shall meet at least monthly.
- B. Length of Term: All terms of the B2UP Executive Board will be two (2) years serving from September 1 to August 31. In any given year, half of the positions will be up for election. The following year, the other fifty percent (50%).

- C. The Executive Board has a fiduciary responsibility to their membership.

VII. MEMBERS AT-LARGE OF THE EXECUTIVE BOARD:

Four (4) Coordinators (Membership, Public Relations, Political Action, and Technology) and Seven (7) At-Large Representatives on the Executive Board.

VIII. ELECTIONS:

Elections of all offices are conducted by secret ballot and/or electronic voting, no earlier than May 1 and no later than June 1. Majority is based on ballots cast.

IX. AMENDMENTS TO THE CONSTITUTION:

- A. An amendment to this constitution may be proposed by the Executive Board.
- B. A proposed amendment shall be disseminated to the Active Members fifteen (15) days prior to holding a General Membership Meeting. Voting will occur after the meeting and at alternative locations, days, and times as determined by the Executive Board. Voting can also be done electronically.
- C. The Constitution may be amended by a two-third (2/3rd) vote of the votes cast by the Active Members.

X. CONTRACT RATIFICATION:

- A. A General Membership meeting will be held within fifteen (15) of a tentative agreement being reached by parties, unless agreement is made by June 15. If the agreement is made on or after June 15, then the meeting will be held in September the following year.
- B. Voting will occur immediately after the General Membership meeting and at alternative locations, days, and times as determined by the Executive Board. Voting can also be done in-person or electronically.
- C. Fifty percent (50%) plus one (1) of the votes cast (simple majority) shall constitute ratification.
- D. Accommodations for an Absentee Ballot shall be made upon request.

XI. VACANCIES:

In the event that an Executive Board Member cannot fulfill his/her term, the Executive Board shall appoint a successor from interested candidates who are active members for the remainder of the term.

XII. GENERAL MEMBERSHIP MEETINGS:

- A. General Membership Meetings may be called by the President(s), by a majority of the Executive Board or by petition of twenty percent (20%) of the Membership. Membership meetings shall be held no less than one (1) time per year.
- B. All Members shall receive notice of the time/place and purpose of the meeting.
- C. If business is conducted at a General Membership Meeting, Robert's Rules shall prevail. A quorum under these circumstances shall be ten percent (10%) of the membership.

XIII. DELEGATES/ALTERNATES:

Delegates to the NYSUT Representative Assembly, and other affiliates shall be elected by secret ballot in a manner consistent with the Constitution and Bylaws of the appropriate state and national organizations and with the Landrum-Griffin Act.

XIV. PARLIAMENTARY AUTHORITY

Meetings of all duly constituted bodies of this organization shall be governed by *Roberts' Rules of Order Newly Revised* (RONR), except as otherwise provided in this constitution.