

TACOMA FEDERATION OF PARAEDUCATORS LOCAL 461

MINUTES OF BY LAWS MEETING

NOVEMBER 23, 2020

Meeting called to order by (Acting) President & Vice President Kathy Unruh at 5:30 pm. Due to the COVID-19 Pandemic, this was a virtual meeting held via zoom

Welcome: Kathy welcomed all and asked if anyone needs an interpreter. Betty Lewis & Liz Walle have done a fantastic job working on these. Turning over the meeting to Betty Lewis as the MC.

MC for tonight: Betty Lewis, we will present the by laws as presented on the website, no discussion at that time, then open for discussion.

Presentation & Reading of Proposed By-Laws:

Article I – Lisa Wolf – Proposed name change is the big one, wanted to include all instead of just stating Para's. We are more of a transparent name change.

Article II – Lisa Wolf - #4 was inadvertently crossed off.

Article III – Lisa Wolf -

Article IV – Rhonda Stinson - Read new section

Article V – Kathy Unruh – One of the goals we have had is make the membership of union is to spread the work around. Big change in this article is adding another building coordinator, editor to communications, changed Sgt. Of Arms to Parliamentarian and last adding a 2nd Vice President. All of us work and no one has a day to give to the Union, so it helps ensure a smooth-running union.

Article VI – Liz Walle – Big section is splitting up duties between the 1st Vice President & 2nd Vice President. Changed the signors on the bank account to make sure there are checks and balances. To come into the 21st century asking the Secretary to add an electronic file. Brought up Communication Director to current times and make sure it is an updated position. Elizabeth Douglas – Only thing we changed is at the bottom. We are looking for another person.

Article VII – Betty Lewis

Article VIII – Betty Lewis on behalf of Phoebe Grisby - Five basic rules added.

Article IX – Melissa Roach – Added no executive board or candidate cannot be on the elections committee. Added alternative or electronic platforms.

Article X – Therese Belle – Went over additions

Article XI – Therese Belle – Went over additions

Article XII – Betty Lewis – Make our books more transparent. The legal defense fund needed to be increased & make timely payments to AFT.

Article XIII – Betty Lewis – No changes

Article XIV – Betty Lewis – No changes

Article XV – Therese Belle – No more paper copies

Motion to make a move the By Laws as read & posted on website: Jana Quicho **Seconded:** Laura Robyn

Asked if anyone needed an interpreter. No one identifying themselves. In 7 minutes, they can leave (6pm)

Voting on changes & Discussions:

Betty Lewis made motion to add back in Article II.4, seconded by Phoebe. Majority Passed

Article III.3 – Retired members. Diane H. brought it up, hoping retired members can opt out be still be informed. Betty Lewis – They can stay in the loop, just needs to let union know & update information. Liz – reiterated that retired members just need to let the union know. Diane H. understands the way it was explained, is ok with it.

Article III.7 - Took out the option to remove from the union only 1 month out of the year. Non-members do have rights but by laws state non-members do not have a voice to vote.

Article IV.9 – Betty Lewis made motion to amend this as written. Seconded by Jana. Discussion held – Members can come to Executive Board meeting but cannot vote or be included in the discussion. Jenny Fowler – brought this up. Not understanding what meetings are authorized and what an open meeting is. Dianne H. suggested except for meetings that go into executive session. Kathy Unruh – agreed that at an executive board meeting, members can ask to listen but when it goes into executive session they will be excluded. Jenny Fowler – has always understood the content but worried about the wording. Does not understand the word open. Kathy Unruh – We will designate from now on what is an open or closed meeting. Jenny Fowler – Said we would announce. Who decides that and announces it? Betty Lewis – Explained that anyone can ask to attend an Executive Meeting they cannot talk and will have to leave if it goes into executive session. **Voting on amending to: The right to attend all open meetings of this federation. Majority Passed**

Article V.1 – Betty Lewis said concern was they were appointed by the board. It does not read that way; it is not an appointed it is still needed to be voted on. Betty Lewis makes a motion to add and does not vote. Seconded by Kathy Unruh. Betty Lewis withdrew her motion. Jenny Fowler made a motion to add **and shall have no vote.** Seconded by Kathy Unruh, voting **on adding: and shall have no vote. Majority Passed.**

Article VI.4 – Betty Lewis said it was crossed off because we all help set up and clean up. Liz Walle said when we go back to in person, we will all help. Jenny Fowler – her concern was when we get busy some things are forgotten.

Article XII.1 – Betty Lewis said concerns were brought up about this. Had to change the dues because it was a set amount in the past and had to change it to %. Concerns were regarding the wording

Liz Walle made a motion to amend Article VII.1 and add Article VII.2

Proposal: The dues of the Federation shall be based on a percentage of each individual member's hourly earnings. Earnings shall be all monies earned for all hours of work except overtime and professional development hours and stipends

Article XII.2 - **Substitute dues shall be a set monthly rate as approved by a vote of our membership. Majority Passed.**

Article VI - First Vice President & Second Vice President. Melissa Roach – stated that it seems unnecessary to say Second Vice President, why not just say membership. Kathy Unruh – explained that memberships were

part of being Vice President as well as knowing operations. It is very important that you have a Vice President involved with the President and work closely. Laura Robyn added that AFT National has put a new system is now online that our membership roles are updated because we pay per member. From an accounting standpoint, it is nice to have someone to specifically go to and it is a big job. Elizabeth Douglas – Said it takes ton of people to keep this going, the more the better. We need these positions in place to go out and do these jobs. We are all the union. Jessica Brennan – It is not so much the need for another position than the title. Liz Walle – Look at current duties in our bylaws, we are not adding another position just splitting the job duties. Dianne H. – Asking for clarification on 1st Vice President duties. Arlene R.N. – If we are already changing by laws why is it such a big deal to add that? Kathy Unruh – explained all that she was doing as Vice President. **Jenny Fowler made a motion to add to the 1st Vice President between 1 & 2. The First Vice President shall assist the President in the everyday operations of the Federation. Seconded by Liz Walle. Majority Passed.**

Melissa makes a motion to change the title of Second Vice President to Membership Coordinator. Seconded by Arlene R.N. Melissa pulled her motion.

Melissa makes a motion to change the entire title of Second Vice President to Membership Coordinator. Seconded by Arlene R.N. Motion did NOT pass. 10 yes 12 no

Jennifer Fowler – asked how big a job is the Second Vice President. Kathy Unruh – said 4 people would be helping with this.

Betty Lewis asked if there was anymore discussion on the bylaws.

Betty Lewis made a motion to accept the bylaws with the amendments. Seconded by Rhonda Stinson. Motion Passed. 18 yes, 4 no

Total Number of Members Present: 22

New By Laws passed with modifications after discussion by a vote of 18 yes /4 no

Meeting was adjourned by (Acting) President & Vice President Kathy Unruh at 6:57 pm.

Respectfully submitted,
Rhonda Stinson, Secretary
11/23/20