

Bylaws of the Family Child Care Providers Chapter Service Employees International Union Local 925

ARTICLE 1. NAME

The name of this chapter shall be Family Child Care Providers of Service Employees International Union Local 925.

ARTICLE 2. PURPOSE AND OBJECTIVES

The purpose of this chapter is to represent employees in matters of collective bargaining with the State of Washington and to represent their interests in matters before the State Legislature, and any other body or organization that has an impact upon the members of this chapter.

The objectives of this organization are to achieve for family child care providers: fair subsidy rates, payment processes, and other benefits; recognition and respect for the value of their work; promote active participation in the policies and operations that affect their work and; to advance the economic, social, and political areas which advance the lives and welfare of these providers.

ARTICLE 3. MEMBERSHIP

Section 1. **Eligibility.** Full membership is open to all employees who work within chapters for which SEIU Local 925 is the exclusive bargaining representative.

Section 2. **Other Forms of Membership.** Other forms of membership are subject to the SEIU Local 925 Constitution and Bylaws.

Section 3. **No Discrimination.** There shall be no discrimination against any member, or applicant for membership by reason of race, ethnic origin, religion, gender, sexual orientation, national origin, ancestry, disability, marital status, political belief or affiliation, veteran status, or age.

Section 4. **Membership in Good Standing.** Membership in good standing shall be determined in accordance with the Constitution and Bylaws of the International Union and SEIU Local 925.

Section 5. **Agency and Fair Share Payers.** Providers choosing not to be members will instead pay an agency or fair share fee and shall be entitled to representation under the terms of the collective bargaining agreement. They are not members of the union and have no right to vote in elections on any Union matters, including but not limited to, contract ratification votes, elections of chapter officers and leaders, or local-wide elections. They are not eligible to serve as a representative of the Union or chapter in any capacity.

ARTICLE 4. CHAPTER LEADERSHIP STRUCTURE

Section 1. **Officers.** The officers of this chapter shall consist of:

President
Vice President
Secretary

Regional Lead Activist: ~~1 per 500 providers~~

~~One of the Lead Activists in each region will serve at the Member Political Organizer Chair for that region.~~

- A. East State Positions: Ferry, Stevens, Pend Oreille, Lincoln, Spokane, Adams, Whitman, Asotin, Garfield, Columbia, Benton, Franklin, Walla Walla
(2 Licensed, 1 Exempt)
- B. Mid State Positions: Okanogan, Chelan, Douglas, Grant, Kittitas, Yakima
(2 Licensed, 1 Exempt)
- C. Northwest Positions: Whatcom, Skagit, Snohomish, San Juan, Island, Clallam, Jefferson, Kitsap
(2 Licensed, 1 Exempt)
- D. King County Positions: King
(2 Licensed, 1 Exempt)
- E. Southwest Positions: Pierce, Thurston, Pacific, Lewis, Wahkiakum, Cowlitz, Clark, Klickitat, Skamania, Mason, Grays Harbor
(3 Licensed, 1 Exempt)

Member Political Organizer Chair: 1 per region

Section 2. **Term of Office.** The term of office is two (2) years beginning on ~~July 1st~~ January 1st. The office of President may not be held for more than three (3) consecutive terms.

Section 3. **Local 925 Leadership Requirements.** The Local 925 Executive Board and Leadership Assembly require representation from this chapter. The Executive Board and will have one (1) representative per 400 members, per region. the Leadership Assembly will have one (1) voting representative per 200 members per region according to the Local 925 bylaws ~~per 200 members per region~~

~~A.~~ The President is required to serve on the Local 925 Executive Board and the Leadership Assembly, filling one regional slot. All Steering Council members will also serve on the Leadership Assembly . In the event of a vote taking place at a Leadership Assembly meeting the Steering Council members will caucus to determine who will be eligible to cast their vote.

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~~B. The Vice President and Secretary are required to serve on the Leadership Assembly, filling their respective regional slots.~~

~~C. The Lead Activists will fill additional seats on the Leadership Assembly, based on numerical membership strength, in descending order, by region. Regions warranting Leadership Assembly seats will decide which lead activist will serve.~~

~~D. Additional Local 925 Executive Board seats will be nominated and elected according to the Local 925 procedure.~~

~~A. E.~~ All interim vacancies to the Local 925 Executive Board and Leadership Assembly will be appointed by the Local 925 President.

B. The Family Child Care Provider Chapter will follow all Local 925 Bylaws concerning representation and elections.

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Section 4. **Chapter Requirements are required of all Elected Leaders**

- A. **President.** The President is elected at-large and serves as the presiding officer at the Statewide Steering Council meetings; is a spokesperson or designates a spokesperson for the Family Child Care Provider Chapter at all necessary and appropriate occasions; oversees all activities. The President or designee helps set the agenda and makes reports on all matters of importance at each regional Assembly meetings, and Statewide Steering Council meetings.
- B. **Vice President.** The Vice President is elected at-large and acts as President in the absence of the President.
- C. **Secretary.** The Secretary is elected at-large and records the minutes of business at the Statewide Steering Council meetings; maintains and updates an accurate archive of such minutes; updates the website, so minutes shall be available for review by any member in good standing.
- D. **Lead Activists.** Lead Activists are elected by members in their respective areas and serve on the Statewide Steering Council. Duties include: coordinating local actions and activities, conducting activist trainings, mentoring activists, updating bulletin boards at local R & R offices; conducting union orientations at appropriate state provider trainings. Lead Activists will take turns recording minutes at their respective regional assembly meetings.
- E. **Member Political Organizer Chair.** Member Political Organizer Chairs are elected by members in their respective regions and serve on the Statewide Steering Council. This position will coordinate the political activities with the local Political Director. Duties include: helping with political activities in the region and recruiting political organizers in each legislative district within the region. COPE recruitment, election support, and participating in legislative goals will be included, so that Family Child Care providers continue to have a strong voice in Olympia.

ARTICLE 5. REGIONAL ASSEMBLIES

Section 1. **Regional Assembly** meetings shall be held in the Northwest, Southwest, Mid State, King County, and East State, annually or more, as needed.

Section 2. The Regional Assemblies discuss and plan regional activities, coordinate regional political and organizing work, organize membership to attend state-related hearings in the region, implement membership growth plans, and coordinate with the Statewide Steering Council on actions and matters affecting family child care providers.

Section 3. Regional Assembly meetings are open to all interested family child care members.

Section 4. Minutes will be taken at all Regional Assemblies and forwarded to the Secretary.

ARTICLE 6. STATEWIDE STEERING COUNCIL

Section 1. The Statewide Steering Council will be made up of all elected officers and Lead Activists.

Section 2. The Statewide Steering Council will meet three (3) times per year: twice it will meet in conjunction with the Local 925 Leadership Assembly meetings and one additional time during the year, in order to direct the organizing and leadership development plan for the chapter. [One of these meetings will be with the entire Early Learning Division.](#) This council will approve strategic recommendations from committees, workgroups, and staff; takes action on behalf of the Family Child Care Provider Chapter on matters requiring attention; make recommendations it considers appropriate on matters to be addressed at the Regional Assemblies; serves as a liaison with the Early Learning staff and the Local 925 President on matters affecting the Family Child Care Providers Chapter activities, and assists in organizing the membership.

Section 3. When needed, the Statewide Steering Council will appoint and disband ad-hoc committees or workgroups to accomplish Chapter goals.

Section 4. Quorum. Ten (10) members shall constitute a quorum.

ARTICLE 7. Bargaining and Negotiated Rule-Making Teams

Section 1. **Bargaining Team.** The Bargaining Team shall be elected in February of the contract bargaining year, every two (2) years, ~~and serve until October.~~ They will prepare proposals and negotiate collectively. Team members are elected by the members of the bargaining unit, in their regions and serve throughout the duration of the contract until such time as new bargaining team members are elected for negotiations. Candidates for these teams must be members in good standing. The President is automatically a member of the Bargaining Team.

Section 2. **Negotiated Rule-Making Team.** The Negotiated Rule-Making Team shall be elected by region, in February, every three (3) years [or as needed.](#) They will prepare proposals and negotiate collectively. Team members are elected by the members of the bargaining unit and serve as needed during their term. Candidates for these teams must be members in good standing.

ARTICLE 8. ELECTIONS

Section 1. **Chapter officer elections are held every ~~second year~~ odd year. The Family Child Care election will correspond to the Local 925 Officer Elections and Executive Board Elections.**

Comment [rm2]: odd year in the spring. Election results will take effect July 1 of that same year.

- A. Nominations will be made electronically, by mail, or at ~~Regional Assembly~~ meetings. The President appoints a three-member Nominating Committee. The Nominating Committee identifies at least one member for each office, verifies each candidate's eligibility and willingness to serve, and explains the duties of office and the nomination process. All Nominees must be members in good standing.
- B. Membership will vote on contested elections only. Candidates in uncontested elections win by acclamation.
- C. ~~Election of lead activists shall take place after each new contract is ratified.~~ In the case of mid-term vacancies, the Chapter President will appoint a leader to fill the term, until the next election. A special recall election will be held when 10% of the members in a particular region ask for a recall vote. Members will be notified at least ten (10) days prior to a special election.
- D. Voting for officers is by secret mail ballot. The ballots are mailed to members no later than three (3) weeks prior to the election, on or before June 1 for return no later than June 21 and are counted within one week. The term of office is from January 1 until December 31, two years later. A special election will be held if there is a need for a Negotiated Rule Making Team. July 1 until June 31, two years later. The candidate receiving the largest vote per office is declared elected.
- E. Statewide Steering Council members may be recalled by a simple majority vote of the Chapter membership in the appropriate regional area. A recall election shall be held within four (4) weeks of receipt of the Union office of a petition of at least 10% of the Chapter's members in good standing in the appropriate regional area calling for such an election. A fifteen (15) day notice of the election shall be given to Chapter members. In the event a Statewide Steering Council member is recalled, the vacancy provisions of Article 8 shall go into effect.

Section 2. Candidates may not make use of Union resources for campaign purposes with the exception that one Union mailing with equal space allotted for each candidate shall be sent together with the mailed ballot.

Section 3. In the event of a vacancy in the office of President, the Vice President assumes the duties of the President. In the event of a vacancy in any other office, the President shall appoint a leader in good standing to fulfill the term until the next election.

Section 4. **Elections Committee.** An Elections Committee consisting of three members in good standing who are not otherwise members of the Statewide Steering Council shall be chosen by the Statewide Steering Council within six (6) months preceding the regular election of officers.

The term of office is two (2) years. Vacancies will be filled in the same manner. The Committee is responsible for the conduct of all Chapter elections, including the printing and distribution of ballots, the counting of votes, and certification and notification of successful candidates. At no time shall a member of the Elections Committee who is a candidate in an election being conducted by the Election Committee serve on the Committee for that election.

ARTICLE 9. LOCAL 925 EXECUTIVE BOARD REPRESENTATIVES

Early Learning Division representation on Local wide Executive Board and Leadership Assembly will be determined by the Local 925 Constitution and Bylaws.

~~Section 1. Per the Local 925 Bylaws (Article 8), the Family Child Care Chapter is entitled to representation on the Local 925 Executive Board on the basis of one (1) representative per 400 members per region.~~

Section 2. The President shall automatically hold a regional seat on the Executive Board. The remaining regional seats shall be elected for three (3) year terms at the same time and in the same manner as the Local 925 officers.

~~Section 3. There shall be 2 at large seats on the Executive Board reserved for License Exempt Providers.~~

Section 4. Mid-Term vacancies to the Executive Board shall be appointed by the Local 925 President, until the next election.

ARTICLE 10. AMENDMENT

~~Amendments to the Constitution and Bylaws may be proposed by the Statewide Steering Council or by petition of 10% of the members. If a majority of the members in good standing is present, the amendments may be approved by at least two thirds (2/3) of those present. The Steering Council will decide whether the vote will take place at regional meetings or by mail ballots. A majority of members voting will be needed in order to pass the amendment(s).~~

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