

BYLAWS FOR RENTON SD LOCAL 925 CHAPTER
(Drafted March 2026)

ARTICLE 1—NAME

The name of this chapter shall be Renton SD 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 Renton School District 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 is to achieve for these employees fair wages, hours, and working conditions, together with active participation in the policies and operations of their workplace, to promote recognition and respect for the value of their work, to advance the lives and welfare of these employees in economic, social, political, and other areas, and to follow democratic principles.

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, creed, color, religion, gender, sexual orientation, national origin, ancestry, disability, marital status, political belief or affiliation, veteran status, or age, subject to the exceptions with respect to age contained in applicable law.

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.

ARTICLE 4—CHAPTER LEADERSHIP STRUCTURE

Officer Positions are:

- President
- Vice President (Custodial)
- Vice President (Grounds)

Duties of the President shall be as follows:

1. Chair all chapter meetings
2. Appoint committee members (i.e. Labor Management, Safety Committee, etc.)
3. Member of bargaining committee
4. Nominate members to fill midterm vacancies
5. Shop Steward
6. Appoint Communications Officer with the Chapter Vice Presidents

Duties of Vice Presidents (Custodial and Grounds) are as follows:

1. Sit on bargaining committee
2. Conducts meetings during President's absence
3. Serve as Co-Chief Shop Steward
4. Reports on the progress of all grievances and all shop steward activities at meetings
5. Chair Safety Committee meetings or other established committees

Positions that are vacated in the middle of a term will be filled by appointment by the chapter president. In the event that the position of president is vacated, the vice presidents and the communications officer will determine who fills the role of president.

If the Chapter absorbs another job classification(s) for representation, all new classifications in the chapter shall elect corresponding vice presidents.

ARTICLE 5—ELECTIONS

Section 1. Notification of Elections of Chapter Leadership Positions. The chapter president or appointee shall notify chapter members of upcoming nominations and election at least seven (7) calendar days before the nomination date and the election date, respectively. Chapter Officer elections will be held in May of any election year.

Nominations of officers shall occur in April of any election year.

Section 2. Terms for elected officers shall be three years in length. Elected Officers shall not hold the same position for more than two-consecutive terms.

Section 3. Membership prior to nomination. Nominees for elected positions must be a member in good standing for a minimum of one year.

Section 4. Voting procedure:

- a. Voting shall be by online secret ballot and include only members in good standing.
 - i. Officer elections may be held in-person by secret ballot, if determined by elected officers. The Chapter shall be notified of the physical location of the election at

least thirty (30) days prior to the vote

1. A list of members in good standing will be available at the place of voting and all members voting will sign prior to the vote.
 2. SEIU staff will oversee two members in good standing when they count the ballots and total the count.
 3. All submitted ballots will be stored in a sealed envelope and maintained at the SEIU Local 925 office
- b. The vote tallies shall be shared in writing to all worksites within two (2) workdays.

Section 5. Non-contested candidate. In the case of a non-contested candidate, no election is needed; the candidate is elected by acclamation.

Section 6. Recall:

- a. For a recall a petition signed by a two-thirds (2/3) majority of eligible voting members and delivered to the president. The recall petition must have the reason(s) for the recall stated in writing.

Recall vote:

- a. 30 days notification in writing shall be sent to all members
- b. Same procedures for voting as mentioned in Article 3
- c. The person being recalled must be allowed to speak on their behalf at the time of voting and prior to the vote taking place.
- d. For a recall to take effect it must have a two-thirds (2/3) majority vote in favor of the recall.

Reasons for a recall:

- a. Gross negligence or a gross disregard for union or chapter laws and/or regulations and/or bargaining contract

ARTICLE 6—COMMITTEES

Labor Management Committee: The Labor Management Committee (LMC) shall be comprised of the Chapter President, the Custodial and Grounds Vice Presidents, the Communications Officer, and two at-large representatives, who must be members in good standing.

Bargaining Committee: During years when the Collective Bargaining Agreement is open for negotiations, the Bargaining Committee shall be comprised of Chapter President, the Custodial and Grounds Vice Presidents, the Communications Officer, and three appointed members in good standing.

Contract Action Team: The Contract Action Team (CAT) shall be appointed by the elected officers, and may participate in bargaining preparation meetings, action planning, and other bargaining-related efforts.

Chapter Safety Committee: The Chapter Safety Committee shall be comprised of a minimum of two members in good standing, and will be appointed by the elected Chapter Officers. Members shall report chapter-wide concerns to the elected Vice Presidents.

ARTICLE 7--MEETINGS.

Meetings are to be held quarterly. Additional meetings may be scheduled with ten (10) business-day advance notice to the membership.

A quorum is defined as 10% of the members, including at least two elected officers.

A qualified vote of an item presented will be the simple majority of all members attending the vote unless specified in the by-laws or SEIU by-laws that a two-thirds (2/3) majority be required.

ARTICLE 8—AMENDMENTS

The bylaws may be amended, subject to SEIU Local 925 Executive Board approval, by a two-thirds (2/3) majority vote of the established quorum at a regular chapter meeting following proper notice to the membership, that includes the proposed amendments.

ARTICLE 9—SAVINGS CLAUSE

Required:

These chapter bylaws and any amendments are subordinate to the C and B of the International Union and SEIU Local 925. In the event any portion of the chapters' bylaws conflict with the IU and/or Local 925 C and B, such provisions shall be null and void.

The bylaws in this document and any amendments to it shall not supercede or supplant the legal processes and responsibilities of the International Union and SEIU Local 925 to its membership with regard to negotiations, grievance processing, and any and all matters legally due its membership.

The International Union and SEIU Local 925 C and B will be the governing documents for all subjects not addressed in these bylaws.