

CCRIPSA
REV: 10-2009

CONSTITUTION AND BYLAWS

Community College of Rhode Island
Professional Staff Association

Article 1 **NAME**

The name of the Association shall be the Community College of Rhode Island Professional Staff Association / National Education Association Rhode Island / National Education Association (CCRIPSA/NEARI/NEA).

Article II **PURPOSES AND OBJECTIVES**

Section 1. The purpose of this organization shall be to provide for the general welfare and equitable representation of its members.

Section 2. To promote within the group the highest type of professional practices; to encourage active participation of all in the solution of mutual problems; to urge every member of the Association to be a continuing student of professionalism.

Section 3. To enable members to speak with an equitable and common voice on matters pertaining to their individual and common interests and views before representative legal authorities.

Article III **MEMBERSHIP**

Since this organization is a unified affiliate of the National Education Association Rhode Island / National Education Association, any staff member wishing to join automatically becomes a member of the local, state, and national organization.

Member: A person is a member of the Association if he or she holds a position within the prescribed limits of this Association at the Community College of Rhode Island and is a member in good standing with the local Association.

Article IV **OFFICERS**

The Officers of the Association shall be: President, First Vice-President, Second Vice-President, Treasurer, and Secretary. The First Vice-President shall be from a campus that does not house the Office of the President. The term of office shall be for two years. The term shall begin immediately following the election meeting.

Section 1. The President shall have the following duties:

- a. Preside at all meetings of the Association
- b. Call all special meetings of the Association
- c. Sit as a member ex-officio of all committees except the Election Committee or except where specifically noted.
- d. Represent the Association at those functions where Association representation is required or appoint a representative
- e. Execute the mandates of the Executive Committee and/or the general membership.
- f. Be a voting member of the Executive Committee of NEARI/NEA.
- g. Within the tenure of the office, meet periodically with the president of NEARI/NEA.
- h. In cooperation with the Executive Committee, develop and/or coordinate appropriate legislation for the association.

Section 2. The First Vice-President shall have the following duties:

- a. Preside at Association meetings in the absence of the President.
- b. Assist in the execution of the obligations of the Office of the President.
- c. Serve as Acting President with all prerequisites if the President resigns or is otherwise incapacitated.
- d. Serve as Chairperson of the Grievance Committee.

Section 3. The Second Vice-President shall have the following duties:

- a. Preside at Association meetings in the absence of the President and the First Vice-President.
- b. Assist in the execution of the obligations of the office of the President.
- c. Serve as Acting President with all prerequisites if the President and the First Vice President resign or are otherwise incapacitated.
- d. Serve as Co-Chairperson of the Grievance Committee.
- e. Serve as Acting First Vice-President in the event that the First Vice-President resigns or becomes Acting President.

Section 4. The Treasurer shall have the following duties:

- a. Preside at all meetings of the Association in the absence of the President or the Vice-Presidents.
- b. Receive from any source and take custody of the Association's dues and monies and make prescribed distributions to NEARI/NEA.
- c. Supervise the expenditures of all Association monies. All checks shall bear two (2) authorized signatures. Persons authorized to sign checks are the Treasurer, President, First Vice-President, and Second Vice-President.
- d. Keep an adequate and accurate record of all association monies and report such at meetings of the Executive Committee and at general membership meetings.
- e. Publish an annual report for distribution at the annual general membership meeting
- f. Establish procedures for processing both financial and membership records.
- g. Prepare and distribute membership cards to new and old members as appropriate, and submit membership reports to NEARI/NEA.

Section 5. The Secretary shall have the following duties:

- a. Keep accurate records of the proceedings and attendance of all Association

meetings, including Executive Committee meetings.

- b. Verify the necessary requirements for quorum, voting, candidacy, and election.
- c. Prepare all correspondence for the Association after consultation with the President and committee chairpersons, where appropriate.
- d. Issue to the membership notices (with agenda, where possible) of all general and special meetings of the Association, giving one-week advance notice.

Section 6. Area Representatives shall have the following duties:

- a. Serve as “the eyes and ears” of the Association by listening to and addressing the needs and concerns of the Association’s members.
- b. Attend meetings of the Executive Committee. Each Area Representative shall have one vote.
- c. No Officer of the Association may concurrently hold the position of Area Representative. Should an Area Representative become an Officer, then the Area Representative position will become vacant. Vacancies created by this article’s enforcement may be filled by a temporary appointment approved by a simple majority of the Executive Committee.

Article V COMMITTEES

Section 1. Executive Committee

- a. The Executive Committee shall function as a steering committee in matters that pertain to the general welfare and common good.
- b. In the event that an officer of the Association is also representative of an area serving in a dual capacity, that person shall have only one vote.
- c. Whenever two-thirds (2/3) of the membership of the Executive Committee shall vote that an officer or an area representative has been negligent in his/her duties or that he or she is incapacitated, it shall recommend to the membership that the office be declared vacant. A two-thirds (2/3) vote of the general membership present is necessary to declare the office vacant.
- d. An interim appointment to any vacant position will be made by the Executive Committee except the Office of the President, First Vice President, or Second Vice President until the next general membership meeting.
- e. A quorum of the Executive Committee shall consist of the majority of its members.
- f. The Executive Committee shall super vise all business of the Association on behalf of the membership when not in conflict with the Constitution or the actions of the general membership.
- g. The Executive Committee shall be responsible for authorizing all expenditures made from the Contingency Fund.
- h. Any powers or authority not otherwise expressly stated in the by-laws is held by the Executive Committee.

Section 2. The Bargaining Committee draws its authority from the Executive Committee and is empowered to negotiate contracts.

- a. The Bargaining Committee shall consist of the President and, whenever possible, members as specified in Article V, Section 1, but not to exceed eight (8) members.
- b. The Bargaining Committee shall solicit recommendations for contract negotiations from the general membership.
- c. The Committee members shall elect the Committee chairperson.

Section 3: The Grievance Committee shall be composed of a chairperson, who will be the First Vice-President, the Second Vice-President, and four (4) additional members, one from each campus. Additional members to the Committee may be appointed by the President as the need arises. Such appointments do not require Executive Committee approval.

Section 4. The President may appoint special committees from time to time as the need arises. Such appointments do not require Executive Committee approval.(Article VII, Section 4, takes exception to the Election Committee).

Section 5. The Election Committee shall consist of six members, one of which shall be appointed chairperson by the Committee: two (2) representatives from the Knight Campus, two (2) representatives from the Flanagan Campus, one (1) representative from the Providence Campus, and one (1) representative from the Newport Campus.

Section 6. The Political Action Committee shall consist of five members, one of whom shall be appointed Chair and one appointed as Treasurer by the PAC Committee. There will be an opportunity for representation of all campuses where possible. As requests are received, PAC members will be notified and vote upon the distribution of funds to the candidates. The Treasurer shall receive a stipend of \$150.00 and file all reports. In all matters the RI Campaign Contributions & Expenditures Reporting Act will be adhered to.” We recommend maintaining a minimum balance of \$250 in the PAC account.

Article VI **MEETINGS**

The organization shall have one meeting a year in the month of October. Special meetings may be called at any time by the President or upon petition by a minimum of fifteen (15) percent of the active voting members of the Association. Written notice of all regular meetings, including agenda to be addressed, will be provided to the membership at least one week prior to such meetings. Similar notice will be provided for all special meetings where practicable, but reasonable prior notice must be provided.

The Secretary and the President shall sign the record of each meeting. One copy of this record shall be filed in the Association Office and one copy kept by the Secretary while in office.

Article VII **ELECTIONS**

Section 1. Election of officers will be held in even- numbered years during the membership meeting in October. Officers shall serve two (2) year terms. Special elections may be called when necessary to fill vacant positions. The elections shall follow these procedures:

- a. The Election Committee shall announce, in writing, the candidates for each office two weeks prior to the annual meeting.
- b. Nominations from the floor for any office will be received at the election meeting.
- c. No one person may be elected to more than one office concurrently.
- d. When nominations are completed, the members shall vote for each office by secret ballot except when a candidate is running unopposed.
- e. A person shall be elected by a majority vote of those members eligible to vote.
- f. In the event that no one candidate receives a majority, a second ballot shall be taken.

- g. Balloting will continue until one nominee receives a majority.
- h. Only Association members who have been paying full Association member dues for six months prior to an election, and members who had been hired in the current year who have been paying Association member dues since their hire date are eligible to vote in Association elections, on contract proposals, and other Association business.

Section 2. Elections for Area Representatives for the Executive Committee shall be held concurrent with the election of officers. Members of their respective areas shall elect Area Representatives only.

Section 3. Elections for the Grievance Committee and the Election Committee shall be held concurrent with the election of officers.

Section 4. Elections for the Bargaining Committee shall be held at the annual meeting in the year preceding contract negotiations.

Section 5. The Election Committee shall supervise elections.

Section 6. The membership shall elect delegates to the NEARI Delegate Assembly at the membership meeting concurrent with the election of officers. There shall be one delegate for every thirty (30) members or portion thereof.

Article VIII QUORUM

Section 1. At any general meeting, a quorum shall consist of ten (10) percent of the membership. The Secretary shall establish quorum after taking the roll. When a quorum is present, the vote necessary for the conduct of business shall be a majority of those members present, except as specified for Executive Committee meetings in Article V, Section 1, paragraph (e).

Section 2. Votes by proxy shall not be allowed.

Section 3. Absentee ballots shall be allowed for officers, elected positions and appropriate committee positions. Absentee ballots must be requested no later than five (5) working days prior to the election from a member of the Election Committee. Ballots must be delivered to, and authenticated by, a member of the Election Committee. Absentee ballots will be opened and contents disclosed at the membership meeting when the election is held.

Article IX

RULES OF ORDER AND PARLIAMENTARIAN

Section 1. “Robert’s Rules of Order” shall be fundamental parliamentary law of the Association meetings. “Special Rules of Order” shall govern the Association whenever possible.

Section 2. The President with the advice and consent of the Executive Committee may appoint a parliamentarian.

Article X

STIPEND FOR EXECUTIVE COMMITTEE MEMBERS

Executive Committee members of this Association shall receive stipends for services rendered to the Association. Stipends shall be paid in the month of May for services rendered for one year beginning with the preceding October. The following payments shall be made: President: \$1,000; First Vice-President: \$500; Second Vice-President: \$500; Treasurer: \$400; Secretary: \$300; Area Representative: \$150.

Article XI

DUES

Section 1. The annual NEARI/NEA dues for membership in the Association will be as prescribed using the state and national associations as guidelines.

Section 2. Local dues of the Association shall be set by the membership after presentation of the budget at a general membership meeting.

Section 3. Special assessment of the membership shall be accomplished by a two-thirds (2/3) vote at a meeting of the Association.

Article XII

RATIFICATION OF CONTRACT

1. Copies of the proposed changes to the contract will be given to each member of the bargaining unit prior to a general meeting to discuss contractual ratification.
2. Voting for ratification of the contract will be held at a special meeting.
3. A majority of the votes cast must approve the contract to effect ratification.

Article XIII

CONFLICT OF INTEREST

Any member of the Association functioning in a capacity that could affect the welfare of the membership, or any part of it, shall be required to temporarily abstain from those duties if the following conditions become apparent:

- a. The member becomes a candidate for a position outside the bargaining unit.
- b. The member becomes a candidate for a position other than the above, whereby a

majority of the Executive Committee
interest.”

considers the candidacy to be “in conflict of

Furthermore, a member of the Executive Committee shall be required to temporarily resign from the body if either conditions (a) or (b) apply.

The person affected by the enforcement of this Article shall be allowed to return to his/her original position following a formal decision on his/her candidacy presented in writing to the Executive Committee.

Absences created by this Article’s enforcement may be filled by a temporary appointment, the method of which will lie within the jurisdiction of the Executive Committee.

Article XIV AMENDMENTS

1. Proposed amendments to this Constitution and bylaws shall be instituted by the Executive Committee upon receipt of a petition containing the proposed change, which is signed by ten (10) per cent of the membership or a majority of the Executive Committee.
2. Upon receipt of such a petition, the proposed amendment(s) will be reviewed for technical accuracy and applicability by the Constitution and By-laws Committee. After such a review, the Executive Committee shall vote to submit the changes to the general membership at the next general meeting. The proposed amendment(s) must be submitted to the general membership ten (10) days prior to the general meeting. An affirmative vote of two-thirds (2/3) of the votes cast, a quorum being present, is required to ratify the amendment(s).