

**MFT LOCAL59**  
**CONSTITUTION 2017**  
**Constitution and Bylaws Joint Executive Board Recommendations**  
(October 11<sup>th</sup>, 2017)

**ARTICLE 1**

**Name**

This organization shall be known as the Minneapolis Federation of Teachers, Local 59, herein referred to as MFT Local 59.

**ARTICLE 3**

**Membership**

...

Section 2. Eligibility. Membership shall be granted to individuals who sign up to pay dues (full share members) to MFT Local 59 and agree to the terms of membership as laid out in this Constitution and bylaws. MFT Local 59 shall consist of the following voting members: Teachers & Related Service Professionals, Educational Support Professionals, and other employee groups employed by the Minneapolis Public Schools, Special School District #1. ~~organized in conformity with the provisions of this Constitution.~~ Non-voting members will be non-dues payers or fair share dues payers, retired Teachers & Related Service Professionals and retired Educational Support Professionals, students, and community members organized into an auxiliary that are organized in conformity with the provisions of this Constitution.

**ARTICLE 5**

**Meetings**

Section 2. MFT Local 59 will host an annual Joint Membership Meeting in May of each year. At this meeting members will consider and approve an annual budget and local dues rates and may consider for approval amendments to the Constitution and Bylaws, changes to the MFT Local 59 Policy Manual, Assessments and other such business that may come before the body by recommendation by the Joint Executive Board, Committee or by Referendum.

**ARTICLE 6**

**Governance & Conduct of Business**

Section 1. The Chapter Executive Boards, the Joint Executive Board, Joint Executive Board, and membership shall democratically govern ~~MFT Local 59, along with Membership,~~ through elections, voting and consideration of ~~Referendum~~ Referenda. Members at a Chapter Meeting may bring new business to the Chapter and Joint Executive Boards and request reports by a majority vote of the membership meeting.

**ARTICLE 8**

**Amendments and Bylaws**

Section 1. This Constitution and Bylaws may be amended or revised by a two-thirds (2/3) majority vote of the membership casting ballots, provided that content thereof in full shall have been published in an official electronic or paper publication of MFT Local 59 and forwarded to the membership not fewer than fifteen (15) days prior to the day of the vote. Voting may occur by USPS mail, ~~ballot or electronic,~~ or in-person

balloting. In-person voting must be available during the balloting period ~~for either ballot option if the USPS mail or electronic option is used.~~

Section 2. A Constitutional and Bylaws Amendment is brought to a vote through the Referendum procedure in accordance with Article 9 Referendum.

Section 2- 3. The MFT Local 59 Policy Manual will be reviewed every two years and may be amended by a majority vote of those casting ballots.

Section 3- 4. Each chapter will have policies that must be consistent with and not constrict the policies and governance of MFT Local 59.

## **ARTICLE 9**

### **Referendum**

A referendum is a vote conducted so the membership can make decisions governing MFT Local 59.

A referendum vote on any question may be initiated in the following manner:

- a. by recommendation of the Joint Executive Board, or
- b. by petition of ~~thirty-five percent (35%)~~ ten percent (10%) of union membership.

## **ARTICLE 10**

### **Recall**

Section 1. Any elected officer or Executive Board member or delegate shall be subject to recall for any infringement of the provisions of this Constitution & Bylaws or for breach of fiduciary responsibility.

Section 2. Whenever thirty-five (35) percent ~~((35%))~~ of the eligible membership signs a recall petition setting forth specific charges, the Executive Board shall order a recall election, with published notice thereof.

## **ARTICLE 11**

### **Officers and Executive Board**

Section 1. The elective officers of MFT Local 59 shall be: Chapter Presidents (one each chapter), First Vice-Presidents (one each chapter), Second Vice-Presidents (one each chapter, ~~if needed~~), recording secretaries (one each chapter) and MFT Local 59 Treasurer.

## **ARTICLE 13**

### **Stewards**

Section 1. Each chapter shall have at least one steward per work site to be elected annually. The steward(s) shall serve until a successor is elected. by the last day in September by the members at that site.

Section 2. If no steward is elected ~~servng on the last day of September~~, the chapter president shall be able to appoint a steward to serve until ~~the following year's an election is held.~~

Section 3. Stewards shall be subject to recall by the Joint Executive Board by a 2/3 majority vote after a request of the majority of the Teachers and Related Service Personnel or ESPs at the site.

## **ARTICLE 14**

### **Budget, Dues, & Assessments**

Section 1. A budget shall be prepared and submitted for adoption to the May Joint Membership meeting for each ensuing fiscal year.

Section 2. The annual proposed local dues shall be based on the budget report submitted by the Budget Committee Chairperson with approval of the Joint Executive Board in accordance with State and National Affiliates. Such action shall be final, except that the Executive Board with the approval of the membership may waive this provision for special membership drives.

Section 3. Every member of MFT Local 59 shall pay into its treasury ~~through dues check-off~~ the annual dues as provided in this Constitution and Bylaws.

## **ARTICLE 16**

### **Contract Authorization & Strike Vote**

Section 2. In the event contract negotiations stall on selected issues, the Chapter Executive Board and Negotiations Team may ~~recommend to the membership to~~ take the remaining unresolved issues to mediation by the MN Bureau of Mediation Services.

Section 5. Teacher and Related Service Professionals. A strike vote may be conducted in accordance with MS Statute 179A either electronically or via paper ballot; ~~A (2/3)~~ seventy percent (70%) majority vote of all full-share members is required to proceed with a strike.

Section 6. Education Support Professional. A strike vote may be conducted in accordance with Minnesota Statute §179A either electronically or via paper ballot; ~~two-thirds of all people in the unit, (2/3)~~ majority vote is required to proceed. A seventy percent (70%) majority vote of all ESPs is required to authorize a strike.

**BYLAWS**  
**CHAPTER 1**  
**Membership**

Part 4. ~~Resigned membership is effective through any current fiscal year.~~ The Joint Executive Board shall review and act on overdue accounts. It shall, in presented cases of individual emergency, review and act in matters of dues. It may authorize legal action.

**CHAPTER 2**  
**Withdrawals and Resignations**

Part 1. A member may resign from MFT Local 59, but only by notice in writing to ~~the Union MFT Local 59 and the District.~~ A member may revoke membership by submitting a written notice to MFT Local 59 during the seven (7) day period that begins September 24 and ends September 30. Revocation will take effect on October 1<sup>st</sup> in the same calendar year in which revocation is submitted. Any notifications received after ~~August 31 of the established revocation period~~ any given year will result in continuation of automatic dues deduction collection and full membership is in effect for the remainder of the fiscal year. An "oral" resignation made to a steward or an officer has no legal status and no legal effect.

Part 2. A letter of withdrawal or resignation, after processing and having been reported to the Joint Executive Board, shall be used to strike such name from the membership list and to cancel all MFT Local 59 and affiliate publications and services ~~at the end of the fiscal year~~ as of October 1.

**CHAPTER 3**  
**Meetings**

Part 5. Official minutes of all official membership and Joint Executive Board meetings shall be recorded by a Recording Secretary. Official minutes of all chapter meetings' business shall be recorded by the appropriate Chapter Recording secretary or designee. Official minutes of all membership, executive board and chapter meetings' business shall be recorded by a Recording Secretary or designee. All committees will appoint a recording secretary to take minutes and report to the appropriate executive board.

**CHAPTER 4**  
**Duties of Officers**

Part 1. Chapter President. It shall be the duty of the Presidents: to serve as a regular ~~or ex-officio~~ member of MFT Local 59 Joint Executive Board...

Part 1. Chapter President. It shall be the duty of the Presidents: to serve as a regular or ex-officio member of MFT Local 59 Joint Executive Board; to chair the Community Engagement Committee, to serve as a member of the Joint Officer Committee, Personnel Committee, MFT Local 59 Budget Committee; to preside at chapter meetings; to be a member ex-officio on all other committees and delegations or appoint a member of the Chapter Executive Board to serve as such, except the Elections Committee; to perform duties set forth in this Constitution and Bylaws; to sign necessary papers and documents; to transact such other business as normally pertains to the office; to be generally responsible for the functioning of this Union; to be the official spokesperson for that chapter of MFT Local 59 and, when possible, shall have authority to delegate such responsibility; appoint membership to standing committees; lead the negotiations process as laid out in Bylaw Chapter 11 part 4.c. The Presidents may automatically be a delegate to state and national conventions of affiliated bodies.

**CHAPTER 4**  
**Duties of Officers**

Part 3. Chapter Second Vice-President. It shall be the duty of the Second Vice-President to ~~serve:~~ coordinate and supervise organizing and mobilization efforts; ~~as the chair of the Chapter Membership~~

~~Mobilization Committee, serve as a member of the Joint Officer Committee, Personnel Committee, MFT Local 59 Budget Committee; to serve as chairperson of the stewards' general meetings. The Second Vice-President will serve on the MFT Local 59 Executive Board.~~

Part 5. Treasurer. It shall be the duty of the MFT Local 59 Treasurer to all financial transactions approved by the Joint Executive Board this may include; The Treasurer also serves on the MFT Local 59 Executive Board Joint Officers committee, Personnel Committee and MFT Local 59 Budget Committee. The Treasurer will assist in preparing a budget for the local, and serve as financial advisor to the local. The Treasurer will work with the local's accountant to submit monthly and annual financial reports prepared for the Executive Board and be prepared to explain details of the report. In case of inability of the Treasurer to perform duties, the Joint Executive Board may authorize another officer to sign checks. The Treasurer will ~~collect~~ receive and secure expense reports from members returning from conventions and conferences.

## **CHAPTER 5**

### **Executive Board**

~~Part 2. Each Chapter's Executive Board Officers shall be a member of the Joint Executive Board, Minneapolis Regional Labor Federation (MRLF) Chair, MFT Local 59 Treasurer, Chapter Presidents, First Vice Presidents, Second Vice Presidents, and Secretaries. The Joint Executive Board will be composed of each Chapter's elected At-Large board members, Officers (as defined in Article 11, Section 1) and the MRLF chair.~~

...

~~Part 4. When a vacancy exists between elections positions on the Executive Board will be filled in the following manner:~~

- ~~a. At a membership meeting with prior notice of board vacancy, names can be presented for approval by said membership.~~
- ~~b. If a vacancy occurs over the summer, a special membership meeting will be convened at the first chapter meeting in September.~~

## **CHAPTER 6**

### **Duties of the Executive Board(s)**

Part 9. The Joint Executive Board Officers shall act in a judicial capacity in cases of discipline, of forfeiture of membership, or of expulsion (refer to Article 17).

## **CHAPTER 7**

### **Contract Ratification**

Part 2. A vote on contract ratification ~~could be by mail ballot to the home address of full share members. The mailing shall include a ballot, a ballot envelope (if needed), and an executive summary of the contract settlement, and instructions and deadlines for on returning of the ballot. Ballot return shall be scheduled to allow for return by U.S. mail. Ballots shall be counted by a committee of members appointed by the Elections Committee.~~

- a. A vote on contract ratification by mail will be sent to the home address of the full share members. Ballot return shall be scheduled to allow for return by US Mail.
- ~~a.~~ b. A vote on contract ratification by electronic means will be sent by email to all full share members following established procedures.

~~b.c.~~ Any contract ratification vote must offer an in person voting option during the period of voting.

## **CHAPTER 8**

### **Strike Voting**

~~Part 1. The Chapter Executive Board may take a vote on taking unresolved issues from negotiations to mediation and shall take place at any regular or special meeting after notice of the membership by email.~~

~~Part 2 1~~

~~Part 3 2~~

Part 4. A strike vote requires ~~2/3~~ seventy percent (70%) majority to authorize a strike as per Article 16.

## **CHAPTER 10**

### **Editors of Official Publications**

Part 1. The editors of official communications/publications shall be appointed by the incoming Chapter Presidents at the first Joint Executive Board meeting following the election and subject to the approval of the Joint Executive Board. Editors shall be members of the MFT Local 59 Communications/Publications Committee.

Part 2. The MFT Local 59 Communications/Publications Committee shall include all editors of official publications, a Vice-Presidents and one member appointed from each chapter. The committee shall elect a chairperson and hold at least two meetings yearly. Joint publications will be reviewed on an annual basis.

Part 3. Each Chapter President may send out official publications by email to members via electronic distribution and shall be considered legal notification for official business, constitution and referenda.

Part 4. MFT Local 59 publications may include the Educator, the Negotiator, the Committee of Thirteen Newsletter, Capitol Watch, Steward Handbooks, In the Know, and other such printed or electronic publications and social media platforms as necessary to fully inform the members.

~~Part 5. Elected delegations to conferences and conventions shall be expected to submit written reports to the Treasurer within 30 days of return for possible inclusion in MFT Local 59 publications.~~

## **CHAPTER 11**

### **Committees**

Part 4. The chairperson of each chapter standing committee shall be voted on by committee membership or be appointed by the Chapter President with the exception of the Negotiations Committee. The membership will approve the negotiations committee at a chapter meeting or via electronic vote.

Part 5. Standing committees of MFT Local 59 shall be:

~~p. Committee of Thirteen~~

Part 12. The Committee of 13 helps maintain and strengthen the retirement benefits of active and retired MPS teachers and administrators through the legislative process and political action. MFT is a partner organization of the Committee of 13. The teacher Chapter President appoints six (6) active members to the Committee of 13 board.

## **CHAPTER 12**

### **Vacancies**

Part 4. In the case of a vacancy or addition of an At-Large Executive Board position the membership shall vote at the next chapter meeting with proper notice of vacancy from the membership.

## **CHAPTER 13**

### **Nominations and Elections**

Part 1. Elections for Executive boards shall occur in even numbered years. Elections for conferences and conventions may occur annually.

Part 2. The Elections committee will have an equal number of ESP and Teacher members. The committee shall have a total of six, ten, or fourteen voting members. Elections Committee positions will be open to all members in good standing. A call for nominations will occur prior to the November Chapter meetings. At the November Chapter meeting members will be elected to the Elections Committee at each chapter's meeting. At the same chapter meeting, at least two members of the Elections Committee, who are not seeking election to the Election Committee or currently serving on the Joint Executive Board, must count and present the votes to the members of the chapter meeting.

## **CHAPTER 14**

### **Budget**

Part 1. The Budget Committee shall include a Chairperson (who is neither an elected Officer nor chair of another committee), Treasurer, the Presidents from both chapters, all Vice-Presidents, and the Secretaries.

- a. The proposed budget shall be prepared by the Budget Committee.
- b. The Chair shall present the budget to the Joint Executive Board for review and recommendation to the membership. Budget background documents shall be prepared by the Treasurer and Accountant.

Part 2. Assessments. ~~A referendum for an assessment of the membership may be considered at a special meeting of MFT Local 59, provided prior notice of such action is given in two issues of the official publications of MFT Local 59 or special bulletin. A majority vote of those casting ballots shall be required for approval of the referendum for an assessment. A referendum for an assessment of the membership shall be made pursuant to Article 9. Prior notice of such action shall be given in two issues of the official publications of MFT Local 59 or by special bulletin. Each MFT Local 59 member shall be accorded the opportunity to cast a secret ballot on the proposed referendum for assessment. A majority vote of those casting ballots is required to pass a referendum for assessment.~~

Part 3. ~~Each MFT Local 59 member shall be accorded the opportunity to cast a secret ballot on a proposed assessment.~~

Part 4-~~3~~

Part 5-~~4~~

## **CHAPTER 15**

### **Dues**

Part 1. Dues Calculation. Following the adoption of the budget by the membership for the subsequent year, the unified dues to MFT Local 59, Minneapolis Regional Labor Federation,

Education Minnesota, American Federation of Teachers, and the National Education Association for that year shall be calculated in the following manner:

- a. Pass-through dues ~~Dues~~ shall be set increased at an amount that covers the ~~increases in~~ per-capita payments required by all affiliates ~~according to AFT Constitution.~~
- b. ~~Then the MFT Local 59 local dues shall be set at the level approved in the budget at the previous May's Joint Membership Meeting may be increased in the same percentage as the regular salary schedule was increased for the previous year.~~