

Education Minnesota - OSSEO
CONSTITUTION
Local No. 1212

PREAMBLE

We, the members of the Education Minnesota - OSSEO, Education Minnesota, National Education Association (NEA), and American Federation of Teachers (AFT), believing that the active participation of non-supervisory licensed education personnel and Education Support Professionals in the development of educational policy is essential for sound education in a democratic society, have joined together, as herein defined in this Constitution and Bylaws, for the purpose of exerting a collective and positive influence on education in Independent School District No. 279, Osseo Area Schools.

Education Minnesota - OSSEO shall provide a united voice for public education, leadership in education innovation, dedication to Minnesota students and families, and an unwavering commitment to the welfare of our members.

Education Minnesota - OSSEO shall be a local organization that provides unstinting professional service to its members by building and maintaining a strong, effective local and by promoting instructional advocacy. Education Minnesota - OSSEO shall be committed to democracy in the workplace and within the union.

If any provisions of this constitution and Bylaws conflict or violate the constitution and Bylaws of Education Minnesota, National Education Association (NEA) or American Federation of Teachers (AFT), the provisions of the state and national union shall supersede those contained herein.

AFFILIATIONS

Education Minnesota - OSSEO is affiliated with Education Minnesota, the American Federation of Teachers and the National Education Association in accordance with the provisions of the Constitution and Bylaws of these bodies. Individuals will be members of Education Minnesota, the American Federation of Teachers, and the National Education Association.

Article 1. Name

This union shall be known as Education Minnesota - OSSEO, Local No. 1212.

Article 2. Objectives

The objective of this union shall be:

1. To provide a united voice for public education in ISD 279.
2. To provide education leadership and education innovation in ISD 279.
3. To be dedicated to all ISD 279 students and families.
4. To provide an unwavering commitment to the welfare of its members.

Article 3. Purpose

The purpose of this union shall be:

1. To promote the social and economic welfare of its members.
2. To improve teaching.
3. To promote educational interests and advance standards of education.
4. To enhance and unify members engaged in the profession.
5. To create and perpetuate civic and economic betterment.

Article 4. Membership

Membership in Education Minnesota - OSSEO shall be in accordance with the constitution and Bylaws of Education Minnesota, National Education Association (NEA), and American Federation of Teachers (AFT). The membership year shall be September first (1) through August thirty-first (31). No one shall hold office in Education Minnesota - OSSEO who is not an active member of Education Minnesota, National Education Association (NEA), and American Federation of Teachers (AFT).

Section 1. Membership in this union shall be open to all non-supervisory licensed education personnel, Education Support Professionals and school-related personnel in ISD 279.

Other professional membership may include:

- a. Day-to-day substitute teacher: available to teachers employed on a day-to-day basis in a non-continuous position. Long-term substitutes in a continuous, contractual position and eligible for bargaining unit membership must join as an active member. Substitute members do not have voting or governance rights.
- b. Reserve: available to any person who is on a leave of absence from the employment that qualifies him/her for active membership or any person who has been an active member but whose employment no longer qualifies that individual for active membership (i.e. teachers on leave, RIF, etc.) Reserve members do not have voting or governance rights.

Section 2. Education Minnesota - OSSEO shall not deny membership because of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation or age.

Section 3. Education Minnesota - OSSEO may deny or terminate membership for good and sufficient reasons, which may include:

1. Non-payment of dues.
2. Written resignation from Education Minnesota - OSSEO.
3. Where circumstances indicate that an individual's membership may harm the organization.
4. Substantial violation of the Minnesota Code of Ethics for Teachers.
5. Violation of Education Minnesota - OSSEO policy in crisis situations.

Section 4. No member shall have their membership terminated except on written charges presented at a meeting of the Executive Board and sustained by at least a two-thirds vote of the Executive Board. Upon the member's request, the Executive Board shall report their action at a properly called meeting of Education Minnesota - OSSEO. The call for this meeting shall state that such a report will be made and it shall require a two-thirds vote of those members attending the meeting to suspend the action of the Executive Board in terminating the membership of an individual. Members against whom termination of membership is proposed have the right to appear and speak before both the Executive Board and a General Membership Meeting of Education Minnesota - OSSEO where action of termination is proposed. If the vote for termination of membership is upheld, no refund of dues shall be made.

Section 5. Membership in this union shall be continuous and shall be terminated only by action of the member or by action of the Executive Board or General Membership as defined in this section.

Section 6. This union may create chapters within the governing structure of Education Minnesota - OSSEO as may be necessary. Such chapters shall follow procedures as outlined in the Bylaws.

Article 5. Dues

Section 1. State and national dues will be assessed in accordance with the dues, categories, assessments and policies of Education Minnesota, American Federation of Teachers (AFT), National Education Association (NEA) and other intermediary organizations and affiliations.

Section 2. Local membership dues shall be established by the membership at the General Membership Meeting in May with consideration to the recommendations of the Budget Committee.

No net earnings shall inure to the benefit of any member.

Section 3. Payment of dues shall be paid as provided in the Bylaws.

Article 6 Officers

Section 1. Order

The elected officers of Education Minnesota - OSSEO, in order of rank, shall be President, Executive Vice-President, Treasurer, Secretary, Vice-Presidents (two (2) Elementary & two (2) Secondary) and one (1) or two (2) Chapter Vice-Presidents.

Section 2. Executive Board

The officers together with the past president (refer to Section 7) shall constitute the Executive Board, which shall have power to administer the affairs of this union and to appoint members to all committees.

Article 7. Election of Officers

Election Procedures: All elections shall be governed by applicable state and federal laws.

Section 1. The election of officers shall be by secret ballot and shall be held during either the month of April or May of even numbered years.

Section 2. The election shall be held in all buildings and school sites of ISD 279. Nomination and election procedures shall be those as defined in the Bylaws.

Article 8. Term of Office

The terms of all officers shall be for two (2) years.

The officers elected shall take over the duties of their office on July first (1) of the year elected. The newly elected officers shall meet with the incumbent Executive Board for the months of May and June but will not have a vote in the proceedings of the incumbent board actions.

Article 9. Vacancies

Vacancies of any office shall be filled as provided in the Bylaws.

Article 10. Responsibilities of Executive Board

Section 1. It shall be the duty of the Executive Board to obey and follow the approved resolutions of any properly called meeting of the General Membership of Education Minnesota - OSSEO.

Section 2. The Executive Board shall have the authority to deal with all organizational matters of Education Minnesota - OSSEO in the period between General Membership Meetings and as provided in the Bylaws.

Section 3. The Executive Board may suggest rules, Bylaws and policies not in conflict with this constitution, and by two-thirds vote of the Executive Board shall submit such rules, Bylaws and policies to the membership for adoption at a properly called meeting.

Article 11. Amendments and Referendum

Section 1. Amendments: The General Membership of Education Minnesota - OSSEO may amend this constitution and Bylaws as may be necessary by a two-thirds (2/3) vote of members voting at a General Membership Meeting. Notice of the proposed amendment shall be announced at a previous General Membership Meeting and published in a special bulletin for posting in all sites in ISD 279.

Section 2. Referendum: Any question, which shall be initiated, by petition of ten percent (10%) of this union's membership, shall be decided by a referendum of the entire membership. A majority of the votes cast shall decide the issue.

Article 12. Recall

Section 1. Any Executive Board member, delegate, committee member or building representative shall be subject to recall for any infringement of the provisions of this Constitution, for conduct unbecoming an officer, for incompetency, or for mis-appropriation of funds.

Section 2. Charges: The officer or member accused shall be presented with the charge in writing, not less than ten days (10) before the recall meeting which may be a special meeting or a subsequent membership meeting. The officer or member shall be given an opportunity to answer the charges at the meeting.

Section 3. Suspension: Pending action upon charges, the officer or member charged may be suspended by a two-thirds majority vote of the Executive Board.

Section 4. Election: Whenever ten percent (10%) of the eligible membership sign a recall petition setting forth specific charges, the Executive Board shall order a recall election, with published notice thereof.

Section 5. Vote: A two-thirds majority vote by secret ballot of the membership shall decide the issue.

Article 13. Fiscal Year

Section 1. The fiscal year of this union shall be from September first (1) to August thirty-first (31).

Article 14. Rules of Order

All meetings of Education Minnesota - OSSEO shall be conducted by Robert's Rules of Order.

BYLAWS

Article 1. Chapters

Section 1. The Executive Board may create chapters within this union, representing various classifications of Education Support Professionals and school related-personnel.

Section 2. Such chapters may elect officers, adopt procedures, and advance policies and activities which promote their common interests subject to review and approval of the Executive Board of Education Minnesota - OSSEO.

Section 3. Chapter officers and members shall be bound by the Constitution and Bylaws of Education Minnesota - OSSEO. A chapter officer shall be bound by any other procedures and policies their chapter may approve.

Section 4. Each chapter must adhere to all established Education Minnesota - OSSEO policies, cooperate in union activities, respect the interests of other chapters, and assume only such financial obligations or legal contracts approved by the Executive Board of Education Minnesota - OSSEO.

Article 2. Budget and Dues

Section 1. The budget for the ensuing fiscal year shall be reviewed by the Executive Board in April. This review shall be based upon the proposal of the Budget Committee.

Section 2. The local budget shall be prepared for the ensuing fiscal year based upon the needs of the members of Education Minnesota - OSSEO.

Section 3. The local budget shall have categories of services as determined by a continuing resolution of the Executive Board and approved by the General Membership Meeting.

Section 4. The Budget Committee shall estimate the total income needed by Education Minnesota - OSSEO to meet the local budget.

Section 5. The proposed budget shall be included in the May General Membership Meeting notice and distributed to the membership of Education Minnesota - OSSEO.

Section 6. Dues shall be established at the May General Membership Meeting based upon the adopted budget for the ensuing fiscal year.

Section 7. Payment: Dues shall be paid in one of the following methods:

1. Full payment by check no later than October first (1) of each year.
2. By payroll deduction as provided in the Terms and Conditions of Employment.

Section 8. Good Standing: Any member who does not pay dues shall no longer be considered a member in good standing. A member who is not in good standing may not participate in authorized union benefits such as, the crisis or defense funds, state and national affiliations, and liability insurance. State and national affiliation dues shall be paid only for members in good standing.

Section 9. Special Rates: Upon membership in Education Minnesota - OSSEO, an individual shall pay dues according to approved Education Minnesota - OSSEO guidelines.

Article 3. Duties of Officers

Section 1. President

It shall be the duty of the President to preside at Executive Board Meetings, General Membership Meetings, cast a deciding vote on all questions of equal division, appoint all committee chairpersons unless otherwise provided, act as a member ex-officio on all committees, authorize payment of bills, sign necessary papers and documents, in an emergency appoint special committees, and transact such other business as normally pertains to the President's office. The President shall be responsible for polling the Executive Board when necessary. The President shall take general responsibility for the functioning of this union, except as otherwise provided in this Constitution or when that duty is officially delegated to another member of this union. The President shall represent this union at conventions/assemblies as approved by either the Executive Board or General Membership. The President shall sign checks approved by either the Treasurer or Executive Vice-President.

Section 2. Executive Vice-President

The Executive Vice-President shall assume the powers and perform the duties of the President during any vacancy or inability of the President to act. The Executive Vice-President shall be a member of the Budget and Publicity Committees, supervise selection of building representatives, authorize payment of bills, assist the President, and perform other duties as assigned.

Section 3. Treasurer

It shall be the duty of the Treasurer to oversee the collection and distribution of all monies of Education Minnesota - OSSEO. The Treasurer shall work closely with the President and the employees of Education Minnesota - OSSEO in the payment of bills, keeping of records, and the investment of funds.

The Treasurer shall be authorized to sign checks and invest funds in financial institutions approved by the Executive Board.

The Treasurer shall sign checks approved by either the President or Executive Vice-President.

The Treasurer shall be responsible for the membership lists of Education Minnesota - OSSEO and shall forward updated membership lists as required by Education Minnesota.

The Treasurer shall serve as chair of the Budget Committee, prepare an estimated membership census and estimate income for the ensuing fiscal year.

The Treasurer shall assist in the preparation of the annual audit of Education Minnesota - OSSEO.

The Treasurer shall oversee the keeping of accounting records, inform persons or committees upon request of the status of the budget and perform other duties as assigned.

Section 4. Secretary

It shall be the duty of the Secretary to keep accurate minutes of all meetings of the Executive Board and General Membership.

The Secretary shall submit for distribution the minutes of all meetings to the Education Minnesota - OSSEO office in a timely manner.

The Secretary shall oversee the maintenance of a complete file of all minutes and other documents of Education Minnesota - OSSEO.

The Secretary shall perform other duties as assigned.

Section 5. Vice-Presidents

It shall be the duty of the four (4) Vice-Presidents to preside as chairpersons of either the Secondary or Pre K and Elementary Issues Committee.

Each committee shall make reports regularly to the Executive Board, General Membership Meetings and approved publications of this union.

Each Vice-President shall work for the needs of their respective committees and for the entire membership of Education Minnesota - OSSEO.

Each Vice-President shall perform other duties as assigned.

Section 6. Chapter Presidents

Chapter Presidents may serve as representatives of their chapter on the Executive Board of Education Minnesota - OSSEO.

Chapter Presidents shall work for the needs of their respective chapters and for all members of Education Minnesota - OSSEO.

Each Chapter president shall also perform duties as assigned.

Section 7. Past Presidents

The immediate past president of Education Minnesota - OSSEO may serve on the Executive Board of Education Minnesota - OSSEO for one (1) year. The decision to serve shall be at the discretion of the immediate past president. A stipend shall be paid at the rate of Executive Vice-President.

The immediate past president shall perform duties as assigned.

Article 4. Elections

Section 1. Election of Officers

- A. An Election Committee shall be appointed by the Executive Board and approved by the General Membership in January of even numbered years.
- B. The Election Committee shall seek qualified candidates for election of officers of Education Minnesota - OSSEO.
- C. The Election Committee shall notify the Education Minnesota - OSSEO membership of the election of officers, procedures for nominations, qualification requirements of candidates and the date of closing of nominations.
- D. Any members in good standing of Education Minnesota - OSSEO who also meets the qualifications may submit their name or have their name submitted for nomination to be an officer of this union.
- E. The following qualifications must be met to have a member's name appear on the ballot for elections of Executive Board Members of Education Minnesota - OSSEO.

1. For the offices of President or Executive Vice President you must have attended at least eight (8) General Membership Meetings in the preceding two (2) years and participated in at least three (3) of the following activities. For all other officer positions you must have attended at least seven (7) General Membership Meetings in the preceding two years and participated in at least two (2) of the following activities. Any vacancy existing after the election filing deadline shall be filled by nomination(s) brought forward to the Executive Board by the Elections Committee.
 - a. Education Minnesota - OSSEO committee, task force, or board.
 - b. Education Minnesota - OSSEO building representative.
 - c. Education Minnesota Member Rights Training
 - d. Education Minnesota Negotiations Training
 - e. Education Minnesota Teachers as Learners & Leaders (TALL)
 - f. Education Minnesota Summer Seminar
 - g. Delegate to an Education Minnesota Representative Convention
 - h. Delegate to an American Federation of Teachers (AFT) Convention
 - i. Delegate to the National Education Association (NEA) Representative Assembly
 - j. Delegate to an American Federation of Teachers (AFT) TEACH Conference.
- F. The Election Committee shall use the President's Pipeline and/or individual flyers to announce the election and list qualified candidates.
- G. The membership of Education Minnesota - OSSEO shall receive at least fifteen (15) days notice of the procedures and qualifications to file as a candidate for election of officers of this union.
- H. The Election Committee shall be responsible for verification of the eligibility of any member of Education Minnesota - OSSEO to be on the ballot for election.
- I. The Election Committee shall submit the list of candidates to either the February or March General Membership Meetings. Members present and voting at this meeting shall by majority vote be the sole arbitrator of challenges or appeals made to the qualifications of any member to seek elective office within this union. The qualifications are only those that are listed in these Bylaws.
- J. The General Membership Meeting must accept and approve the final list of candidates following prescribed rules.
- K. The Election Committee shall prepare and distribute the list of qualified and approved candidates to the full membership of Education Minnesota - OSSEO at least one (1) week prior to the election.

Section 2. Election Procedure

1. Each member must receive at least fifteen (15) days notice of the procedures and deadlines for the election and the date, time and place of the election.
2. Every member must have a fair and equal opportunity to participate in the election without unreasonable impediments.
3. Voting must be by secret ballot.

4. In a contested election, candidates must be allowed to station observers at the polling places.
5. Representatives of the competing candidates should be allowed to observe, but not actually participate in, the counting of ballots.
6. The used, unused and challenged ballots; and other documents related to the election should be safely stored for one (1) year in case there is a challenge to the election.
7. No union funds may be used to support any candidate.
8. The union should comply with reasonable requests to distribute campaign literature at the candidate's expense.
9. Candidates have the right to inspect the membership list once within thirty (30) days prior to the election. No candidate can have preferential access to the list.
10. There shall be an open nomination process for all elections.
11. If there is only one (1) candidate for a position, the election for the position may be waived and the candidate declared elected. In order to waive such an election a reasonable period of time must have been provided for nominations and there shall be no provision allowed for write-in votes for any election.
12. The office of Education Minnesota - OSSEO shall distribute ballots to the building representative of the home building of all members.
13. A member may request an absentee ballot if they are assigned to more than one building, are on approved leave, will be absent on the day of election or for other approved reasons.
14. The casting of secret ballots shall be conducted at established times at a publicized site in each building. Members must sign in to receive their ballot and must submit their marked ballot in a sealed ballot box.

Section 3. Counting of Ballots

The Elections Committee minus any members whose name appears on the ballot shall be responsible for the tallying of votes.

Section 4. Observation of Counting of Ballots

Each candidate may have one observer in the room while votes are being tallied. However, at no time shall the observer talk with or disrupt the committee in their process of counting votes. The individual building tallies shall be available for review by each candidate.

Section 5. Report of Results.

The election results shall be made available to the membership of Education Minnesota - OSSEO as soon as possible.

Article 5. Meetings

Section 1. The dates of Executive Board meetings and General Membership Meetings shall be determined prior to the beginning of the school year and shall be posted.

Section 2. A notice for each General Membership Meeting shall be distributed to members by approved procedures at least three (3) days prior to the scheduled meeting.

Section 3. The Executive Board shall hold at least fourteen (14) meetings each year. Attendance shall be reported in the minutes of the meeting.

Section 4. Education Minnesota - OSSEO shall hold at least six (6) General Membership Meetings each year. The time and place of these meetings shall be determined by the Executive Board and announced on the notice of each meeting.

Section 5. The proposed agenda for all General Membership Meetings shall be included in the notice of such meetings.

Article 6. Quorum

A quorum for any meeting shall be the President or Executive Vice-President and members present at a properly called meeting.

Article 7. Special Meetings

Section 1. A majority of the Executive Board or the President may call a special meeting of the Executive Board or General Membership Meeting. All meetings of Education Minnesota - OSSEO are open meetings except grievance and disciplinary sessions.

Section 2. The members of Education Minnesota - OSSEO shall be given at least five (5) days notice of any special meeting stating purpose, time, and place except in cases of extreme emergencies.

Section 3. Only the business that was stated on the notice shall be conducted at a special meeting of Education Minnesota - OSSEO. All business shall be approved by a simple majority vote of those present at the properly called special meeting except as required by this Constitution and Bylaws.

Article 8. Committees

Section 1. The Executive Board shall appoint committees as necessary.

Section 2. These appointments shall be for one (1) year. The President shall name the chair.

Section 3. The chairperson of each committee shall call meetings and inform members of the time and place of all meetings. The chairperson will keep the Executive Board and members apprised of their activities.

Section 4. The Negotiation Committee shall be approved by a majority vote of the General Membership Meeting of odd numbered years. The procedures shall be authorized by a continuing resolution approved at a General Membership Meeting.

Section 5. The Negotiation Committee shall serve for two (2) years. The President shall appoint the chair or co-chairs of this committee.

Section 6. The Grievance Committee for Education Minnesota - OSSEO shall be the Executive Board.

Article 9. Building Representatives

Section 1. Each building or educational site shall have at least one (1) building representative.

Section 2. The total number of building representatives shall be limited to one (1) representative for each twenty (20) members or major portion thereof at each building or educational site.

Section 3. The election/selection of the head-building representative and other building representatives shall take place annually. The Executive Vice-President shall coordinate these election/selections during the month of May. If no election is held in the specified time, the Executive Board may appoint representatives to these positions. The Executive Board may fill any vacancies, which occur during the school year.

Section 4. It shall be the duty of a building representative to serve as an official representative of this union in their building or educational site. Building representatives are to report a new employee eligible for membership in Education Minnesota - OSSEO to the union office and to personally recruit them for membership. Building representatives are requested to attend General Membership and Division Meetings and to assist in communicating issues within their building to the Executive Board or the Education Minnesota - OSSEO office/staff.

Article 10. Disbursements

Section 1. Any routine purchase or commitments provided for in the budget may be authorized by any two of the following: President, Executive Vice-President or the Treasurer.

Section 2. Any item of proposed expenditure not within the budget and exceeding fifty dollars (\$50) must be authorized by a majority vote of the Executive Board.

Section 3. Any item of proposed expenditure not within the budget and exceeding \$500 must be authorized by majority vote of the General Membership at any membership meeting provided that funds are available. The Education Minnesota - OSSEO President must receive notice of such proposed action at least two (2) weeks prior to the General Membership Meeting where the authorization of expenditure of funds is to be acted upon. Notice of the proposed expenditure must be included in the General Membership Meeting agenda.

Article 11. Transfer of Funds

Section 1. The Executive Board may approve transfer of funds between budget categories as necessary. Such transfer shall be reported to the General Membership.

Article 12. Investments

The Treasurer and President shall be authorized to invest the funds of Education Minnesota - OSSEO as approved by the Executive Board.

Article 13. Political Action Committee Funds

Funds collected for political action shall be kept in a separate account.

These funds shall be distributed only as allowed by law and approved by the General Membership.

Article 14. Audit

Section 1. All financial records of Education Minnesota - OSSEO shall be audited each year following procedures required by Education Minnesota, the American Federation of Teachers or the National Education Association.

Section 2. An Audit Committee may be appointed by the Executive Board to meet the requirements of the American Federation of Teachers. The Treasurer shall not be part of this committee and shall not be involved with the selection of members of this committee.

Article 15. Crisis Fund

Section 1. A crisis fund shall be established and maintained to assist members or the union in a collective bargaining crisis or a strike.

Section 2. Procedures for the distribution of this fund shall follow procedures of Education Minnesota - OSSEO and shall be made a continuing resolution of the Executive Board and approved by General Membership.

Section 3. Education Minnesota - OSSEO shall contribute one dollar (\$1) per member to the crisis fund each year.

Article 16. Defense Fund

Section 1. A defense fund shall be established and maintained to pay legal expenses of the union and any member in good standing who is placed on unrequested leave of absence, terminated for cause, or if a member is charged with a tort liability suit.

Section 2. Procedures for the distribution of this fund shall follow procedures of Education Minnesota - OSSEO and shall be made a continuing resolution of the Executive Board and approved by General Membership.

Section 3. Education Minnesota - OSSEO shall contribute one dollar \$1 per member to the defense fund each year.

Article 17. Honorariums

Section 1. Honorariums for services rendered to Education Minnesota - OSSEO may be made to members of the Executive Board, the Negotiation Committee, and others as established by the membership.

Section 2. Honorarium amounts shall be established by the Budget Committee with recommendations from the Executive Board and members annually in May.

Article 18. Bonding

At the expense of Education Minnesota - OSSEO, all officers and staff of Education Minnesota - OSSEO, shall be bonded and/or covered by theft insurance as required by our affiliate parent unions.

Article 19. Publications

The publications of Education Minnesota - Osseo shall be:

1. The President's Pipeline shall be the official publication of Education Minnesota - OSSEO President.
2. Negotiation Notes shall be the official publication of the Negotiation Committee.

Article 20. Delegates to Conventions

Section 1. Notification: A call for delegates shall be issued through the official publications of Education Minnesota - OSSEO, General Membership Meeting notices and at General Membership Meetings. Any member in good standing shall be eligible to attend a state or national assembly/convention or conference.

Section 2. Delegates: Any member in good standing of Education Minnesota - OSSEO is eligible to represent this union as a delegate to the conventions of Education Minnesota, the American Federation of Teachers (AFT), or the National Education Association (NEA).

Section 3. Election of Delegates: Election of delegates and alternates shall be by secret ballot and shall be conducted at a General Membership Meeting and follow the approved procedures of Education Minnesota, the National Education Association (NEA) or the American Federation of Teachers (AFT).

Section 4. Reimbursement of Expenses: Reimbursement of expenses shall be limited to transportation, hotel, meals, registration, parking, and mileage.

Article 21. Approved Union Representation

Section 1. Meetings: No members of Education Minnesota - OSSEO are authorized to meet with non-Education Minnesota - OSSEO members or groups at which salaries, working conditions, or items of specific concern to Education Minnesota - OSSEO are to be, or might be, matters of discussion and deliberation--unless they are authorized to do so by the President, Executive Board, or the Membership.

Section 2. No committee or individual is empowered to accept or reject any proposal except as authorized by the Executive Board and General Membership.

Section 3. District Committees: Members of Education Minnesota - OSSEO are encouraged to volunteer and/or accept committee assignments of a professional, educational, or civic nature. While serving on such a committee, an Education Minnesota - OSSEO member shall not speak as an official representative of Education Minnesota - OSSEO unless authorized to do so by the President, Executive Board, or membership. Members serving on any district level committees are encouraged to keep the Executive Board informed of issues that may be of importance to the members of Education Minnesota - OSSEO.

Article 22. Contract Ratification

Once the Negotiations Committee has reached a tentative agreement with the school district on the Terms and Conditions of Employment, the following process shall be used:

Section 1. Presentation to Executive Board: The Negotiation Committee will present the tentative agreement to the Executive Board. A majority of the Executive Board must approve the tentative agreement in order for the agreement to proceed to Section two 2. If rejected, it is returned to the Negotiations Committee for further negotiations with the district.

Section 2. Presentation to Building Representatives: The Negotiation Committee will present the tentative agreement to the Building Representatives. A majority of Building Representatives must approve the tentative agreement in order for the agreement to proceed to Section three (3). If rejected, the tentative agreement is returned to the Negotiation Committee for further negotiations with the District.

Section 3. Presentation to the Membership: Each member will receive a written summary of the proposed contract changes. The Negotiation Committee will hold at least three (3) informational meetings to present the tentative agreement to the membership. The Executive Board will schedule a ratification vote. The vote will take place in every school or educational site within the District.

Section 4. Ratification Vote: Only members of Education Minnesota - OSSEO will be allowed to vote on ratification of their Terms and Conditions of Employment. A majority of votes cast is necessary for ratification of the tentative agreement.

Section 5. Alternative Process: In the event of an emergency the Executive Board shall have the authority to establish an alternative timeline and process for balloting on a tentative agreement.

Article 23. Strike Vote

Section 1. In the event that a tentative agreement cannot be reached between Education Minnesota - OSSEO and the District, the Union shall conduct a strike vote at its discretion. The vote for a strike shall be by secret ballot. To authorize a strike action eighty (80) percent of the Membership must approve.

Section 2. During a strike, the Executive Board shall have the authority to establish an alternative timeline and process for balloting on a tentative agreement.

Submitted Dec. 10, 1998 - First Reading (Change OFT to Education Minnesota - OSSEO)

Jan. 21, 1999 - Approved

Jan. 21, 1999 - First Reading (Change qualifications for Ex. Bd.)

Feb. 25, 1999 - Approved

Dec. 9, 1999 - First Reading (Change fiscal year to Sept - Aug.)

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Dec. 18, 2008 - First Reading (Add Refer to Section 7 of Ex. Bd., change Elementary Policies to Pre K & Elementary Issues, delete Watchdog.)

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Mar. 24, 2010 - First Reading (Language changes for elections.)

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