

Constitution
and
By-Laws

SEIU Healthcare Minnesota
(Local 113)

and its divisions

Professional Employee
Pharmacists of Minnesota

and

Professional and Technical Employees Division



SEIUHealthcare®
United for Quality Care

Effective September 2008

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Preamble

As almost every improvement in the condition of working people has been accomplished by the efforts of organized labor and as the welfare of wage, salary, and professional workers can best be protected and advanced by their united action in a Union, we have organized the SEIU Healthcare Minnesota* and have adopted the following Constitution.

SEIU Healthcare Minnesota Mission Statement & Vision

SEIU Healthcare Minnesota has four core purposes that serve as our mission:

1. Win at work
2. Unite workers for strength and a real voice
3. Build a pro-worker political majority
4. Maximize worker action and leadership around these core purposes

Our Vision:

SEIU Healthcare Minnesota will be...

The Path to the American Dream

We will build a bolder, stronger, united movement to repave the path to a paycheck that supports a family, universal healthcare, a secure retirement, and the freedom to form a union to give workers a voice on the job.

Relentlessly focused on member power and leadership

We are dedicated to building member activism and leadership development that will maximize the ability of members to lead, participate, and decide. We commit to creating the goals, roles, systems, supports, measures, and accountability to build powerful member leaders who can win for workers.

The Strongest Political Voice for Health

We will build a movement of healthcare workers to respond to the crisis by becoming the most powerful voice for health in the state.

The Leading Voice for Improving Quality Care and Workforce Development

We're on the frontlines of healthcare. We know what works and what our patients need. We will build our collective power to bring our ideas to life.

The Catalyst for Community Action

If our workplaces are healthy but our communities are falling behind, we have not succeeded. We stand for Justice for All.

***Formerly Local 113**

Article 1

NAME OF ORGANIZATION

Section 1. This organization shall be known as, Service Employee's International Union (SEIU) Healthcare Minnesota CTW, and its divisions, the Professional Employee Pharmacists of Minnesota (PEPOM) Division and the Professional and Technical Employees Division.

Article 2

JURISDICTION, NO DISCRIMINATION

Section 1. The jurisdiction of this Union shall be in accordance with the constitution of the Service Employees International Union.

Section 2. There shall be no discrimination against any member, or any applicant for membership, by reason of race, creed, color, religion, sex, gender expression, sexual orientation, national origin, citizenship status, marital status, ancestry, age, or disability.

Section 3. This Local shall forward to the International Secretary-Treasurer, by April 1 of each year, information and supporting documentation showing the average gross wage rate of its membership for the previous calendar year.

Article 3

COLLECTIVE BARGAINING

Section 1. The authority to bargain collectively for each SEIU Healthcare Minnesota Union employee bargaining unit shall be vested in a Negotiating Committee which shall consist of one officer, or designee of the President, and not less than three elected members, subject to the mandate of the membership. Should the bargaining unit have less than twenty-five (25) members, however, the Negotiating Committee may be only one (1) or two (2) elected members if so determined by the President and the membership of that unit. Any negotiations and ratification carried on by a negotiating committee shall be done with the knowledge, consent, and/or assistance of the President, and shall be consistent with SEIU Healthcare Minnesota's Constitution and By-Laws.

Section 2. The results of any collective bargaining negotiations shall be subject to ratification by the members affected.

Section 3. The International Union shall be notified in writing when any collective bargaining negotiations or memorandum of understanding have been concluded and the number of employees covered and the expiration date of the contract. A true copy of all collective bargaining agreements and contracts entered into by this SEIU Healthcare Minnesota Union shall immediately upon execution, be filed with the International Department of Research.

Article 4
EXECUTIVE BOARD OF THE SEIU LOCAL UNION
AND DELEGATES TO AFFILIATED COUNCILS

Section 1. The SEIU Healthcare Minnesota Union Executive Board shall consist of Officers and General Board Members. The Officers of the General Executive Board shall be a President, Secretary-Treasurer, Executive Vice President, Vice President, Guard, Assistant Guard, and up to (5) Trustees. The Executive Board shall consist of not more than forty (40) members (two of whom shall be a retired member) including General Board Members.

Section 2. The above named Officers and General Board Members shall receive upon attendance of each Executive Board meeting, one-hundred dollars (\$100.00), except that any Board Member who also serves as paid staff shall not receive this payment. Travel expenses shall be reimbursed for Board members; mileage shall be reimbursed at the current IRS rate.

Section 3. The General Executive Board of the SEIU Healthcare Minnesota Union shall have full authority to act for the best interests of the Union between meetings of the Membership. The General Executive Board shall determine the employment, remuneration, and working conditions of all officers and employees for this Union. It shall have authority to pass on all bills presented to them and also to authorize all necessary expenditures which cannot be held over to the next General Membership Meeting. In each case, expenditures shall be reported in the minutes to the General Membership in the meeting following the Executive Board's recommended action.

Section 4. All matters submitted for consideration of the Executive Board shall be in writing and properly signed.

Section 5. A quorum of the Executive Board shall be a majority of the Executive Board members.

Section 6. The Executive Board shall meet at least once per quarter, at a time, date and place as it may decide. A meeting of the Executive Board may be held by telephone or video conference at the discretion of the President.

Section 7. This SEIU Healthcare Minnesota Union shall affiliate with Service Employees International Union and State Councils as determined by the International Union. Delegates shall be reimbursed for the expenses of attending meetings up to a reasonable and prudent amount to be set by the Executive Board and approved by the General Membership.

Article 5

GENERAL DUTIES OF OFFICERS, GENERAL EXECUTIVE BOARD MEMBERS, AND DELEGATES TO AFFILIATED COUNCILS

Section 1. All members of the Executive Board shall notify the SEIU Healthcare Minnesota Union President of any intended absence from any meeting of the Executive Board, General Membership, and committee of which they are members. Any member of the Executive Board or elected Delegate that is absent from two (2) consecutive meetings without an excuse may be subject to charges and removal from office.

Section 2. All records kept by any Officer shall be typed or in ink. All Officers shall keep any records they have in their possession in readiness for inspection by the Trustees.

Section 3. All Executive Board members, elected Delegates to an affiliated council, Committee Chairs, and Stewards shall at the expiration of their term or removal from office, deliver to their successor all property they may have in their possession belonging to the Union. No Officer shall be relieved from the responsibility of her/his trust until she/he has complied with the requirements of this Section and her/his successors are duly elected and installed.

Section 4. Any Officer or member of the General Executive Board may be removed from office upon proper proof of any irregularities and in accordance with Article 13.

Article 6

DUTIES OF OFFICERS

Section 1. President

- A. It shall be the duty of the President to preside at meetings of the SEIU Healthcare Minnesota Executive Board and to conduct them in accordance to Robert's Rules of Order and in conformity with this constitution.
- B. The day-to-day operation of the SEIU Healthcare Minnesota Union office, including the direction of all staff, shall be vested in the President. The President shall have the right to act to the best of her/his knowledge on any matter which affects this SEIU Healthcare Minnesota Union which requires immediate attention. The President shall be under the immediate direction of the Executive Board. The President shall have the authority to call the Executive Board and/or the General Membership meeting into session.
- C. The President shall appoint all committees and boards and be a member ex officio of all committees and boards.
- D. The President shall act to the best of her/his ability in furthering the purposes and objects of the organization and the interest of its members.

- E. The President shall have general supervision and direction over the affairs of the Union. The President shall be authorized to determine attendance for meetings, seminars, conferences, etc., as she/he deems necessary and shall direct all departments, functions and programs of the Union.
- F. The President or designee shall be empowered to employ necessary staff and retain counsel, accountants, and other personnel as she/he may require to assist in the duties of the Union.
- G. The President shall have the power to assign duties to all Officers.
- H. The President shall make a full report at each Executive Board and General Membership meeting.
- I. The President shall together with the Secretary-Treasurer, sign and pay or authorize the signing of and pay all expenditures of the Union which will be reported and accounted for in the regular financial statement of the President and Secretary-Treasurer.
- J. The President together with the Secretary-Treasurer shall furnish a CPA report annually on the financial status of the Union, first to the Executive Board and then to the General Membership.
- K. The President shall serve as a delegate to the SEIU Minnesota State Council.

Section 2. Secretary-Treasurer

- A. The Secretary-Treasurer shall receive and collect all monies due to the Union, which shall be deposited in sound and secure financial institutions.
- B. The Secretary-Treasurer shall draw and sign or authorize the signing of all checks covering expenditures of the Union, upon the co-signature or approval of the President.
- C. The Secretary-Treasurer shall be custodian of all monies received by the SEIU Healthcare Minnesota Union, keep a correct account of all monies paid out and received, and be custodian of all property of the SEIU Healthcare Minnesota Union pertaining to the office. As well as, be responsible for the filing of all bills and receipts, be responsible for the collection of dues, keep accurate account of all financial business of the Union, and make a report of all financial transactions in writing to the Executive Board, quarterly. Additionally, together with the President she/he shall furnish a CPA report annually on the financial status of the Union, first to the Executive Board and then to the General Membership; all records pertaining to income, disbursements, and financial transactions of any kind shall be kept for a period of six (6) years or longer if required by law.
- D. The Secretary-Treasurer shall promptly forward to the International Treasurer, copies of all annual audit reports and copies of all financial reports setting forth a

statement of liabilities and a statement of receipts and disbursements which are required by law.

- E. The Secretary-Treasurer or designee shall see that an accurate record of all dues payments and other revenue shall be sent to the International Union. , and she/he shall send monthly to the International Secretary-Treasurer and any state council with which this Local is affiliated, the correct names and addresses (with zip code and e-mail address and phone number, if available of all new and readmitted members, along with any changes in names and/or addresses of members, changes in membership status, and names and addresses of any other persons from whom revenue is derived.
- F. The Secretary-Treasurer shall have advisory powers with the President between meetings of the Executive Board.
- G. The Secretary-Treasurer shall serve as a delegate to the SEIU Minnesota State Council.
- H. The Secretary-Treasurer shall be responsible for providing notification to the International Union of the names and addresses of all of the Executive Board members of the Local.

Section 3. Executive Vice-President

- A. The Executive Vice President shall work under the supervision of the President.
- B. The Executive Vice President shall perform such duties as are assigned to her/him by the President.
- C. The Executive Vice President shall have advisory powers with the President between meetings of the Executive Board.
- D. The Executive Vice President shall enforce due observance of the Members' Constitution and By-laws, see that all Officers perform their duties faithfully, and review the reports of the Committees.
- E. The Executive Vice President shall serve as a delegate to the SEIU Minnesota State Council.

Section 4. Vice President

The Vice-President shall keep a record of all proceedings of the General Membership and Executive Board, including minutes of all meetings, and keep a record of all Executive Board members present at each meeting of the Executive Board and General Membership, and have advisory powers with the President between meetings of the Executive Board.

Section 5. Trustees

Trustees shall attend to all business coming before them, take charge of all property of the Union, and examine the books of the SEIU Healthcare Minnesota Union along with all vouchers, receipts, and bank statements at the end of each quarter. The Trustees shall make a report of their findings to the Executive Board and to the General Membership on completion of each examination of the finances of the Union.

Trustees shall be reimbursed for lost time spent in the quarterly audits, as well as for travel expenses; mileage shall be reimbursed at the current IRS rate.

Section 6. Guard

The Guard shall be responsible for checking membership in good standing for admission to meetings and for keeping order in meetings.

Section 7. Assistant Guard

The Assistant Guard shall assist in the duties of the Guard.

Section 8. Polling the Board

When the Executive Board is not in meeting and the President deems it necessary for the Executive Board to act promptly, the President or ~~his~~/her/his designee shall poll the Executive Board and such action and vote may be taken by letter, telegram, teletype, facsimile, telephone, or any other appropriate means of communication. Such action so taken on vote of the majority of the Executive Board shall constitute official action of the Executive Board.

Article 7

**NOMINATION AND ELECTION OF EXECUTIVE BOARD
AND DELEGATES TO AFFILIATED COUNCILS**

Section 1. Nominations for the SEIU Healthcare Union Executive Board, except Trustees as listed in Article 4, Section 1, Executive Board, shall be held at the regular November General Membership meeting of an election year. Election by secret ballot shall be held at the regular December General Membership meeting of an election year. Any nominee for office that has no opponent shall be elected by a white ballot at the November General Membership meeting. Terms shall be for three (3) years.

Section 2. In the case of Trustees, terms shall be for three (3) years, but these terms shall be staggered so at least one (1) trustee shall be elected each year. The nomination shall be held at the regular November General Membership meeting and the election, by secret ballot, at the regular December General Membership meeting. Any nominee for office that has no opponent shall be elected by a white ballot at the November General Membership meeting.

Section 3. Delegates to affiliated councils, such as the AFL-CIO Area Labor Councils shall be nominated at the regular November General Membership meeting each year. Election by secret ballot shall be held at the regular December General Membership meeting each year. Any delegate openings shall be filled by the appointment of the Executive Board subject to the approval of the General Membership. Such terms shall be for three (3) years. Any nominee for a delegate that has no opponent shall be elected by a white ballot at the November General Membership meeting.

Section-4. All elections shall be by secret ballot. Write-in candidates and proxy voting are not permissible. Only SEIU Healthcare Minnesota members “In Good Standing” shall be eligible to vote in such election. “In Good Standing” is defined to mean the payment of a standard initiation fee and standard monthly dues. Any member wishing to challenge that the election was not conducted in accordance with this Constitution and By-Laws must file a written signed challenge with the President or her/his designated election official within ten (10) calendar days after the election. The President or her/his designated election official will endeavor to have a hearing held within thirty (30) calendar days from the challenge, if the President or her/his designated election official deems a hearing to be necessary, and shall attempt to render her/his decision within thirty (30) calendar days thereafter.

Section 5. All new SEIU Healthcare Minnesota Union Executive Board Members shall be installed at the first January Membership meeting of their term. All new Delegates to affiliated councils shall start attendance at meetings where they represent the SEIU Healthcare Minnesota Union at the first meeting after their election.

Section 6. To run for office, a member shall have been a member of SEIU Healthcare Minnesota in good standing in accordance with the International Union By-Laws for two (2) years or longer, except in such cases where the member wishing to run for office belongs to a bargaining unit that has not been affiliated with the SEIU Healthcare Minnesota Union for two (2) years. In such cases, the member may present a petition, signed by ten percent (10%) of the members of her/his bargaining unit to the Executive Board. The Executive Board shall take action on such petitions and report their decision at the next regular General Membership meeting.

Associate members, life members, or those retired members paying less than full dues required for working members shall not be eligible for nomination as an Officer, member of the Executive Board, delegate or any other office of the SEIU Healthcare Minnesota Union, except that such retired members may be eligible for the Retired Member position on the Executive Board.

Section 7. The Executive Board of the SEIU Healthcare Minnesota Union shall determine the number of delegates and alternates which shall represent it at the International Convention.

All the Officers of the SEIU Healthcare Minnesota Union elected in conformity with applicable statutes shall by virtue of such election be considered to be eligible delegates to any International Convention which may take place during their term in office. If at the time of the receipt of the convention call it shall appear that such number of elected officers is less than the number of delegates which the SEIU Healthcare Minnesota Union has

determined shall represent it at an International convention, then arrangements shall be made for nomination and secret ballot election, if required, of an additional number of eligible members as convention delegates. Nominees for such position, if unopposed, shall be deemed elected without necessity for further procedures.

If the total number of elected Officers is greater than the number which the Local has determined shall represent it at the convention, then the Officers shall attend as delegates in the order listed in Article 4, Section 1, with the up to five (5) Trustees to be listed in the descending order based on the number of votes each received in the last election. However, if the Trustees run unopposed, they shall be listed in accordance with length of membership in the SEIU Healthcare Minnesota Union.

Section 8. Vacancies from a change in the By-Laws, resignation, removal, or death in Executive Board or in Delegate positions shall be filled by having the Executive Board elect a replacement for the remainder of the un-expired term.

Section 9. No person who has been convicted of a felony as defined in Section 504 of the Landrum-Griffin Act (or an indictable offense in Canada) shall in accordance with the provisions of applicable law be eligible to hold office in this SEIU Healthcare Minnesota Union.

Section 10. No candidate (including a prospective candidate) for any office in this SEIU Healthcare Minnesota Union or affiliated body or supporter of a candidate may solicit or accept financial support or any other direct or indirect support of any kind from any non-member of the International Union.

Article 8

GENERAL MEMBERSHIP

Section 1. The General Membership in all cases, reserves the right to reverse, modify, or sustain the decision of the General Executive Board at the meeting when the decision is read.

Section 2. There shall be at least four (4) General Membership meetings of the Union annually, provided however that the Executive Board can by majority vote, cancel meetings with approval of the General Membership. Membership meetings shall be held at the direction of the Executive Board, Division, Sector or Facility.

Section 3. Not less than fifty (50) members in good standing within the General Membership shall constitute a quorum in any meeting of the General Membership.

Article 9

STEWARDS

Section 1. Stewards shall be elected or designated by the members at the particular place of employment and shall meet the responsibilities of the Union Steward's Pledge as outlined by the Executive Board and Officers. Only a member in good standing may serve as Steward.

Section 2. Stewards shall be removed for not fulfilling the Steward's Pledge and/or for not acting in the best interests of the Union in accordance with Article 13.

Section 3. Stewards shall be compensated for expenses up to a reasonable and prudent amount to be determined by the President according to policies reviewed and approved by the Executive Board and approved by the General Membership.

Article 10

COMMITTEES

Section 1. The Executive Board of this SEIU Healthcare Minnesota Union shall appoint such committees as it deems necessary to carry out the organizing, political action, social and economic justice, and retiree programs and policies of this Union and the International Union

Section 2. No SEIU Local Union shall establish its own registered federal political committee or any political candidates' fund for contributions in connection with federal elections, provided however, that the International President may in her/his discretion waive this provision or establish such conditions as the International President may deem necessary.

Section 3. All committees shall make reports in writing and shall confine their activities to the business for which that committee was formed. The President shall be an ex- officio member of all committees

Article 11

GENERAL RULES

Section 1. The President and Secretary-Treasurer, and any Officers, Executive Board members or employees of the SEIU Healthcare Minnesota Union handling monies of the SEIU Healthcare Minnesota Union shall be bonded in the amounts and form required by applicable statutes. Bonds shall be taken out immediately upon assumption of office or employment, with the premiums to be paid by the SEIU Healthcare Minnesota Union. The Secretary-Treasurer of the International Union may direct the increase or decrease in the amount of the bond if she/he deems it advisable. All officers under bond shall not be released from bond until her/his books have been audited and her/his successor duly installed.

Section 2. The meetings of this SEIU Healthcare Minnesota Union shall be governed by the current edition of Robert's Rules of Order. Every member shall follow and be subject to such rules governing debate at all meetings of this SEIU Healthcare Minnesota Union.

Section 3. This SEIU Healthcare Minnesota Union shall not strike without a vote of approval by the affected members. This SEIU Healthcare Minnesota Union shall not strike without previous notification to the President of the International Union, or, where prior notice is not practicable, without notification as soon as possible after commencement of the strike, that the SEIU Healthcare Minnesota Union has complied with all applicable notice requirements and has exhausted all possible means of achieving a negotiated settlement. If the SEIU Healthcare Minnesota Union has not complied with these requirements, the International President can veto the strike and if the International President has vetoed any such strike, the SEIU Healthcare Minnesota Union may not proceed with the strike thus vetoed.

Section 4. No member of the Union shall join or continue membership in a dual organization designed to infringe upon the jurisdiction of this Union or to conspire to defeat its purpose and functions, as is consistent with the International Union's Constitution and By-Laws.

Article 12

FINANCES

Section 1. Initiation fees, dues, reinstatements, and dues collection policies shall be determined by the Executive Board subject to the approval of the General Membership and the mandate of the International Union. Any member failing to pay dues or initiation fees may be suspended from membership.

Section 2. All records of this SEIU Healthcare Minnesota Union pertaining to income, disbursements and financial transactions of any kind whatsoever must be kept for a period of at least six (6) years or longer if required by applicable law.

Section 3. This SEIU Healthcare Minnesota Union shall pay per capita tax to the International Union for any person from whom the SEIU Healthcare Minnesota Union receives revenue, whether called dues or otherwise. This SEIU Healthcare Minnesota Union shall likewise pay any other obligations due to the International Union, and it shall have no right to pay any bills before it pays its full obligation to the International Union for each month.

Section 4. The dues of associate members and the benefits and privileges of an associate membership shall be determined by the Executive Board and approved by the General Membership and be in accordance with the International Union's Constitution and By-Laws.

Article 13
PROTECTION OF MEMBERS AND THE
SEIU HEALTHCARE MINNESOTA UNION

Preamble. In order to ensure members' protection from the filing of frivolous charges, the following procedures shall apply:

Section 1. Any member or members who feel they have been discriminated against, or feel that another member or members are acting in a way adversely affecting them or the SEIU Healthcare Minnesota Union, shall put their grievance(s) and/or charges in writing and present them to the Executive Board. The charges must state which subsection(s) of Section 1 of Article 17 of the International Constitution the charging party believes has been violated. If the charges are not specific, the trial body may dismiss the charges either before or at the hearing, but the charging party shall have the right to re-file more detailed charges which comply with this Section. No charges may be filed more than six (6) months after the charging party learned, or could have reasonably learned, of the act or acts which are the bases of the charges.

Section 2. A hearing shall be held by the Executive Board to rule on the grievances and/or charges, and any member(s) making a grievance or charge and any member against whom a charge is made shall have the right to appear at the hearing and make arguments. Advance written notice of the hearing shall be given to concerned parties. The Executive Board may summon witnesses. Any Executive Board member who is a witness or who is charged in any case shall not participate in deciding the case.

Section 3. A written report of the proceedings shall be made to the membership affected. Appeals may be made to the General Membership or International Union.

Section 4. The Executive Board shall have the authority that includes, but is not limited to, the right to revoke membership or membership rights, or to disbar a member from holding office. There shall be no fining of members.

Section 5. The SEIU Member Bill of Rights and Responsibilities in the Union shall be enforced exclusively through the procedures provided in this Article and any decision rendered pursuant to the procedures provided for herein, including any appeals, shall be final and binding on all parties and not subject to judicial review.

Article 14
PROPERTY RIGHTS PROTECTION

In order to protect the rights of members, the SEIU Healthcare Minnesota Union, and the International Union, the title to all property, funds, and other assets of this SEIU Healthcare Minnesota Union shall at all times be vested in the SEIU Healthcare Minnesota Union's Executive Board for the joint use of the membership of this SEIU Healthcare Minnesota Union, but no member shall have any severable proprietary right, title, or interest therein.

Article 15
DISSOLUTION PRACTICE

In order to protect the members of the SEIU Healthcare Minnesota Union and the International Union, this SEIU Healthcare Minnesota Union cannot dissolve, secede or disaffiliate while there are seven (7) dissenting members and in accordance with the procedures contained in Article 25 of the International Constitution and By-Laws. In the event of secession, dissolution, or disaffiliation, all properties, funds and assets, both real and personal of this SEIU Healthcare Minnesota Union shall become the property of the International Union. Under no circumstances shall this SEIU Healthcare Minnesota Union distribute its funds, assets or properties individually among its members.

Article 16
AMENDMENTS

Section 1. Amendments to the Members' Constitution and By-Laws shall be proposed in writing and shall be read at a regular General Membership meeting and then presented at the next regular General Membership meeting for final action.

It shall require a two-thirds (2/3) vote of the members present at the next General Membership meeting to approve an amendment. No amendment shall be valid or become effective until approved by the International Union.

Section 2. The Constitution and By-Laws of this SEIU Healthcare Minnesota Union shall at all times be subordinate to the International Constitution and By-Laws, as it may be amended. If any conflict should arise between the Constitution and By-Laws of this SEIU Healthcare Minnesota Union, or any amendments thereto, and the International Constitution and By-Laws or amendments thereto, the provisions of the International Constitution and By-Laws shall control.

SEIU MEMBER BILL OF RIGHTS
AND RESPONSIBILITIES ON THE JOB

The right to have work that is worthwhile to society, personally satisfying to the worker, and which provides a decent standard of living, a healthy and safe workplace, and the maximum possible employment security.

The right to have a meaningful and protected voice in the design and execution of one's work and in the long-term planning by one's employer as well as the training necessary to take part in such planning.

The right to fair and equitable treatment on the job.

The right to share fairly in the gains of the employer.

The right to participate fully in the work of the Union on the scope, content and structure of one's job.

The responsibility to participate in the Union's efforts to establish and uphold collective principles and values for effective workplace participation.

The responsibility to recognize and respect the interest of all Union members when making decisions about Union goals.

The responsibility to be informed about the industry in which one works and about the forces that will affect the condition of workers in the industry.

The responsibility to participate fully in the Union's efforts to expand the voice of workers on the job.

The responsibility to give fully and fairly of one's talents and efforts on the job and to recognize the legitimate goals of one's employer.

SEIU MEMBER BILL OF RIGHTS
AND RESPONSIBILITIES IN THE UNION

The right to have opinions heard and respected, to be informed of Union activity, to be educated in Union values and Union skills.

The right to choose the leaders of the Union in a fair and democratic manner.

The right to a full accounting of Union dues and the proper stewardship over Union resources.

The right to participate in the Union's bargaining efforts and to approve Union contracts.

The right to have members' concerns resolved in a fair and expeditious manner.

The responsibility to help build a strong and more effective labor movement, to support the organizing of unorganized workers, to help build a political voice for working people, and to stand up for one's co-workers and all workers.

The responsibility to be informed about the internal governance of the Union and to participate in the conduct of the Union's affairs.

The responsibility to contribute to the support of the Union.

The responsibility to treat all workers and members fairly.

SEIU EXECUTIVE BOARD
EXPECTATIONS AND RESPONSIBILITIES

- Shape, champion, and execute the mission and vision of SEIU Healthcare Minnesota.
- Take a powerful, public role in promoting our union's mission and vision for social and economic justice with co-workers, not-yet union members, elected leaders, and community leaders.
- Understand, promote, and execute the democratically made decisions of SEIU Healthcare and the International union.
- Actively seek opportunities to develop personal leadership skills and to, in turn, develop the leadership skills of union sisters and brothers.
- Exemplify leadership behavior for all SEIU Healthcare Minnesota members.
- Respect and honor commitment to SEIU Healthcare Minnesota members, staff, and fellow elected leaders.

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