

HPAE Constitutional Amendment No. 1

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ARTICLE II OBJECTIVES

Amend as follows:

The objectives of this organization shall be as follows:

- a) ~~**To organize registered nurses, health professionals and allied health care workers, in both public and private sector, within our jurisdiction to work together to improve professional practice and economic standards in workplaces and within the health care industry.**~~
- b) ~~**To unite our local unions into one statewide and regional organization to speak with a collective voice and maximize our power to bring social, political and economic justice to our workplaces, the healthcare industry and our communities.**~~
- c) To provide representation for all ~~**its**~~ **our** members to bargain collectively with respect to wages, hours and other terms and conditions of employment, to negotiate written agreements with employers relating thereto and to achieve benefits and working conditions at all levels commensurate with the skills and expertise required of its members.
- d) ~~**To coordinate a program of legislative and political action that includes membership involvement to advance the interests of health care workers, the labor movement and our community partners at all levels of government.**~~
- e) To seek appropriate recognition of the skills and training required of ~~**its**~~ **our** members in all specialized professional and allied occupations and to formulate and adopt such ethical practices and personnel requirements to elevate the status of its members.
~~**To achieve an optimal working environment through a more satisfied membership.**~~
- f) To maintain and improve employment standards related to members and to critically examine and evaluate all new developments relating to their professions and all legislation which may have an effect upon the membership.
~~**To enable members to speak with a common voice on matters pertaining to their professional and common interest.**~~
- g) To engage in research and educational activities to promote a better understanding and advancement of this organization.
- h) To foster and develop harmonious relations with other labor organizations.
- i) To promote the health, wealth and safety of all members and to take such action as may be necessary to protect the interests of the organization and each of its members.
- j) To engage in all other lawful and incidental activities and to take such other actions as shall be necessary to effectuate the aforesaid objectives of this organization

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ARTICLE III. SECTION 1

MEMBERSHIP QUALIFICATIONS

Amend Section 1. Qualifications, as follows:

Insert new sections (d) and (e); amend and re-letter all subsequent sections accordingly:

- d) Membership in Good Standing: A member in good standing is one who:
- i. Has submitted an application for membership on a form provided by the Union;
 - ii. Has remitted the appropriate initiation fees and membership dues directly to the State Federation; or has authorized their Employer, pursuant to a collective bargaining agreement, to deduct appropriate initiation fees and membership dues from his/her paycheck in accordance with applicable laws;
 - iii. Is a member of a bargaining unit represented by HPAE, or is serving as an elected HPAE officer.
- e) Membership-at-Large: A member who has left the bargaining unit represented by a local may be eligible to apply for member-at-large status. If accepted, members-at-large shall retain membership standing in their local.
- f) HPAE will establish a **Council of Retirees** chapter of HPAE. Membership in the chapter will be available to all HPAE members, current and past, who have retired. The chapter will establish by-laws to address officer structure, meeting and a formal program. Members of the Council of Retirees Chapter shall also be considered to be Members-at-large.
- g) HPAE, as a State Federation, reserves to itself the ability to determine membership exclusive of, and in addition to, any ability of each of the Locals to determine membership. HPAE shall have the right to establish a council of locals on a statewide and/or regional basis to better serve the interests of our members. Any determination of membership status by a Local shall be subject to and subordinate to any membership determination by the State Federation. The State Executive Council, or designee, may adopt rules governing qualifications for membership or office.

All else remains the same.

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ARTICLE III. SECTION 3 MEMBERSHIP FEES

Amend Section 3. Membership Fees , as follows:

- a) Membership dues shall consist of an initial payment of no less than fifteen (\$15.00) dollars nor greater than forty (\$40.00) dollars as determined by the State Executive Council in addition to membership dues of one point ~~one~~ **two five** (~~1.1~~ **1.25**%) percent of gross pay, paid to the State Federation. Said dues shall at no time be refunded in full or in part.
- b) ~~Individuals may apply for At Large membership by paying dues of ten (\$10.00) dollars every four (4) months or thirty (\$30.00) dollars annually. Dues for Membership-at-large, which includes members of the Council of Retirees shall be \$40 per year, which may be divided into payments of ten (\$10) dollars every three (3) months.~~ Said dues shall at no time be refunded in full or in part.
- c) The State Executive Council shall have the right, by majority vote, to **temporarily** waive the initial payments for newly organized locals when such payments are required.
- d) **Nonpayment of dues or fees:**
 - i. **A member more than one month in arrears of dues payments as required by this Section shall not be considered in good standing; except that no member shall be considered in arrears based solely on the failure of an Employer to forward to the Union appropriate initiation fees and membership dues it so authorized.**
 - ii. **A member in good standing may apply for reinstatement to membership upon paying all delinquent amounts owed.**
- e) **In the event that payroll deduction of dues is not available under the member's collective bargaining agreement or applicable law, the HPAE State Executive Council shall have the right to determine a fixed rate of dues in lieu of the percentage amount as defined in Section 3(a) and the effective date of implementation. The fixed rate shall be effective only until the next regular HPAE convention.**

HPAE Constitutional Amendment No. 4

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ARTICLE IV. SECTION 1 STATE CONVENTION

Amend Section 1. State Convention, as follows:

A convention of the Health Professionals and Allied Employees shall be held biannually. **Effective 2018, the convention shall take place every three years** at such time and in such place as the State Executive Council may determine. Each local of the HPAE shall receive written notice (convention call) of the time and place ninety (90) days prior to the opening date of the convention. This written notice will include regulations concerning delegate nominations and elections and the agenda.

HPAE Constitutional Amendment No. 5

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ARTICLE V DUTIES OF OFFICERS

Amend as follows:

Section 2. Terms of Office

The term of office for President, First Vice President, and Secretary-Treasurer shall be four (4) years. **Effective 2018, the term of office for President, First Vice President, and Secretary-Treasurer shall be three (3) years which shall commence at the time of election at a State Convention.**

Section 7. Vacancies

In the event a vacancy occurs in any office or on the State Executive Council due to a change in status or otherwise, such vacancy shall be filled in the following manner:

- a) President - The First Vice President shall assume the office.
- b) First Vice President - ~~**A member of the**~~ **The** State Executive Council **shall have the authority to appoint a member in good standing** ~~**by majority vote of the State Executive Council shall be elected**~~ to fill the vacancy for the remainder of the term of office.
- c) The Second Vice President - The Vice-President within the Local shall assume the office. **If there are more than one vice-president positions in the local, the Local Executive Board shall determine which vice-president shall assume the position.**
- d) All others by appointment of the President with the approval of the State Executive Council.

Section 10. Reimbursement

Any member or officer who shall lose time or incur expenses to attend to HPAE business, authorized by the State Executive Council of the HPAE, ~~**shall**~~ **may** be reimbursed.

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ARTICLE VI. SECTION 1

STATE EXECUTIVE COUNCIL

DEFINITION

Amend sections (a) and (b) as follows:

- a) The State Executive Council shall be composed of the Constitutional officers as defined in Article V, section 1.a, ~~the chairperson of each local grievance committee, or other and one~~ designated local officer or elected Local Executive Board member designated by each Local Union; and the Executive Committee.
- b) A maximum of five (5) members of the State Executive Council shall be elected by the State Executive Council, to serve a one year term on the Executive Committee with the current State Executive Council Officers. ~~Former members, in good standing, of the State Executive Council are also eligible to be nominated and elected to serve on the Executive Committee.~~

¹ This amendment was adopted with a proviso that it not take effect until June 1, 2017.

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ARTICLE VI. SECTION 4 EXECUTIVE COMMITTEE PURPOSE AND AUTHORITY

Amend section (F)(9) as follows:

- F. Review and investigation of complaints from locals, state officers or representatives, including requests for disciplinary action against members, officers or representatives on the State or Local level.
9. If any person is convicted of a crime against the union, such conviction shall be cause for expulsion from membership, ~~and/or~~ disqualification from union office and/or denial of membership status.

HPAE Constitutional Amendment No. 8

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ARTICLE VII EXECUTIVE DIRECTOR

Add new Article VII, Executive Director, as follows:

Article VII. Executive Director

Section 1. The HPAE State Executive Council shall have the right to establish a position of Executive Director. The Executive Director shall have the responsibility to run the day-to-day operations and functioning of the union. Executive Director shall have the authority to hire and supervise staff and shall be responsible for oversight of the financial operations of the union.

Executive Director position and duties shall be determined by the President, subject to the approval of the State Executive Committee. The Executive Director shall report directly to the President.

Section 2. Executive Director will be an ex officio member of the SEC and the SECee without voting privileges.

Re-number all subsequent articles.

HPAE Constitutional Amendment No. 9

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ARTICLE VIII SPECIAL FUNDS

Amend Section 1. Activity Support Fund, as follows:

b) Funding

Ten (10%) percent of the membership dues may be set aside in a separate and special account. The State Executive Council may temporarily suspend deposits into the special account when it determines a reasonable balance has been achieved. ~~An annual~~ financial report on this fund shall be made annually to the HPAE State Executive Council and at the triennial State Convention or any Special Convention.

Amend Section 2. Special Assistance Fund, as follows:

a) Definition

A separate fund will be established for the exclusive purpose of assisting members who are experiencing undue financial hardship. An initial amount of ten thousand dollars (\$10,000) will be budgeted for this ~~purpose beginning with the 1998 fiscal year~~. Up to five thousand dollars (\$5,000) may be added to the fund annually through the normal budgeting process, based on the activity of the fund.

HPAE Constitutional Amendment No. 10

ARTICLE IX. SECTION 1 CONVENTION REPRESENTATION

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Amend section (e) Delegate Entitlement, as follows:

2. A Local and Retiree chapter shall be entitled to up to two (2) delegates for the first thirty (30) members. ~~based on the following:~~

Membership number — Delegates

~~1 — 10~~ ————— ~~2~~

~~10 — 20~~ ————— ~~3~~

~~21 — 50~~ ————— ~~5~~

For every additional ~~fifty (50)~~ thirty (30) members, a local will be entitled to one (1) additional delegate ~~three (3) delegates.~~

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ARTICLE XI

STATE CONVENTION PROGRAM

Amend Section 4. Order of Business, as follows:

The order of business for business sessions of the convention shall be as follows:

- a) Action on minutes of the previous convention as summarized in the delegate's reports prepared by the convention reporter.
- b) Report of the State Executive Council
- c) Report of special committees.
- d) Report of standing committees.
- e) Report of convention committees
- f) **Officer Election**

HPAE Constitutional Amendment

SPECIAL ORDER OF BUSINESS

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ARTICLE VIII SPECIAL FUNDS

Amend Section 2. Special Assistance Fund, as follows:

Section 2. Donna Benjamin Special Assistance Fund

a) Definition

A separate fund will be established for the exclusive purpose of assisting members who are experiencing undue financial hardship. An initial amount of ten thousand dollars (\$10,000) will be budgeted for this purpose ~~beginning with the 1998 fiscal year~~. Up to five thousand dollars (\$5,000) may be added to the fund annually through the normal budgeting process, based on the activity of the fund.