

**CONSTITUTION AND BYLAWS RECOMMENDATIONS**  
**CONSTITUTION AND BYLAWS SUB-COMMITTEE**  
**COMMITTEE ON THE FUTURE OF SEIU, LOCAL 73**

After having reviewed Local 73’s suspended constitution and bylaws, as amended March 10, 2017, the Constitution and Bylaws Subcommittee (“Subcommittee”) finds that the suspended constitution and bylaws conforms to and encapsulates the majority of the Service Employees International Union’s Constitution and Bylaws. Accordingly, the Subcommittee recommends that the suspended constitution and bylaws be used as a basis for the new Constitution and Bylaws, with specific provisions amended as follows:

**Preamble and Mission Statement**

The Subcommittee recommends updating the Preamble in the suspended Local 73 constitution and bylaws to:

**Whereas**, we hold the following to be true and correct—That all men and women are created equal, endowed with certain freedoms and rights. History has taught us only when our members are active and engaged, will we find the strength and unity to obtain our goals. Therefore be it

**Resolved**, we the members of Service Employees International Union, Local 73, do hereby form a Union for the purpose of concentrating our efforts to secure and establish the right of working people and to advance and protect our rights;

**Therefore**, we do enact and declare for our future guidance, the following constitution, bylaws, and rules or order for the purpose of defining the rights and duties of our members and officers and to establish laws for the governance of our Union.

The Subcommittee recommends removing the SEIU Mission Statement provision from the new Local 73 constitution.

**Article III: Membership**

Section 3(A). Membership. The Subcommittee recommends that Membership be amended to specifically state that any Local 73 officer or employee may be a Regular Member of Local 73, provided that such individual is not represented for the purposes of collective bargaining by another labor organization.

**Article IV: Organization and Officers**

Annual Leadership Assembly

In order to provide more executive authority to members, the Subcommittee recommends that a new governance structure be created, which empowers members. To that end, the Subcommittee recommends that the new governance structure consist of an Annual Leadership Assembly that meets once annually and is the highest policy creating body of the Union. The

Annual Leadership Assembly shall consist of delegates, which will be elected by the membership. To ensure proportional representation, the membership will be divided into thirteen (13) regions based on employer and/or geographic location. Every region will be entitled to one (1) Delegate for every fifty (50) members. The thirteen regions are: 1—Chicago Public Schools; 2—UIC; 3—Cook County; 4—Secretary of State; 5—Chicago Park District; 6—City of Chicago; 7—Other Chicago Area Employers; 8—Northern Suburbs; 9—Southern Suburbs; 10—Western Suburbs; 11—Champaign-Urbana-Decatur; 12—Other Illinois Employers Outside of Greater Chicagoland area; and 13—Northwest Indiana. The chart below represents the number of delegates by region based on April 2018 membership numbers.

<b>Region</b>	<b>Number of Workers Represented</b>	<b>Number of Convention Delegates</b>
Chicago Public Schools	6920	138
UIC	3858	77
Cook County	2763	55
Secretary of State	2206	44
Chicago Park District	2184	44
City of Chicago	1918	38
Other Chicago area employers	1621	32
Northern Suburbs	1091	22
Southern Suburbs	1266	25
Western Suburbs	1997	40
Champaign-Urbana-Decatur	684	14
Other Illinois employers outside of greater Chicagoland area	1062	21
Northwest Indiana	840	17
<b>Total Delegates</b>		<b>567</b>

A majority of the Assembly plus the President and/or Secretary Treasurer shall constitute a quorum for the transaction of business. The Assembly shall discuss issues, policies, and programs of the Union to advance the goals and interests of the membership, to review the work of the Union from the preceding year, and to adopt goals for the upcoming year. Actions taken by the Annual Leadership Assembly shall be the official policy of the Union. In the event of a tie, the President shall cast the deciding vote. A notice of date, time, and location for the Annual Leadership Assembly shall be provided to the delegates at least thirty (30) days prior to its convening. The Annual Leadership Assembly will be open to the general membership who may attend as observers.

#### Executive Board

The Subcommittee also recommends that the Union create an Executive Board, which shall serve as the highest governing body. The Executive Board shall consist of one (1) President, one (1) Secretary Treasurer, two (2) Executive Vice Presidents, five (5) Vice

Presidents who are not staff of the Union, and a number of Executive Board Members based on the formula below. The Executive Board shall meet quarterly and will be open to the general membership, except when an executive session of the Executive Board is warranted. A majority of the Executive Board plus the President and/or Secretary Treasurer must be present to constitute a quorum.

The President, the Secretary Treasurer, the two Executive Vice Presidents, and the five Vice Presidents will be elected at large. The position of Recording Secretary is eliminated and the duties of the Recording Secretary shall be absorbed by the Secretary Treasurer. The President, the Secretary Treasurer, and the two Executive Vice Presidents shall be full-time compensated positions.

The Executive Board Members will be elected based on the voting region they are in. Every region will be entitled to one (1) Executive Board Member and one (1) additional Executive Board Member for every 1,000 members or major fraction thereof. The chart below represents the number of Executive Board Members by region based on April 2018 membership numbers.

Region #	Region	Number of Workers Represented	Number of Executive Board Members
1	Chicago Public Schools	6920	7
2	UIC	3858	4
3	Cook County	2763	3
4	Secretary of State	2206	2
5	Chicago Park District	2184	2
6	City of Chicago	1918	2
7	Other Chicago area employers	1621	2
8	Northern Suburbs	1091	1
9	Southern Suburbs	1266	1
10	Western Suburbs	1997	2
11	Champaign-Urbana-Decatur	684	1
12	Other Illinois employers outside of greater Chicagoland area	1062	1
13	Northwest Indiana	840	1
	<b>Total Delegates</b>		<b>29</b>

#### Executive Committee

The Subcommittee also recommends that the coordination and implementation of policy for the Union be the responsibility of the Executive Committee, which shall consist of the President, Secretary-Treasurer, the two Executive Vice Presidents, and the five Vice Presidents. The duties of the Executive Committee shall be to carry out the decisions of the Annual Leadership Assembly and the Executive Board. The Executive Committee shall report to the

Executive Board on actions taken in furtherance of its responsibilities. The Executive Committee will meet monthly at a place, date, and time set forth by the President.

#### Executive Officers

The Subcommittee recommends that the daily administration of the Union be the responsibility of the Executive Officers, which shall consist of the President, Secretary Treasurer, and the two Executive Vice Presidents.

#### Chapters

The Subcommittee recommends that the Executive Board be granted the authority to charter, upon request, chapters to represent members and carry out the goals and objectives of the Union. Chapters may adopt and amend their own bylaws, subject to the approval of the Union's Executive Board. Chapter bylaws shall be subordinate to the Union Constitution and Bylaws and not conflict with the Union Constitution and Bylaws. Any chapter that willfully neglects to enforce the provisions of the Union Constitution and Bylaws shall be subject to suspension of its Charter or other such sanctions as may be determined by the Executive Board. The Chapters shall hold meetings at least once every three (3) months as determined by the Chapter's Bylaws. Minutes of such meetings, shall be kept and forwarded to the Union's Secretary Treasurer.

#### General Membership Meetings and Convention

Given the recommended new organizational and officer structure proposed above, the Subcommittee recommends that the Union General Membership Convention and General Membership Meetings will no longer be part of the governance structure of the Union. Any language referencing either the General Membership Convention or the General Membership Meetings shall be deleted. The Subcommittee also recommends that the reference to "Divisions" in this Article and in all other articles be deleted.

#### Implementation of New Governance Structure

The Subcommittee recommends that an election for Executive Board members be held by Fall 2018, if possible. The Subcommittee recommends that the Executive Board begin work to transition to the new governance structure in January 2019. In the interim time frame, until the new governance structure is in place, the Subcommittee recommends that newly elected Executive Board may, if deemed appropriate, have member meetings for the purpose of keeping members informed of the transition to the new governance structure and other important issues. These member meetings shall not be for the purpose of determining policy or governance of the Union.

#### **Article VI: Duties of the Secretary Treasurer**

The Subcommittee recommends that this article be amended to reflect that the Secretary Treasurer will absorb the duties of the Recording Secretary.

#### **Article VII: Duties of the Executive Vice Presidents**

The Subcommittee recommends amending the Article entitled “Duties of the Vice Presidents” to “Duties of the Executive Vice Presidents.” The amended Article should reflect that there are two Executive Vice Presidents.

#### **Article VIII: Duties of the Vice Presidents**

The Subcommittee recommends deleting the Article entitled “Duties of the Recording Secretary.” In its place, the Subcommittee recommends adding an article entitled “Duties of the Vice Presidents.” This new Article should reflect that there are five Vice Presidents and that their duties are to serve on the Executive Committee and Executive Board and to perform duties as assigned by the President or the Executive Board.

#### **Article IX: Term of Office**

The Subcommittee recommends deleting the second sentence so that the term of office shall be three (3) years.

#### **Article X: Nominations and Elections**

Section 1: The Subcommittee recommends that the reference to nominations occurring during the regular membership meetings be deleted.

Section 2: The Subcommittee recommends that the nominating petitions of at-large elected positions must contain the signatures of at least three percent (3%) of the members in good standing and at least fifteen (15) signatures from each of four (4) bargaining units. Nomination petitions of Regional Executive Board Members and Annual Leadership Assembly Delegates must contain the signatures of at least three (3%) of the members in good standing in their Region/Voting Unit. Nomination petitions shall be presented to the chair of the Union’s Election Committee.

Members may sign nominating petitions for multiple candidates running for a position in their voting unit or at large. The voting region shall also elect a minimum of one alternate, who shall attend the Annual Leadership Assembly in the absence of the elected delegate.

Section 3: The Subcommittee recommends that the President, with the concurrence of the Executive Board, appoint an Elections Committee to determine the eligibility of the candidates for office. The Elections Committee shall be composed of five (5) non-partisan members who are not candidates for any office and shall be appointed at least thirty (3) calendar days prior to the nomination period. The Subcommittee also recommends that the eligibility requirement in Section 3 that requires the attendance of at least two membership meetings in the prior twelve months be deleted.

Section 4: The Subcommittee recommends that the Elections Committee have the authority to determine whether the election is an in-person ballot election, a mail ballot election, or an election by any other means that is not in violation of any federal or state laws. In any event, the elections shall be via secret ballot. The Subcommittee recommends that the initial election for Executive Board Members be done via a mail ballot election.

### **Article XII: Installation**

The Subcommittee recommends that current installation oath for officer be replaced with the following new installation oath for officers:

*I, \_\_\_\_\_[name]\_\_\_\_\_, accept my responsibility as an officer of SEIU Local 73 and I pledge that I will faithfully observe the Constitution and Bylaws of the Service Employees International Union and SEIU, Local 73.*

*I pledge that I will provide ethical, responsible leadership, representing our members and organizing new workers to build power to win for all.*

*I agree to defend the principles of trade unionism.*

*I will not knowingly wrong a member or see a member wronged if it is in my power to prevent it.*

*I pledge to exercise leadership based on the SEIU standards of:*

- *Shared unity of purpose;*
- *Openness to questions and a willingness to learn;*
- *Acting with the courage of our convictions;*
- *Working together with accountability; and*
- *Commitment to inclusion.*

*I believe in and will fight for the SEIU vision of a just society where all workers are valued and people respected, where all families and communities thrive, and where we leave a better and more equal world for generations to come.*

*I commit to the highest level of ethical behavior in exercising leadership decisions on our members' behalf.*

*I also pledge that I will work to the best of my ability to provide effective and responsible leadership to the members I am privileged to represent.*

### **Article XIII: Duties of Union Representation**

The Subcommittee recommends deleting this article as it is not necessary as a guiding principle of the Union.

### **Article XV: Officers' Attendance at Meetings**

The Subcommittee recommends that this article be applied to all elected officials of the Union.

### **Article XXIII: Standing Committees**

Section 1: The Subcommittee recommends renaming the "Civil and Human Rights Committee" to the "Social and Economic Justice Committee."

The Subcommittee recommends that each Standing Committee have at least ten (10) members and that the Executive Board shall appoint a chair to each Standing Committee upon recommendation by the President.

#### **Article XXIV: Divisions**

The Subcommittee recommends deleting this article as the past practice in the Union in regard to Divisions was that Divisions were used as an administrative function for the staff of the Union to perform representative work. This function was not used to build power for the members. Accordingly, the Subcommittee recommends deleting the Divisions article as part of its new vision for the organization of the Union.

However, the Subcommittee recommends that Section 4 of this Article be kept as the International Constitution and Bylaws requires each local union to transmit copies of collective bargaining agreements and contracts to the International. The Subcommittee recommends that this duty now be assigned to the Secretary Treasurer.

#### **Ethics Policy**

The Subcommittee recommends that an article be added to the Union's new constitution and bylaws that states that the Union shall abide by the International's Code of Ethics and Conflict of Interest Policy as approved by the International Executive Board.