

Summary of SEIU 521 Bylaws Amendments

SEIU 521

Purpose of the SEIU 521 Bylaws Amendments

- Adding language that ensures the inclusion of workers who might otherwise be disenfranchised;
- Expansion of geographical boundaries to include CCPU & New Organizing;
- Updating SEIU Code of Ethics and Conflict of Interest Policy;
- Deleting obsolete language for clarity.

Expansion of Geographical Boundaries to include CCPU & New Organizing

- **Preamble:** Adding “beyond” to give SEIU 521 the ability to organize in new industries and outside of California.
- **Jurisdiction:** Expanding geographical boundaries to 19 counties to include San Joaquin & Alameda to incorporate areas where we represent Childcare Providers.
- **Regional Vice Presidents:** Expanding the counties in the designated regions for the Regional Vice Presidents to include Alameda in Region 1 and San Joaquin in Region 3.
- **Small Chapter Executive Board Delegates:** Designating the Union Office for workers in small chapters for the purpose of electing delegates to the Executive Board in San Joaquin County as the Fresno Office, and the San Jose Office for Alameda and San Mateo Counties.
- **Committee on Political Education (COPE):** Adding Alameda County to the Coastal Region for the purpose of electing Regional COPE Chairs.

Ensuring the Inclusion of Workers that Might Otherwise be Disenfranchised

- **Transitional Associate Members:** Gives the Executive Board the authority to approve transitional associate member status to an entire group of employees so that they are eligible to vote in local-wide elections and participate in union committees/activities.
- **Qualification of Candidates for Office:** Updating language regarding the waiver of two-year requirement for continuous membership to reflect the time the member began paying dues rather than when their chapter affiliated; this is more logical because many chapters affiliate long before they begin paying dues.

Deleting Obsolete Language

- **Campaigning:** Deleting outdated language referencing regional volunteers for the 2010 election.
- **Small Chapter Executive Board Delegates:** Deleting language referencing the Redwood City Office that no longer exists.
- **Guidelines for Chapter Governance:** Deleting outdated language requiring chapters to comply with the governance structure by March of 2012.

Updated SEIU Code of Ethics and Conflict of Interest Policy

- The current SEIU Code of Ethics and Conflict of Interest Policy in our bylaws is outdated. This code and policy were revised by the SEIU International Executive Board on May 22, 2024.
- Per our own bylaws, SEIU 521 is required to abide by the International Union’s code of ethics.
- This update is necessary to be in full compliance with the SEIU International Union.

Adjusting Notice Period for Nominations and Elections

- The notice period for the Notice of Nominations and Elections will be reduced from 90 to 60 days.
- This change will simplify election management for the Local and Election Committee while maintaining procedural integrity.
- This change is fully compliant with all applicable federal law.



Proposed Amendments to the SEIU 521 Constitution and Bylaws

PREAMBLE

The purpose of this member-driven union is to organize and represent workers in the Central Northern Region of the State of California and beyond.

Article II – Jurisdiction

- Our geographical boundaries of the Local are comprised of workers in these ~~17-19~~ counties: Alameda, Alpine, Fresno, Inyo, Kern, Kings, Madera, Mariposa, Merced, Mono, Monterey, San Benito, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Stanislaus, Tulare and Tuolumne.

Article IV - Member Bill of Rights and Responsibilities in the Union and the Workplace & Code of Ethics

- SEIU Local 521 will abide by the International Union's Code of Ethics as approved by the International Union Executive Board, ~~June 13, 2009~~ May 22, 2024.

To review the full Code of Ethics, please go to <https://tinyurl.com/799fw2nv>

Article VI Membership and Member Rights

Section 5: Associate Members:

- 5.01 Transitional:** If a member in good standing wishes to remain a member after his/her eligibility is lost due to transfer into a different bargaining unit, leaving employment for other work, or other reasons, ~~He or she~~ they may apply for Associate Membership with SEIU Local 521 within 120 days of status change so long as their position does not create a conflict of interest. The Local Officers shall approve or deny the application and may withdraw approval at any time for any valid reason. The Executive Board may on its own adopt a motion approving the transitional associate member status of entire groups of employees. A Transitional Associate Member may only vote in Localwide Union Elections. They may not hold any office within the Local. They may only participate where the committees/activities/events are directed toward community/political outreach or are social/recreational in nature. When approved by the Executive Board they may be appointed to represent the Union at Central Labor Councils and other Community Groups. The dues for Transitional Associate Members shall be \$15.21 per month.

Article VIII - Election, Recall, and Replacement of Localwide Officers, Executive Board Delegates, and Trustees

Section 3: Qualification of Candidates - A person is eligible to be a candidate for office of the Local Union if he or she has been a member in good standing of the Local Union for at least two continuous years immediately prior to nomination, paying full membership dues. The two-year requirement is waived if he or she has been a full dues-paying member in good standing since the time ~~of affiliation of~~ their chapter began paying dues. No person will be eligible to be a candidate for more than one office of the Local Union simultaneously. For purposes of this section, Chapter officers shall not be considered Local officers.

Section 4: Notification of Election - All members shall be notified of an election not less than ~~ninety-sixty~~ (90/60) days prior to the commencement of voting and notified of nominations no less than thirty (30) days before their close.

To balance the rights of Union staff who are Local Union members, to run for office and participate in localwide elections with the potentially unfair advantage they may have by virtue of their temporary or permanent role as staff in the union, there must be strict adherence to the Department of Labor Rules. The appearance of violations must be avoided. Therefore, the local union will establish strict rules and policies to monitor and to implement the Department of Labor laws as they pertain to staff participation in Localwide elections. Staff must be on pre-authorized time off for campaigning and will be required to sign a document stating that they understand the rules and will abide by them or will be terminated or disciplined. Any activities they perform on behalf of themselves, or another candidate must be clearly understood as their own position, not that of the Local Union. During the Election period, Trustees will make themselves available to answer questions, complaints, and concerns about any such possible infractions and will take immediate action where necessary. ~~For the 2010 election only, board approved regional volunteers will serve in this capacity.~~

Article IX - Officers

Section 8: Regional Vice Presidents - There shall be 5 (five) Regional Vice Presidents.

The following are the designated regions:

- Region 1: Alameda, Santa Clara, San Mateo
- Region 2: Santa Cruz, Monterey Counties, San Benito Counties
- Region 3: San Joaquin, Stanislaus, Merced, Tuolumne, Mariposa, Mono, Alpine Counties
- Region 4: Madera and Fresno Counties
- Region 5: Tulare, Kings, Kern, Inyo Counties

Article X - Executive Board

Section 4: Small Chapter Executive Board Delegates "Composite Jurisdictions"

Chapters with fewer than 250 members are designated as small chapters and shall be grouped into regions for the sole purpose of electing Delegates to the Executive Board. They shall be grouped based on the Local Union Office Location from which they receive services:

- Bakersfield Office: Covering the Kern County and Inyo County region;
- Fresno Office: Covering Fresno County, San Joaquin County, Stanislaus County, Tulare County, Tuolumne County, Mariposa County, Mono County, Alpine County, Madera County, and Merced County region;
- Hanford Office: Covering the Kings County region;
- ~~Redwood City Office: Covering the San Mateo County region;~~
- Salinas Office: Covering the Monterey County and San Benito County region;
- San Jose Office: Covering the Alameda, San Mateo, and Santa Clara County regions;
- Santa Cruz Office: Covering the Santa Cruz County region;
- Visalia Office: Covering the Tulare County region

Section 10: Committee on Political Education (COPE) There will be quarterly meetings of chairs and/or vice-chairs for all CLC COPE Committees. From these officers, there will be two (2) regional Chairs of COPE elected every two (2) years to represent each region of the Local Union; the Coastal region, consisting of Alameda, San Mateo, Santa Clara, Santa Cruz, San Benito, and Monterey counties; and the Valley region, consisting of the remaining counties of the Local Union. These regional Chairs will report COPE plans and activities to the Executive Board following each quarterly COPE meeting.

Article XII - Guidelines for Chapter Governance

Section 2: Chapter/Employer - The Local Union has adopted, "one employer, one chapter," as its policy for creating unity and increasing the bargaining strength of each jurisdiction and of the Local. ~~Chapters will comply with this policy by March of 2012. For the initial election, groups not already in compliance shall be considered one for purposes of Executive Board Delegate election only.~~