

MONTEREY COUNTY CHAPTER BYLAWS



October 2020

*As approved by the Monterey County Chapter Board and
SEIU Local 521 Executive Board and Ratified by Monterey
County Members on October 29th, 2020.*

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SEIU LOCAL 521 VISION STATEMENT

SEIU Local 521 envisions a future where all families have:

- Quality life-long health care
- Safe, secure and meaningful employment
- A powerful voice at work
- Access to lifetime learning
- A healthy, sustainable environment
- Safe, affordable housing, and
- A dignified retirement

We make this our future by building a powerful, democratic union which champions quality community services and empowers the people who provide them.

OUR PURPOSE AND OBJECTIVES

It is the purpose of Local 521, Service Employees International Union, to improve the hours, wages, working conditions and general lives of its members and our community. In order to do that, we must contribute in every way possible to the rejuvenation of the labor movement in the United States. To that purpose, we will actively and vigorously organize unorganized workers, empower our members to improve their quality of working life, work to bring vigorous, accountable leadership to all levels of organized labor; leaders who support and encourage both external and internal organizing and who reflect the diversity of our membership; and fight for social justice through community alliances, electoral politics and by promoting solidarity among all working people.

OBJECTIVES OF THE CHAPTER

The objectives of this Chapter are to improve the wages, hours and working conditions of its members, promote active participation of its members in the decision-making processes of the employer to bring quality public services to the community, promote the economic, political, intellectual, environmental and social welfare of its members and the community within which we live; and represent the members in disputes with the employer and in collective bargaining.

OBJECTIVES OF THE BYLAWS

The objective of these Bylaws is to provide rules of acceptable self-government, consistent with SEIU Local 521 principles and the SEIU International Bylaws.

ARTICLE 1: NAME

The County of Monterey Chapter, hereinafter referred to as Chapter within this document, is a recognized Chapter of Service Employees Local 521, Service Employees International Union (SEIU), and complies with all Bylaws of Local 521 and SEIU International and hereby incorporates such Bylaws as its own.

ARTICLE 2: JURISDICTION

The jurisdiction of the Chapter shall be all workers covered by Memoranda of Understanding (MOU) or agreements for employment with the County of Monterey.

ARTICLE 3: MEMBERSHIP

Section 1: Eligibility

Any person employed within the jurisdiction of this Chapter shall be eligible for membership in accordance with these Bylaws.

Section 2: Good Standing

A member who has paid the dues obligation shall be determined to be a member in good standing with the Chapter and the Local Union. In order to be a member in good standing, dues must be current and paid on time. Dues are due and payable on or before the last day of the current month.

Section 3: No Discrimination

There shall be no discrimination against any member, or applicant for membership, for reason of race, color, sex, age, sexual orientation, disabilities, creed, religion, national origin, political opinion, first language spoken, affiliations, or any other recognized class.

Section 4: Membership

Workers who choose not to become members of Local 521 shall be entitled to representation rights such as grievance, negotiation and appeal services, but shall not be entitled to run for office, or have a voice and vote in internal union elections. Non-members are not entitled to participate in the benefits programs offered by the Local or International Union, including, but not limited to, the scholarship programs and various discounts through SEIU's member benefits.

Section 5: Change of Membership Status

A person may discontinue regular membership in accordance with the terms and conditions as stipulated in their signed authorization form.

Section 6: Retirees

Members retiring from the Monterey County chapter are urged to join SEIU Local 521 as a retired member and participate in the Retired Chapter.

ARTICLE 4: STRUCTURE

The structure of this Chapter shall consist of the General Membership, Stewards, Chief Stewards, and the Chapter Board.

Section 1: General Membership

The General Membership is the body authorized to take lawful action, consistent with these Bylaws, and to act on behalf of the Chapter. General Membership consists of all regular members in good standing. It does not include service fee payers or those who donate to a charity in lieu of paying dues. To qualify for the designated charity fee deduction, an employee must certify to the Union that he/she is a member of a bona fide religion, body, or sect, which has historically held conscientious objections to joining or financially supporting public employee organizations.

Section 2: Stewards

Stewards will be the first line of representation for a department or unit and responsible for union education to fellow employees at their work sites.

Section 3: Chief Stewards

The Chief Steward of each bargaining Unit shall be a resource to all Stewards, coordinate the work of the Stewards, make decisions in situations where a worker wishes to have a Steward who is not in their representational area, and ensure that representation areas are designated and periodically reviewed in order to maintain the broadest possible representation.

Section 4: Chapter Board

The Chapter Board is composed of a President, Vice President, Secretary, and a Board of Directors. See Appendix A for a chart of the Chapter Board.

ARTICLE 5: OFFICERS AND BOARD OF DIRECTORS

The Officers of this Chapter shall be a President, Vice President, Secretary, and a Board of Directors from each Bargaining Unit-Seven (7) Unit J Board Members, Three (3) Unit K Board Members, Three (3) Unit H Board Members, Two (2) Unit F Board Members, and One (1) Unit R Board Member. (See Appendix A for a chart of the Chapter Board). One Alternate for each Board Member will be filled by the person who receives enough votes but not enough to win for each position. Whenever the Board Member is unable to attend meetings, the Alternate will attend in his/her stead. Alternates will be able to vote during Board meetings only when the regular member is absent. Each office is a three year term.

Section 1: Duties of the President

The President shall be the presiding officer of the Chapter and shall preside over all General Membership and special meetings, have general supervision of the work of the Chapter, and in accordance with the Bylaws and in coordination with Local Union staff, have authority to act in all matters not otherwise delegated. The President is one of the persons authorized to sign and counter-sign all appropriate contracts and agreements. The President may also appoint committee Chairpersons, create or disband special committees and define their tasks. The President shall give a full report of her/his activities at each regular Chapter Board meeting and General Membership meeting and may appoint a Sergeant at-Arms and a Parliamentarian. The President shall also represent the Chapter with the media or his/her designee and be the chief spokesperson for the chapter.

Section 2: Duties of the Vice President

The Vice President shall perform the duties of the President in his/her absence, assist the President in the operation of all the affairs of the Chapter, succeed the President if the President is unable to

complete the term, and monitor and attempt to ensure attendance by the General Membership. In the event of the Vice President is assuming the duties of the President, and/or a vacancy, the Chapter Board will appoint an interim Vice President.

Section 3: Duties of the Secretary

The Secretary shall keep a correct and accurate record of proceedings of all regular and special Chapter Board and General Membership meetings of the Chapter and keep physical and electronic copies of records in a secure location in the Union Hall. In the event of the Secretary assuming the duties of the Vice President, and/or a vacancy, the Chapter Board will appoint an interim Secretary.

Section 4: Duties of the Board of Directors

The Board of Directors shall be equal in voting rights. In order to maintain contact with the membership, each Board Member will attend steward or other meetings as needed. See Appendix A for Board of Directors Breakdown by Department. The Chapter Officers may waive this policy to fill vacancies.

ARTICLE 6: CHAPTER BOARD MEETINGS

Section 1: Notice

The Chapter Board shall regularly meet at least one time each month with due notification. Notification of meetings shall occur at least seven days prior to the meeting. The General Membership shall be notified of cancellations no less than 72 hours prior to the scheduled meeting. Minutes will be taken and presented in writing for approval by the Board at the next regular meeting. Meeting shall be conducted in accordance with Robert's Rules of Order.

Section 2: Quorum

A quorum for the Chapter Board meetings shall be one-half (1/2) plus one of the number of Chapter Board seats filled at that time, rounded to the next whole number.

Section 3: Agenda

The President, in cooperation with appropriate staff, shall cause an agenda to be presented for each regularly scheduled meeting of the Chapter Board seven (7) days prior to that meeting, except in the event of emergency meetings. A copy of the agenda shall be posted at the SEIU 521 Union Office and website on the Friday before any meeting. Any member may submit an item to the President to be placed on the agenda at least 10 days prior to the next scheduled meeting.

Section 4: Authority to Act

In the absence of a quorum at the Board meeting, the actions of the Chapter Board as reported in the minutes shall be deemed accepted, and the Chapter Board shall be authorized to act in the name of the Chapter. However, on matters of policy, members at the next regular meeting, by majority vote, may agendaize any subject matter for discussion and possible action.

Section 5: Absences

Members of the Chapter Board who cannot attend a meeting shall notify the President and/or the local office that they will be absent. In the event any Officer fails to attend three (3) Chapter Board meetings, without cause or proper notification, within a 12 month time period the officer's seat shall be declared vacant. Chapter Officers may approve and excuse absences. Except in emergencies, a Board member must contact President or staff prior to the meeting to obtain an excused absence. If a Board member is

unable to attend a meeting, it will be the Board member's responsibility to arrange for the Alternate to attend meetings in his/her absence. Alternates will be able to vote during Board meetings when the regular member is absent.

Section 6: Special Meetings

The President shall be able to call special Chapter Board meetings without prior written notice in such cases where he/she deems the time factor is of urgency and the issue demands immediate attention, or when he/she feels a strategic position of the Chapter would be lost by hesitation, which could include but is not limited to:

- Unexpected negative impacts to members which need action
- Other matters of urgency.

A special meeting of the Chapter Board may take the form of a conference call or use of other electronic communications not to include County of Monterey e-mail. The Chapter Board shall make a reasonable effort to contact all members. Minutes shall be presented at the following Chapter meeting which must follow the requirements of any normally publicized meeting for action and attendance.

Section 7: Regular Order of Business

The Regular Order of Business for Chapter Board meetings, subject to waiver upon proper motion, shall be:

1. Roll Call/Determination of Quorum
2. Open Forum (each speaker limited to two (2) minutes)
3. Review of Minutes and Agenda
4. Officer Reports (President, Vice President, Treasurer)
5. Old Business
6. New Business
7. Workplace/Member Reports
8. Local Union Executive Board Delegate Report
9. Committee Reports
10. Staff Reports
11. Good and Welfare
12. Adjournment

Section 8: Parliamentarian

If the Officers of the Chapter Board wish to have a parliamentarian to maintain parliamentary procedure in meetings, the President with the ratification of the Board shall appoint a member in good standing. The Parliamentarian shall have the bylaws and contracts present at meetings.

Section 9: Sergeant-at-Arms

If the Officers of the Chapter Board wish to have a Sergeant-at-Arms to maintain order, the President with the ratification of the Board shall appoint a member in good standing.

ARTICLE 7: GENERAL MEMBERSHIP MEETINGS

Section 1: Frequency and Notification

A General Membership meeting shall take place at least four (4) times annually at such time and place as the Chapter Board may designate. The General Membership shall be notified of such meeting time and place at least seven (7) days prior to such meeting.

Section 2: Official Directives

Any action taken by the General Membership at a membership meeting held pursuant to this Article shall prevail as the official policy and directives of this Chapter.

Section 3: Quorum

A quorum shall be declared for a General Membership meeting if twenty five (25) members are in attendance within thirty minutes following the beginning of such meetings. In the absence of a quorum, the Chapter Board shall act on behalf of the Chapter in accordance with Article 6, Section 4, of these Bylaws.

Section 4: Voting

There shall be no proxy, write in or absentee votes at any meeting. All votes shall be cast in person.

ARTICLE 8: CHAPTER ELECTIONS COMMITTEE AND ELECTION PROCEDURES

Section 1: Term and Purpose of the Elections Committee

30 days prior to the start of the nomination period for the Board of Directors, an Election Committee of five (5) members and two (2) alternates shall be chosen by the General Membership at a General Membership meeting to be held no later than October 15, and serve for a period of three (3) years. The Election Committee shall rule on the qualifications of each nominee and certify her/him for the upcoming election.

Section 2: Duties of the Election Committee

The specific duties of the Election Committee, in coordination with the administrative assistance of the Local Union staff, shall be to:

1. Rule on the qualifications of nominees
2. Validate that the nominees are members in good standing
3. Arrange and define the forum of candidate debate
4. Determine the order of the ballots
5. Determine polling locations and times
6. Act as judge in all matters arising from the election procedures
7. Be responsible for the date and time of the tabulation of the results of the election;
8. Notify candidates of the date and time of the votes
9. Certify the results of the election to the Local 521 and the General Membership
10. Investigate election appeals and require new elections where they determine procedures have been violated
11. Produce, maintain and interpret the policy and procedures of the election
12. Ensure ballot sites are free from campaigning or coercion
13. Conduct the affairs of the election

Section 3: Ineligibility to Run or Hold Office

Seated members and alternates of the Election Committee may not be a candidate for, or a member of, the Chapter Board or the Negotiating Committee. Candidates for Chief Steward or Alternate may not be on an Election Committee that oversees his/her Chief Steward or Alternate election.

Section 4: Exceptions

In the elections for Chief Stewards or Stewards, where the agency/division Steward Council Bylaws provide for an election committee to conduct its own Chief Steward election, the Chapter Election Committee shall be responsible for duties listed in Section 2.

Section 5: Voting Procedures

Voting shall take place at work sites and SEIU Local 521 Office pursuant to procedures recommended by the elections committee with input from the Chapter Board. Worksites located greater than 50 miles from the SEIU Local 521 office will receive mail ballots. All ballots shall be retained in accordance with Local Union policies and applicable law. Write-in, proxy, and absentee votes shall not be valid.

Section 6: Declaration of Election

The candidate receiving a plurality of the votes for that office shall be declared elected. Ties shall be decided by a run-off election between the two top vote getters. In the event of a lack of opposition, the unopposed candidate is considered elected.

Section 7: Ballot Count

The Election Committee will conduct the ballot count at the conclusion of the voting period.

Section 8: Fair Election

Adequate safeguards to insure a fair election shall be provided, including the right of any candidate to have an observer at the counting of ballots. No Local Union or Chapter funds, resources, or mailing lists will be used to assist any member's candidacy.

ARTICLE 9: OFFICER/BOARD OF DIRECTORS ELECTIONS

The Officers/Board of Directors shall be elected every three years and seated by the 1st week of February. Within 60 days upon adoption of these bylaws, an election shall take place. A new Board and new Officers shall be seated at the next scheduled Board Meeting and serve until February 2015. 30 days prior to the start of the nomination period, a Chapter Election Committee shall be empowered to act in accordance with Article 8 of these Bylaws. Voting procedures, declaration of election, and fair election guidelines will be followed in accordance with Article 8 of these Bylaws.

Section 1: Nominations

Nominations for Officers/ Board of Directors shall be made in the month preceding the election period. Notice to the General Membership regarding nominations will be made at least ten (10) working days prior to the nomination period being opened. The nomination period will be for a minimum of ten (10) working days. To have her/his name placed on the ballot, a nominee must submit no later than five days from the close of the nomination period to the Election Committee a signed statement of consent to serve and qualifications for the position(s) to be published with the voting material.

Each nominee shall be accepted by petition signed by at least ten (10) members in good standing or at least ½ members of the bargaining unit or category if there are less than 20 members in the unit or category. For Chapter Officer positions, signatures may be from any unit. For Board of Director positions, member signatures must be in the specific unit and seat category they wish to represent.

Section 2: Eligibility

No member shall be a candidate for more than one Officer Position at a time. However, a member is not precluded from simultaneously running for or holding one Officer Position and one Negotiator position. A Steward may also hold other elected offices in the Chapter. A person shall be eligible for nomination that has been a member in continuous good standing in the Local Union for at least one (1) year at time of nomination.

Section 3: Candidates' Forum

Five (5) days after close of nominations, the Elections Committee will hold a candidates' forum to be developed by the elections committee.

Section 4: Vacancies During Term

In the event of a vacancy for a Board of Director seat and there being no alternates to fill the vacancy within the Unit Category, the Board will accept nominations as outlined in Article 9, Section 1. The Chapter Board will then select and appoint to fill the vacancy.

ARTICLE 10: COLLECTIVE BARGAINING

Section 1: Negotiating Team

The Negotiating Team is responsible for all negotiations with the County, for their represented bargaining unit, and shall have all powers within all applicable laws, subjected to final ratification or rejection by the General Membership, to negotiate agreements with the County. Term of office will be equal to the term of the contract, except in contract extensions of one year where the previous Negotiating Team shall remain in place.

Section 2: Structure of the Negotiating Team

The Negotiating Committee shall consist of representatives from each of the bargaining units: Ten (10) representatives from Unit J, Five (5) representatives from Unit K, Five (5) representatives from Unit H, Three (3) representatives from Unit F, and Three (3) representatives from Unit R, plus the three Chapter Officers. See Appendix A for a chart of the Chapter Negotiating Team. If no representative is elected or runs for a specific bargaining unit, then the Chapter President, with approval of Chapter Board may appoint a representative within that bargaining unit.

Section 3: Eligibility and Election

A person shall be eligible for nomination and to serve as an elected negotiator who has been a member in good standing for one (1) year in the Chapter at the time of nomination. Prior to nominations, a Chapter Election Committee shall be empowered to act in accordance with Article 8 of these Bylaws. Voting procedures, declaration of election, and fair election guidelines will be followed in accordance of Article 8 of these Bylaws.

Section 4: Nomination Period

Six (6) months prior to the termination of current MOU, a Notice to the General Membership regarding nominations will be made. The nomination period will be for a minimum of 10 working days. To have his/her name placed on the ballot, a nominee must submit to the local office a signed statement of consent to serve for the position, along with ten (10) member signatures, or at least ½ of the members in the unit if there are less than 20 members in the unit, for the appropriate unit no later than 5:00 p.m. on the last day of the nomination period.

Section 5: Candidates Forum

Five (5) days after close of nominations, the elections committee will hold a candidates' forum to be developed by the elections committee.

Section 6: Proposals

The negotiating committee shall survey the members before entering into general negotiations, prepare opening proposals that impact bargaining units i.e. COLAs, health care, and shall present the proposal to the members at a General Membership meeting. The proposal must be approved by the majority vote of the membership attending the meeting.

Section 7: Ratification and Strike Votes

Votes to ratify a tentative agreement, to call a strike, and votes to authorize extension of work under an expired agreement must be by majority vote by secret ballot of the bargaining unit membership present at a meeting(s) expressly called for that purpose. Voting shall take place at location(s), date(s), and time(s) to be determined by the Bargaining Team and Elections Committee, in coordination with SEIU Local 521 staff, to allow for maximum participation of the membership. No vote to call a strike may be referred to the Chapter Board for lack of a quorum.

ARTICLE 11: STEWARDS

Section 1: Determination of Steward Allocations

The Chapter Board shall review the number of Steward Positions per Unit before the start of each bargaining year and make recommendations on the number of allocations to the Negotiating Team. The Chapter Board will make recommendations, taking into consideration the number of represented workers, history of representation, community interest, geographic location, and shifts. The total number allotted will be forwarded to the Negotiating Team who will present the new recommendations during bargaining sessions.

Section 2: Member Requests to Review Allocations

At any time, individual members requesting changes in Steward allocations may make such a request to their appropriate Steward, Chief Steward, Chapter Board member, or member of the appropriate Election Committee.

Section 3: Changes in Allocation or Assignment

Where shift, location or other significant change requires adjustments in Steward assignment in a particular Agency/Department/Steward Council, the affected Steward shall return to the Chapter Board for additions to, or deletions from, their allocations.

Section 4: Chief Steward and Steward Positions

There shall be one Chief Steward for each Bargaining Unit. See current Monterey County MOU for number of Steward Positions by Unit. Each Chief Steward and Stewards will serve a term of 3 years.

Section 5: Chief Steward and Steward Elections

Six (6) months prior to termination of the current MOU, a Notice to the General Membership regarding Chief Steward and Steward Elections will be made. The nomination period will be for a minimum of 10 working days. To have his/her name placed on the ballot for their department, a member in good standing must submit a "Steward Nomination Petition Form" with ten (10) member signatures from the affected department or 1/2 of the affected members if the department is less than 20, no later than 5:00 p.m. on the last day of the nomination period. If necessary, an election will be held five days after the close of the nomination period. Voting procedures, declaration of election, and fair election guidelines will be followed in accordance of Article 8 of these Bylaws.

If vacant positions remain, members in good standing may submit a petition of nomination outside of the nomination period. To be appointed as a steward, the member must submit ten (10) member signatures from the affected department or 1/2 of the affected members if the department is less than 20.

Section 6: Rights and Responsibilities of the Steward

The Steward has no greater rights than any of the members of her/his unit. The responsibilities of stewardship, however, do outweigh those of ordinary membership. In the absence of the members, the Steward represents her/his unit in all meetings of the Union. Subject to these Bylaws, the first line of contact with management and the membership is the Steward. The Steward is responsible for the enforcement of all the applicable collective bargaining agreements of her/his unit. Stewardship requires complete subordination of all interests to those interests that represent the highest good to the members of her/his unit. The Steward is responsible to attend all Steward Council meetings in her/his stewardship area. The Steward shall work to advance the vision and the programs of the Local Union among the membership.

Section 7: Duties of the Chief Steward

In cooperation with the Local Union staff, the Chief Steward shall be the resource person for the Stewards of the department, coordinate the work of the Stewards, make decisions in situations where worker wishes to have a Steward who is not in their representational area, call for elections to fill vacant Steward positions, be the Chairperson of her/his Steward Council, and attend all appropriate meetings with Management. Subject to applicable bylaws, the Chief Steward may call special meetings of all Stewards in her/his department with adequate notice. The Chief Steward shall participate in formal grievance steps. The Chief Steward shall serve as a member of any Steward Training Committee set up by the Local Union and Work with the Local Union staff and Steward Councils to recruit new Stewards.

Section 8: Duties of the Shop Steward

The basic duties of the shop steward flow from the responsibilities conferred upon stewardship. The steward, upon election to the representation area, shall sign a "Steward Commitment Form" which shall serve as his/her oath of office and provide the basis for which the steward shall be judged to be a steward and member in good standing by the Chapter and Local Union. This Promise shall be provided to the Chief Steward under which the shop steward will serve to acknowledge his/her understanding of the role, rights, and responsibilities of the shop steward position. Stewards are encouraged to attend steward council meetings or notify their Chief Steward if they cannot attend.

Section 9: Steward Preparedness

All Stewards shall have copies of the Chapter, Local and International Bylaws and all necessary working agreements and rules pertinent to their representation units available at all times. Stewards shall also be provided a list of members in their jurisdiction upon request. All newly elected stewards shall be expected to complete SEIU 521 steward training by the end of their first year as steward. Seasoned stewards are encouraged to participate in an advanced steward preparedness course once every three years upon initial certification.

Section 10: Steward's Tools and Resources

The shop steward, upon election to the representation area, shall be provided with a package of materials and basic tools necessary to the performance of a steward's duties. These tools will include but are not limited to a Steward's manual containing the current collective bargaining agreement the Chapter and Local Bylaws, and basic labor laws including but not limited to the Miliias-Meyers-Brown Act, the Family Medical Leave Act etc. New steward training that provides certification as a "Certified Shop Steward" through the union's local training program. Any other tools, references and training materials deemed necessary by the Stewards Council to the adequate performance of a stewards duties in the representation area.

Section 11: Steward Councils

The Chapter Board shall make every effort to ensure that there are Steward Councils for each Department or Agency. The Steward Council of each Department/Agency shall consist of all Stewards and the Chief Steward(s). The Steward Council shall annually elect a member of its Council as a chairperson. The lists of Stewards provided to the County will identify the Chief Steward. In order to have a strong voice and participate in the planning of the direction and goals of the Local Union, each Steward Council shall make every effort to appoint at least one representative to each Local Union committee. The Council representative to the Chapter's committees shall report on the activities of the committee(s) to his/her respective Steward Council at each of its regular meetings.

ARTICLE 12: RECALL

Section 1: Notification for Recall

To remove a Chapter Officer, Chapter Board Member, Steward, Chief Steward, or Negotiator, written petition consisting of the allegations along with signatures from 20% of the general members within their representational area from which elected, shall be presented to the Union staff for verification of signatures. A Chapter Officer or member would require a petition consisting of 20% of the Chapter membership. Upon verification of signatures Union staff will notify the General Membership of the need to convene a recall meeting. Within 30 days of the date of the Boards' notification the General Membership will be notified of the date, time, and place by all media means available.

Section 2: Recall Petition

The petition must be headed "Recall Petition" and must specify the person to be recalled and the allegations on each page.

Section 3: Grounds for Misconduct

Grounds for recall shall be based on the SEIU International Constitutional Bylaws

Section 4: Recall Meeting

No business other than the recall shall be conducted at this meeting.

Section 5: Sequence of events

At the meeting the author(s) of the petition calling for recall of the officer shall show cause as to allegations. The Officer being recalled shall then have the opportunity to present his/her rebuttal to the allegations. Question and answer forum will follow. Presiding officer will call for a vote of the members present. The party being recalled shall not call for the vote.

Section 6: Resolution of Recall

At least a two-thirds majority of the members from the group in the representative's jurisdiction in attendance at the meeting must vote in favor of the recall to remove the officer from office without further recourse.

Section 7: Removal of Officer

The Presiding Officer shall notify the Union Office in writing the outcome of the recall petition vote within 2 business days. This written notification shall be provided to the individual and the General Membership. The Regional Director will also be notified to publish the results of the meeting. If applicable a special election will be held in accordance with Article 8 of these bylaws.

ARTICLE 13: STANDING COMMITTEES

Chairpersons of Standing Committees shall be nominated by the committee and confirmed by the Chapter Board. Committee members may be nominated appointed or may be volunteers.

Section 1: Monterey County Chapter Committees

Contract Action Team/Member Activists (AdHoc)

During contract negotiations, the Contract Action Team takes up the role of Negotiations Support Committee to aid and support the Negotiating Committee in communication with the membership.

Bylaws Committee (AdHoc)

Bylaws Committee shall be convened as necessary to review the Bylaws and shall draw up and report proposed amendments to the Chapter Board and the General Membership.

Election Committee (AdHoc)

The Election Committee is responsible for the efficient and democratic procedures of internal pursuant to Article 8 of these Bylaws.

Special Committees (AdHoc)

A Special Committee is a committee appointed by the Chapter President to work on a specific issue or task.

Section 2: SEIU Local 521 Localwide Committees

Committee on Political Education (COPE) (Standing)

See Article X, Section 11 of the SEIU Local 521 Bylaws for description.

Social and Economic Justice Committee (Standing)

See Article X, Section 12 of the SEIU Local 521 Bylaws for description.

Training Committee (Standing)

See Article X, Section 13 of the SEIU Local 521 Bylaws for description.

Communications Committee

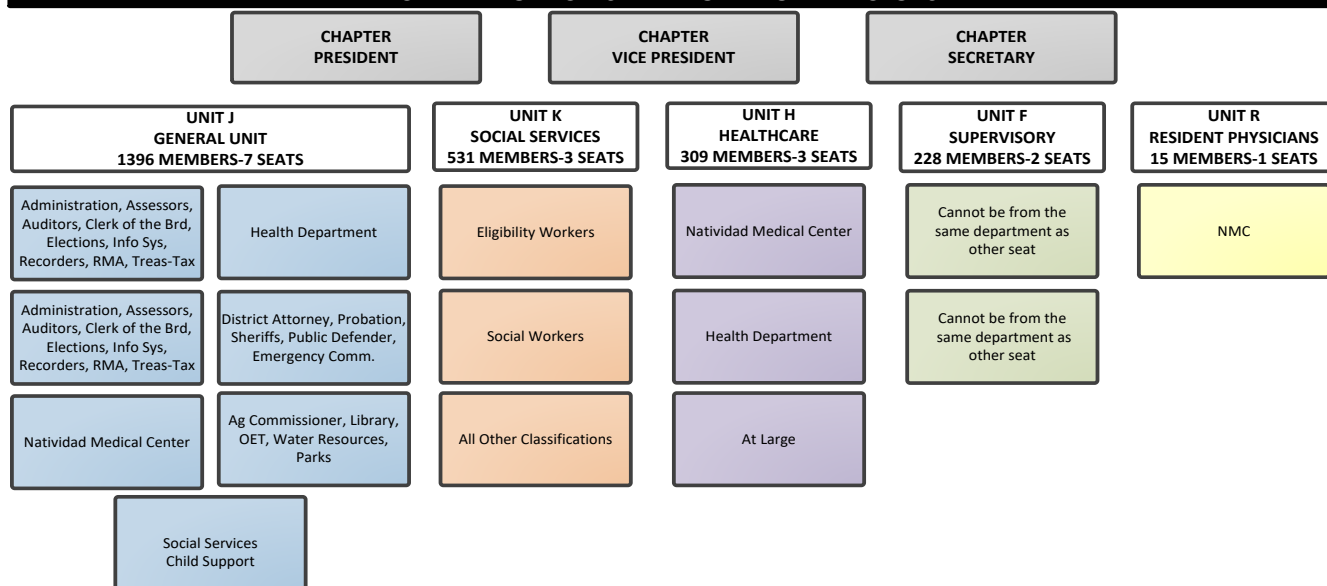
See Article X, Section 13 of the SEIU Local 521 Bylaws for description.

ARTICLE 14: INVALIDATION AND REVISIONS

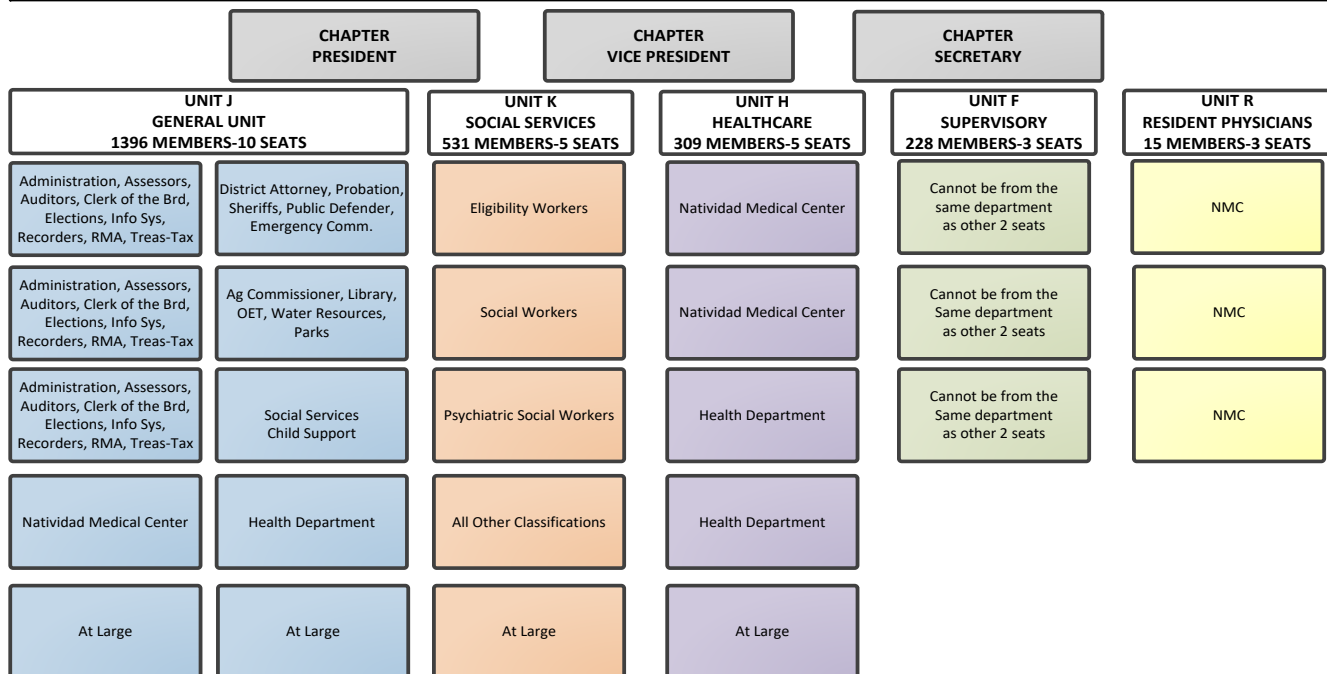
If any section of these Bylaws is judged invalid for any reason, including conflicts with the International Constitution and Bylaws and the Bylaws of Local 521, such section shall be inoperative but all other sections shall continue in full force and effect. In the event of invalidation of any section of these Bylaws, the Bylaws Committee shall meet to revise that section to bring it into conformance with the Local and International Bylaws. The General Membership shall vote on such revisions at its next scheduled meeting, or a special meeting may be called with at least ten (10) days' notice. All votes to revise these Bylaws shall be by two-thirds (2/3) of those attending the meeting.

APPENDIX A: CHAPTER STRUCTURE CHART

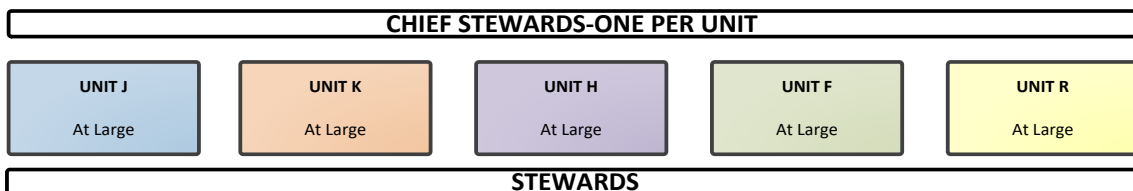
CHAPTER OFFICERS AND BOARD OF DIRECTORS



CHAPTER NEGOTIATING TEAM



CHIEF STEWARDS AND STEWARDS



See current MOU for Steward Allocations by Unit.