

The Constitution  
Of the  
Red River United  
Local 4995  
American Federation of Teachers, AFL-CIO,  
Louisiana Federation of Teachers  
October 29, 2011

ARTICLE I: NAME AND AFFILIATION

1. The name of this organization shall be the Red River United Local 4995 (RRU).
2. The RRU is comprised of two local units: (1) teachers and support personnel employed by the Bossier Parish School Board (the "Bossier Unit"); and (2) teachers and support personnel employed by the Caddo Parish School Board (the "Caddo Unit"). Additional local units may be added by majority vote of the RRU general membership.
3. This organization shall maintain affiliation with the American Federation of Teachers, the Louisiana Federation of Teachers, and the AFL-CIO.
4. This first constitution shall be considered ratified by a majority vote of the membership of a local unit voting to affiliate with the RRU and becoming a member of RRU.

ARTICLE II: OBJECTIVES AND PURPOSES:

Section 1. To achieve collective bargaining for all teachers and support personnel.

Section 2. To promote the welfare of all children through quality educational

programs.

Section 3. To bring teachers and support personnel into relations of mutual assistance and cooperation.

Section 4. To advance the economic, social, and political well being of the membership.

Section 5. To raise the standards of the teaching profession by securing the conditions essential for the professional service.

Section 6. To promote democracy and the elimination of all forms of bias in education due to race, creed, sex, age, political or economic status, or national origin.

### ARTICLE III: MEMBERSHIP

Section 1. Each member unit, except the retirees unit, is entitled to place two (2) delegates on the Executive Board – one of which is the President of the local unit. Unit size will determine additional Executive Board members from each local unit. A member unit qualifies for one (1) additional Executive Board member for every additional 750, or fraction thereof, memberships.

Section 2. One collective retiree unit, made up of retired members from all member units, will have a representative on the Executive Board. The President of the retirees qualifies for an Executive Board position. An additional delegate will be seated for every increment of 500, or fraction thereof, added to the retiree memberships.

Section 3. This organization shall consist of primarily, but not exclusively employees of any school system affiliated with the RRU. Retirees as well as all regular part-time school employees may be members.

Employees of this organization shall be eligible for staff membership. Persons with staff membership are prohibited from seeking election to any position within the organization or any of its affiliates. However, staff members who return to the school system as a full time employee for a period of at least one year will be eligible to seek election to position within the RRU.

Section 4. No person shall be denied membership on the basis of sex, race, national origin, religious or political belief, sexual orientation, disability, age, or social status.

Section 5. Membership shall consist of different units which will maintain their own autonomy. These units will include teachers/support personnel from various school systems who vote to affiliate with the RRU. To the extent that each unit negotiates separate contracts, the members of each unit will vote on their group's contract. Members of all the units of the RRU will have identical rights and responsibilities within the RRU except as specifically provided herein.

Section 6: A member unit may be expelled from the organization upon the bringing of written and signed charges by two or more members of the RRU Council of Locals, who shall present such charges and documentation to the RRU Council of Locals. A majority vote of the RRU Council of Locals shall cause an expulsion hearing to be held at which the accused member unit shall have the right to examine and question the charges and be represented by a person of unit choice. At the conclusion of the hearing, a three-fourths (3/4) vote of the RRU Council of Locals shall be required for expulsion. A member unit who has been expelled by the RRU Council of Locals may appeal the decision of the RRU Council of Locals to the RRU membership by requesting a vote at the next annual meeting. A

simple majority of members voting shall be sufficient to overrule the decision of the RRU Council of Locals to expel.

Section 7: All rights, titles, and interests legal and equitable as a member and the possession of property shall end at termination of membership.

Section 8: Affiliation of a prospective member to RRU local 4995 shall require a majority vote of the RRU Executive Board.

#### ARTICLE IV: DUES AND FEES

1. Member units shall determine and set the fees for membership in the local unit.
2. Member dues shall be directed to the RRU and paid to affiliates in a timely manner.
3. Categories of membership may be adopted by the individual member units in accordance with the AFT and LFT constitutions.
4. The annual membership shall be July 1 through June 30 of the following year.
5. A member unit shall automatically be dropped from the rolls of the RRU upon being two (2) months in arrears in the payment of dues.

#### ARTICLE V: OFFICERS

1. The officers of the RRU shall be President, Executive Vice-President, and Secretary- Treasurer.
2. Officers shall be elected to a three (3) year term by the first Tuesday of May taking office June 1 starting in 2013.
3. Pay for the officers shall be determined by the RRU Executive Board.
4. The RRU Executive Board shall make policy between meetings of the locals.

5. Vacancies caused by death, resignation, or recall shall be filled by the President with the approval of the Executive Board of the RRU for the remainder of the term.
6. Recall of an RRU officer shall be conducted upon presenting to the RRU Executive Board a petition to recall stating reason(s) and signed by Presidents of affiliated councils equaling at least 35% of the total RRU membership.

#### ARTICLE VI: DUTIES OF OFFICERS

1. The President shall:
  - a. be the chief executive officer of the RRU.
  - b. be the presiding officer at all meetings of the membership and the Executive Board.
  - c. be an ex-officio member of all committees except the Elections Committee and the Nominating Committee.
  - d. appoint, with the approval of the Executive Board, the chairs and members of all standing and special committees except the Elections Committee and the Nominating Committee.
  - e. be responsible for the ongoing administration of the organization.
  - f. supervise all employees of the organization.
  - g. be one of the responsible financial officers of the organization and shall be authorized to co-sign financial instruments and make regular and usual disbursements of funds.
  - h. represent the organization before bodies of the employer, executive and legislative officials.
  - i. represent the organization before bodies of the public, community organizations, and the **news** media.
  - j. be, by office, a delegate to the Central Labor Council.

- k. be, by office, a delegate to the convention of the American Federation of Teachers and meetings or conventions of its affiliated subordinate bodies.
  - l. make an annual report to the membership of the organization.
  - m. be able to delegate the responsibilities of the office except where otherwise specified by the constitution.
- 2. The Executive Vice President shall:
  - a. assume the duties of the President in the event of absence, illness, or death of the President.
  - b. perform other duties as delegated by the President or assigned by the Executive Board.
  - c. co-sign financial instruments in the absence of the President or Secretary-Treasurer.
- 3. The Secretary-Treasurer shall:
  - a. record and keep accurate minutes of meetings of the membership, and the Executive Board.
  - b. assist the President in handling the correspondence of the organization.
  - c. receive and certify the reports of the Elections Committee.
  - d. perform other duties as delegated by the President or assigned by the Executive Board.
  - e. receive, record and deposit all dues monies and other income in the name of the organization.
  - f. maintain accurate membership records.
  - g. issue membership cards and notices of delinquency.
  - h. be one of the responsible financial officers of the organization and be authorized to co-sign financial instrument and make regular and usual disbursement of funds.
  - i. maintain all financial records of the organization.

- j. arrange for an independent audit of the finances of the organization annually and make available same to the Executive Board and Membership.
- k. transmit per capita payments on a regular basis to the Secretary-Treasurer of the American Federation of Teachers and similar officer of affiliates, other bodies with which the organization is affiliated.
- l. chair the Budget Committee.  
~~perform other duties as delegated by the President or assigned by the Executive Board.~~
- m. perform duties of the office as required by the Labor-Management Reporting and Disclosure Act.

#### ARTICLE VII: EXECUTIVE BOARD

- 1. The Executive Board shall be the policy making body of the RRU.
- 2. Membership shall consist of:
  - a. RRU elected officers
  - b. Presidents of affiliated councils
  - c. One (1) additional delegate per member unit is based on size. For additional increments of 750 members, or fraction thereof, individual units may obtain one additional delegate on the Executive Board.
  - d. Additional Council of Locals delegates for Retirees shall be based on increments of 500 additional members, or fraction thereof. Such member(s) shall not vote on any issue that comes before the Executive Board that pertains exclusively to active members and vice versa.
- 3. Delegates shall be elected by members of the affiliated units in accordance with their constitutions and by-laws for a term of three (3)

years effective June 2013. Upon chartering RRU, the member units will appoint delegated(s) to service through May 2013.

4. The Executive Board shall hold up to three (3) regular meetings annually. One meeting shall be held in the fall, one in winter, and one in spring. The meetings shall be held at a place and time established by the RRU.
5. As prescribed in Article VII, Section 1, the RRU Executive Board shall be responsible for conducting business and making policy between meetings.
6. Special meetings may be called by the President or a written request signed by at least 30% of the RRU membership. Such meetings shall be scheduled to provide at least two (2) days notice to delegates.
7. Delegates may participate by teleconference and/or internet meeting.
8. RRU Executive Board meeting quorum shall be those delegates and officers present.
9. Committees may be established and appointed by the President with the consent of the members of the RRU.
10. Nominations and Election committee shall be established to draft, with RRU approval, guidelines for the officer nomination and election procedures. Following RRU approval, the committee is also responsible for publishing the guidelines and conducting the election of officers starting in April 2013.
11. A Budget Committee chaired by the **Secretary**-Treasurer shall prepare an annual budget for RRU approval at the fall meeting.

## ARTICLE VIII: ELECTIONS

### Section 1. Unit Elections of Officers and Delegates

- a. All officers of the RRU shall be elected for three-year (3) terms.  
Elections shall be held by the end of April every third year. The general



officers will run at large and be elected by the combined membership of the units comprising the RRU. Executive Board members are not elected by the RRU but retain local autonomy by virtue of winning the election within the individual member units. Additional representation by each unit member is determined by size of the unit. After reaching a membership of 750, at 751 a member unit is entitled to seat one additional Executive Board member on the RRU. For every 750, or fraction thereof, an additional Executive Board seat will be added for that unit.

- b. The Elections Committee shall conduct all general and special elections of the RRU.
- c. Nominations for office shall be made at the spring meeting immediately preceding the April elections. Members in good standing of each Unit shall be given suitable opportunity to nominate candidates for the general officer positions provided, however, that any candidate must be a member in good standing **in accordance with the local unit's constitutional requirements preceding the date for submitting nominations.**
- d. The Executive Board shall appoint an Elections Committee consisting of three (3) members from among the membership of the organization.
- e. Should a member of the Elections Committee seek or be nominated for office, that person shall resign from the committee and be replaced promptly by the Executive Board.
- f. Thirty (30) days prior to nominations for office all members shall be notified of the opening of nominations and the time and place of the meeting for that purpose.
- g. If there is only one nomination for a specific office that person shall be deemed as elected without balloting.

- h. Every candidate is permitted to have an observer at the counting of ballots.
- i. The results of the RRU Election for officers shall be published and made available to the membership of all Units. Election records, including eligible member list, cast ballots, spoiled ballots and the tally sheet, must be preserved for a period of one year.
- j. Successful candidates shall assume office on June 1 following the election. However, in the event of a run-off election, the time may be extended beyond June 1. If the run-off election should be after June 1, the winner shall assume office immediately upon being declared the winner by the elections committee.
- k. With the exception of the office of President or in case of a recall, all vacancies shall be filled by a majority vote of the members of the RRU Executive Board. Recalls will be done in accordance with local by-laws of member units.
- l. The President of the RRU is a delegate to all conventions. Other delegates will be elected in accordance with local member unit's by-laws.

## Section 2. Election of RRU Officers and Delegates to AFT and Affiliate Conventions.

- a. General
  - i. Elections for officers and delegates to conventions of the State Federation and AFT shall be conducted in accordance with the requirements of the AFT Constitution and the Labor Management Reporting and Disclosure Act.
  - ii. Elections for officers and for delegates to AFT and affiliate conventions shall be conducted whenever Units hold elections for officers, but at least every three years. Should elected delegates

be unable to serve, the chapter chair may appoint replacement delegates to serve until the next election.

- iii. The election of officers shall be conducted by mail ballot election and shall commence no later than May 1<sup>st</sup> and ballots shall be counted no later than May 31<sup>st</sup>.
- iv. Nominations for officers and delegates shall be submitted to the RRU at the Spring meeting in an election year. Nominations may be submitted by delegates or any member on a form provided by the Election Committee. Term of office is three years beginning on July 1 after the election and ending three years later on June 30 in the year of the election of officers.

b. Nominations

- i. Members in good standing from all Units must be given suitable opportunity to nominate candidates for delegates to conventions of the Louisiana State Federation and AFT.
- ii. To be nominated for office, an individual must be a full member in good standing **in accordance with the local unit's constitutional requirements preceding the date for submitting nominations.**
- iii. A member in good standing may be nominated for office by written petition of twenty-five (25) members in good standing accompanied by the signature of the person nominated indicating his or her willingness to stand for election.

c. Duties of the Election Committee

- i. The Election Committee will be responsible for setting election timelines and procedures, determining eligibility for office, eligibility to vote, standards for election conduct, and procedures for mailing of campaign material.

- ii. The Election Committee will select a Chairperson who is authorized to communicate the official policies of the Committee and who is the person to whom all inquiries or complaints about election conduct should be directed. Members are encouraged to bring their concerns to the Committee as they occur so that any problems may be remedied prior to the election.
  - iii. The Election Committee is empowered to investigate and resolve any issues related to the election of officers.
  - iv. Questions and complaints about election procedures or candidate conduct should be presented to the Election Committee chair, who may issue clarifications, directives and instructions to the candidates or the membership.
- d. Challenges and objections to the elections must be submitted in writing, with a statement of supporting reasons and facts, to the Elections Committee within five (5) days of the count. The Elections Committee shall issue its written opinion regarding the objections no later than ten (10) days after receipt of such objections

#### ARTICLE: IX: AMENDMENTS TO THE CONSTITUTION

Section 1. An amendment may be proposed at any regular or special Executive Board meeting by simple majority of executive board members present.

Section 2. A proposed amendment shall be submitted to the RRU member units at the next regular scheduled officer election.

#### ARTICLE X: PARLIAMENTARY AUTHORITY

Section 1. Robert's Rule of Order, revised, shall govern the meetings of RRU Executive Board and committees in all cases applicable and not inconsistent

with the constitution or special orders of business approved by the Executive Board.