

SEIU LOCAL 721
PROVISIONAL
CONSTITUTION AND BYLAWS

January 2007

Article I – Purpose

In order to form a strong and democratic structure in which to organize and represent public sector and publicly-funded workers in the Central Southern Region of California, this Local Union has been established by order of the International President and chartered in accordance with Article XIV of the Constitution of the Service Employees International Union. This Local Union shall have jurisdiction to organize public sector and publicly-funded employees in the Central Southern Region of California, including in the counties of San Luis Obispo, Santa Barbara, Ventura, Los Angeles, San Bernardino, Riverside and Orange, except as it may conflict with such exclusive jurisdiction that has been granted to other SEIU local unions in California.

The purpose of this Union is to work to improve the lives of workers and their families by organizing and representing public sector and publicly-funded workers in the Central Southern Region of California. By doing so, we can build industry power to win better contracts for our members and to improve the lives for workers and their families.

The purpose of this Temporary Constitution and Bylaws is to provide a governing structure for SEIU Local 721 until such time as the members of the Local Union can adopt their own permanent Constitution and Bylaws. The SEIU Local 721 Temporary Constitution and Bylaws is subordinate to the SEIU Constitution and Bylaws.

Article II – Name

This organization shall be known as SEIU Local 721, CtW, CLC.

Article III – Membership

Membership in SEIU Local 721 is open to public sector and publicly-funded workers in the Central Southern Region of California and to SEIU Local 721 staff. In addition, SEIU Local 721 will create a retiree membership and may create an associate membership for appropriate persons.

Article IV – Chapters

SEIU Local 721 may establish chapters for particular units or groups of units that will be organized. Chapters may adopt their own bylaws, subject to approval of the Local President and the International President. Chapter bylaws are governed by this Temporary Constitution and Bylaws and by the SEIU Constitution and Bylaws, and will be governed by the Local Union's future permanent Constitution and Bylaws.

Article V – Dues

All members shall pay dues under a dues structure established in accordance with applicable law and the SEIU Constitution and Bylaws. Any changes in dues must be approved by a vote of the membership of the Local Union. However, the Executive Board will establish a dues rate for newly-organized members of the Local. Also, upon authorization of the Executive Board, dues may be raised by a vote of the affected members only.

Article VI – Appointment of Provisional Officers and Executive Board Members

During the term of this Temporary Constitution and Bylaws, the SEIU International President shall have the power to appoint a provisional President, Vice President, Treasurer and Secretary, and provisional Executive Board Members, of the Local Union, who shall be responsible for governing the Local Union.

President

The President or his/her designee shall have the following duties:

1. To serve as the chief representative of SEIU Local 721 in any dealings with employers, other unions, including other SEIU Local Unions, the federal, state and local governments and agencies, and the public.
2. To hire, fire, supervise, direct, and determine compensation and benefits of the staff employed by the Union and to assign additional duties to the Local Union Vice President, Treasurer and Secretary as s/he may deem necessary.
3. The President shall be empowered to employ or retain counsel, accountants, or such other assistants or personnel as required to assist in the operation and administration of the Local Union.
4. The President shall have responsibility for the general supervision and direction of the Local Union.
5. The President shall direct and be in charge of collective bargaining on behalf of the Local Union and shall sign all collective bargaining agreements on behalf of the Local Union after ratification of the affected members.

6. The President shall have the power to authorize strikes subject to the approval of the members directly involved.
7. To sign all agreements and co-sign checks on behalf of the Union with the Local Union's Vice President, Treasurer and Secretary.
8. To call meetings of the members of the Local Union, including the Founding Convention, and to preside over all such meetings.
9. To appoint trial bodies to hear internal union charges against SEIU Local 721 members.
10. To enlist members in the work of building the Union, including creating committees and naming members to such committees.
11. To serve as the Local Union's first delegate to all conferences, conventions and any other bodies for which the Local is eligible to participate and for which no election of delegates is required. The Local President shall appoint all other delegates where, and only where, elections of delegates to such conventions, conferences and other bodies are not required.
12. The Local President shall have such other authority and responsibility as her/his office requires and as are consistent with the Constitution and By-Laws of the Local Union and the SEIU Constitution and Bylaws.
13. The Local Union President shall be a member of, and chair, the Executive Board.

Vice President

1. The Vice President shall assist the President in developing the agenda for the Executive Board and Advisory Committee meetings and shall chair these meeting in the absence of the President.
2. At the direction of the President, the Vice President shall chair subcommittees and attend meetings on behalf of the union.
3. The Vice President shall represent the union at Labor Councils, SEIU groups, and other entities as assigned by the President.
4. The Vice President shall be authorized to counter-sign checks with the Local Union's President. No check shall be issued from the Local Union unless properly authorized.
5. The Vice President shall serve as a member of the Executive Board.

6. The Vice President shall perform such other duties as assigned by the Local President.

Treasurer

The duties of the Treasurer shall include overseeing the finances of the local union with the appropriate financial staff in the performance of the following functions:

1. To manage and exercise overall responsibility for the Local Union's budget and budget priorities, and for communicating the financial position of the Local Union to members.
2. The Treasurer shall be authorized to counter-sign checks with the Local Union's President. No check shall be issued from the Local Union unless properly authorized.
3. The Treasurer shall ensure that an annual audit is performed.
4. The Treasurer shall compile and forward to the International Union copies of any and all annual audit reports or other financial statements or required filings.
5. The Treasurer shall be responsible for notifying the International Union of all activities and actions of the Local Union which are required to be reported to the International Union.
6. The Treasurer shall be a member of the Executive Board.
7. The Treasurer shall perform such other duties as assigned by the Local President.

Secretary

The duties of the Secretary shall include the following:

1. The Secretary shall compile and maintain accurate records of the Executive Board membership and special meetings.
2. The Secretary shall be authorized to counter-sign checks with the Local Union's President. No check shall be issued from the Local Union unless properly authorized.
3. The Secretary shall assist the Treasurer with maintaining accurate membership records of the Local Union.
4. The Secretary shall assist the Treasurer with notifying the International Union of all activities and actions of the Local Union which are required to be reported to the International Union.

5. The Secretary shall be a member of the Executive Board.
6. The Secretary shall perform such other duties as assigned by the Local President.

Executive Board Members

The provisional Executive Board shall include members with the commitment and involvement in the following programs and industries: Organizing, Education & Training, Member Involvement, Politics, Social & Economic Justice, Counties, Cities, Special Districts, Courts, Schools, Health, Registered Nurses, Publicly-Funded Agencies, and up to six at-large positions. These provisional Executive Board Members will be drawn from a pool of Local Union members who have previously been elected or appointed to a leadership position within a SEIU Local Union.

Bonding

All officers of the Local Union and employees handling any monies of the Local Union shall be bonded in the amounts and in the form required by applicable statutes and the International Constitution. The bond shall be procured immediately upon assuming office or employment, the premiums of which shall be paid for by the Local Union.

Article VII – Advisory Committee

Based on the recommendation of the Provisional Officers and Executive Board Members, the SEIU International President shall appoint an Advisory Committee, which will represent the different interests in the Local Union and assist the Local Union leadership in building a long-term vision for the union by engaging large numbers of members. Up to 2 members will be appointed to the Advisory Committee for every 1,000 persons represented by the Local Union. The Advisory Committee members will be drawn from a pool of Local Union members who have previously been elected or appointed to a leadership position within a SEIU Local Union.

Article VIII – Trials and Appeals

Members of SEIU Local 721 may be charged with offenses set forth in Article XVII of the SEIU Constitution and Bylaws. The procedures for trials and appeals shall be those set forth in Article XVII of the SEIU Constitution and Bylaws.

Article IX – Permanent Constitution

The Local Union's Provisional Officers and Executive Board Members, and Advisory Committee, will prepare and recommend a draft of a new permanent SEIU Local 721 Constitution and Bylaws and a procedure for their adoption by the Local Union membership. The permanent Constitution and Bylaws of SEIU Local 721 must be submitted to the International Union and approved before they become valid. It shall be subordinate to the Constitution and Bylaws of the International Union.

Article X – Amendment

Until a permanent Constitution and Bylaws of SEIU Local 721 can be adopted, this Temporary Constitution and Bylaws may be amended only by the SEIU International President. The International President shall have ultimate authority to decide all points of law and interpretations arising under this Constitution when such questions are presented to the International President.