

2008 BYLAWS AMENDMENT Proposal #4

ARTICLE VI BOARD OF DIRECTORS

The Board of Directors shall consist of all zone directors, and the executive board. The Board of Directors shall be the governing and policy-making body of PSE.

1 **A. Regions and Zones**

2 The state shall be subdivided into geographic regions for the purpose of establishing
3 regional service centers to enhance the level and quality of service to members. The
4 number and location of such regions shall be determined by the Board of Directors upon
5 recommendation of the executive director. Within the regions, zones shall be established
6 for the purpose of designating local leadership, coordinating activities of PSE, and
7 facilitating effective communication between the chapters. **Higher Ed chapters shall be**
8 **grouped together as a separate zone.**

RATIONALE: While the central issues of representation and fairness are consistent for all PSE members, the Higher Ed chapters have different issues and concerns than K-12 members. Their bargaining is based on the Civil Service Act. They come under different employment laws. Their bargaining is more complex and some of their issues are unique to Higher Ed. There are two separate funding entities for Higher Ed and K-12 in the state budget. They have their own unique legislative priorities separate from K-12. Their campuses are much bigger than K-12 campuses and their job classifications are more complex. We have several staff members who specialize in bargaining and representing Higher Ed chapters and we have an organizer who specializes in Higher Ed. It seems critical to give Higher Ed a voice on the board and to ensure that their needs are heard and understood by the PSE Board of Directors that sets policy and direction for the entire organization. Providing them representation will appeal to new members as we try to organize more Higher Ed members. The Board will need to number the zone as elections are based on even and odd numbered years. Likely number 14 will be selected and the president will appoint a zone director to serve until the regularly scheduled election in 2010. In 2009 the newly designated zone will elect its own Legislative Council, Membership Committee representative, and Grievance and Recall Panel members and get on the regular schedule for elections.

FINANCIAL IMPACT: The addition of a zone director to the board and adding a budget for zone activities will cost approximately \$10,000.00. Plus there will be some additional costs to adding a Higher Ed Membership Committee, Grievance Panel and Recall Panel member, bringing the total additional cost to about \$15,000. Income from dues may offset this cost.

Housekeeping Note: Remove reference to president appointing a representative to serve on the Legislative Council in Article XVI, B.

SPONSOR: Rich Kennedy, Zone 3 Director

RECOMMENDATIONS:

Bylaws and Resolutions Committee: **DO PASS**

Board of Directors: **DO PASS**