

Thursday January 11th, 2018

To: SPEEA Council
From: SPEEA NW Regional VP Shannon Deacon
Subject: Waiver by 2/3 Majority Vote for Shannon Deacon

Background

Qualifications: Nominee must have been a regular SPEEA member in good standing for the preceding twenty-four month period. If a candidate was on an approved Leave of Absence during this twenty-four month period, the candidate must obtain a waiver from the SPEEA Council, in accordance with the SPEEA Constitution, section 2.3.2. A waiver requires a two thirds majority vote of the SPEEA Council, in accordance with 2.3.2 of the SPEEA By-Laws.

Shannon Deacon, has stayed a dues paying member in good standing for the last twenty four months even when she went out on pregnancy LOA (~2wks in 2016), STD LOA for birth of a child (~8wks in 2016), FMLA Bonding Leave (~6.5wks in 2016), STD LOA due to post-partum depression (4wks), and a few wks of bonding leave spread throughout the year (~3wks).

Shannon Deacon still regularly attended Executive Board meetings (staying for the 3-5hr mtgs by breastfeeding during the meetings), supported the SPEEA and NW Council Meetings which included giving a few of the board reports, and continued to support the Eboard statement of work over her personal SPEEA email.

Your vote here on this motion does not mean you are voting for her or against her, just that you are willing to let her have a waiver to the newly introduced interpretation of the SPEEA Constitution and By-Laws that would allow her to run as a candidate and would otherwise penalize her simply for having a child.

Shannon has demonstrated that she is committed to SPEEA and has continued to work hard for the membership even while out on LOA. She would just like to have the opportunity to be a candidate for the 2018 SPEEA Executive Board positions. Everyone will still have the opportunity to vote in the election, all 24,000 of us members.

Motion: It is moved: **The SPEEA Council grants a waiver for Shannon Deacon, in accordance with SPEEA Constitution Section 2.3.2 that allows her run as a candidate for the officer positions of SPEEA President, SPEEA Secretary, and/or SPEEA Treasurer in the upcoming 2018 Executive Board Election.**