



*Society of Professional Engineering
Employees in Aerospace
IFPTE Local 2001
AFL-CIO, CLC*

Midwest By-Laws

July, 2019

Certified by: /s/ R. Matthew Joyce July 16, 2019

Midwest Governing Documents Committee Chairman

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Midwest Council Secretary

TABLE OF CONTENTS

PREAMBLE 1

1. INTRODUCTION 1

 1.1. Separability 1

 1.2. Legal Integrity of SPEEA 1

2. GENERAL 1

 2.1. Composition of SPEEA 1

 2.1.1. Addition of Bargaining Units 1

 2.1.2. Regions 1

 2.2. Affiliation, Merger and Association 1

 2.2.1. Affiliation 1

 2.2.2. Merger 1

 2.2.3. Association 1

 2.2.4. IFPTE Affiliation 1

 2.2.4.1. Governing Documents Precedence 1

 2.2.4.2. IFPTE Delegates 1

 2.2.4.3. IFPTE Vice Presidents 2

 2.2.5. Labor Councils 2

 2.3. Requirements for Holding Office 2

 2.3.1. Membership 2

 2.3.2. Requirements 2

 2.3.3. Training 2

 2.3.4. Bonding 2

 2.4. Reimbursement 2

 2.5. Honorariums 2

3. MEMBERSHIP 2

 3.1. Membership Requirements 2

 3.1.1. Regular Membership 2

 3.1.2. Associate Membership 2

 3.1.3. Special Membership 2

 3.1.4. Retiree Membership 2

 3.1.5. Reciprocal Membership 2

 3.1.6. Membership Identification 3

 3.2. Membership Meetings 3

 3.2.1. Regular Membership Meetings 3

 3.2.2. Informational, Educational, Social Meetings 3

 3.3. Dues 3

 3.3.1. Regular Members 3

 3.3.2. Associate Members 3

 3.3.3. Special Members 3

 3.3.4. Retiree Members 3

 3.3.5. Delinquency of Dues 3

 3.4. Rights 3

 3.4.1. Membership Vote 3

 3.4.2. Nomination and Election of Representatives 3

 3.4.3. Nomination and Election of Regional Vice Presidents 3

4. BARGAINING UNIT	3
4.1. Composition	3
4.2. Meetings	3
4.2.1. Bargaining Unit Membership Meeting Quorum.....	3
4.2.2. Notice and Agenda	3
4.2.3. Allowable Business	4
4.3. Rights	4
4.4. Area Representatives	4
5. BARGAINING UNIT COUNCIL	4
5.1. Composition	4
5.1.1. Council Representatives	4
5.1.1.1. Alternate Council Representative	4
5.1.2. Districts	4
5.2. Meetings	4
5.2.1. Quorum	4
5.2.2. Notice and Agenda	5
5.2.3. Allowable Business	5
5.3. Election	5
5.3.1. Terms of Office	5
5.3.2. Nomination	5
5.3.3. Election Balloting	5
5.3.4. Recall and Replacement	5
5.4. Rights and Duties	5
5.4.1. Delegated Responsibilities	5
5.4.2. Council Representative Responsibilities	6
5.4.2.1. Area Representatives	6
5.4.2.2. District Residency	6
5.4.3. Executive Board Actions	6
6. REGIONAL COUNCIL	6
6.1. Composition	6
6.2. Regional Council Officers	6
6.2.1. Regional Council Chairman	6
6.2.2. Regional Council Treasurer	6
6.2.3. Regional Council Secretary	6
6.2.4. Additional Officers	6
6.3. Meetings	6
6.3.1. Initial	6
6.3.2. Frequency	7
6.3.3. Quorum	7
6.3.4. Notice and Agenda	7
6.3.5. Allowable Business	7
6.4. Rights and Duties	7
6.4.1. Regional Council Responsibilities	7
6.4.2. Executive Board Actions	7
6.4.3. Signatories and Bonding	7
6.4.4. Regional By-Laws	7
6.4.5. Regional Policy	7
6.4.6. Regional Council Committees	8
6.4.7. Recall and Replacement of Regional Council Officers	8
6.5. Committees	8
6.6. Site Assemblies	8
6.6.1. Site Assembly Officers	8

7. SPEEA COUNCIL	8
7.1. Composition	8
7.2. SPEEA Council Officers	8
7.2.1. SPEEA Council Chairman	8
7.2.2. SPEEA Council Treasurer	8
7.2.3. SPEEA Council Secretary	8
7.2.4. Election	8
7.3. Meetings	8
7.3.1. Convention	8
7.3.1.1. Frequency	8
7.3.1.2. Quorum	8
7.3.1.3. Notice and Agenda	8
7.3.1.4. Allowable Business	8
7.3.1.5. Voting	8
7.3.2. SPEEA Council Meetings	8
7.3.2.1. Frequency	8
7.3.2.2. Quorum	9
7.3.2.3. Notice and Agenda	9
7.3.2.4. Allowable Business	9
7.3.2.5. Voting	9
7.4. Rights and Duties	9
7.4.1. Responsibilities	9
7.4.2. Executive Board Actions	9
7.4.3. Signatories and Bonding	9
7.4.4. SPEEA By-Laws	9
7.4.5. SPEEA Policy	9
7.4.6. Council Committees	9
7.4.7. Recall and Replacement of Council Officers	9
7.5. Committees	9
 8. EXECUTIVE BOARD	 9
8.1. Composition	9
8.2. Duties and Responsibilities	9
8.2.1. President	9
8.2.2. Treasurer	9
8.2.3. Secretary	9
8.2.4. Regional Vice Presidents	9
8.3. Executive Board Meetings	10
8.3.1. Frequency	10
8.3.2. Quorum	10
8.4. Elections	10
8.4.1. President, Treasurer, Secretary	10
8.4.1.1. Term of Office	10
8.4.1.2. Nominations	10
8.4.1.3. Election Balloting	10
8.4.1.4. Recall and Replacement	10
8.4.2. Regional Vice Presidents	10
8.4.2.1. Term of Office	10
8.4.2.2. Nominations	10
8.4.2.3. Election Balloting	10
8.4.2.4. Recall and Replacement	10

8.5. Rights and Duties	10
8.5.1. Responsibilities	10
8.5.2. SPEEA Budget	10
8.5.3. SPEEA Staff	10
8.5.4. Committees	10
8.5.5. Signatories and Bonding	10
8.5.6. Documents and Publications	11
8.5.7. Collective Bargaining Enforcement	11
9. TELLERS.....	11
9.1. Regional Tellers	11
9.1.1. Composition	11
9.1.2. Meetings	11
9.1.3. Elections	11
9.1.4. Recall and Replacement	11
9.1.5. Rights and Duties	11
9.1.5.1. Charges	11
9.1.5.2. Records	11
9.1.5.3. Districting	11
9.2. SPEEA Tellers	12
9.2.1. Composition	12
9.2.2. Meetings	12
9.2.3. Elections	12
9.2.4. Recall and Replacement	12
9.2.5. Rights and Duties	12
9.2.5.1. Charges	12
9.2.5.2. Records	12
9.2.5.3. Audit	12
10. JUDICIAL REVIEW	12
10.1. Composition	12
10.1.1. Meetings	12
10.1.2. Elections	12
10.1.3. Recall/Replacement	12
10.2. Rights and Duties	12
10.2.1. Constitution and By-Laws Interpretation	12
10.2.2. Hearing of Appeals	12
10.2.3. Records	12
11. NEGOTIATIONS	12
11.1. Negotiation Team	12
11.2. Selection of Negotiators	12
11.3. Negotiation Team Rights and Obligations	13
11.4. Ratification of Collective Bargaining Agreements	13
11.5. Strike Authorization Vote.....	13
11.6. Amendments to Collective Bargaining Agreements.....	13
12. ELECTIONS	13
12.1. Procedure	13
12.2. Challenges and Appeals	13

13. CHARGES	13
13.1. Charges	13
13.2. Appeals	13
13.3. Hearing	13
13.4. Disciplinary Action	13
14. REFERENDUMS AND CONSTITUTIONAL AMENDMENTS	13
14.1. Methods	13
14.2. Processing	13
14.3. Affiliation Referendums from the Membership	13
15. BY-LAWS	13
15.1. Existence	13
15.2. Amendment Procedures	13
15.2.1. Methods	13
15.2.2. Processing	13
16. POLICY	14
16.1. Existence	14

PREAMBLE

The Constitution of the Society of Professional Engineering Employees in Aerospace, hereinafter referred to as SPEEA, in conjunction with the SPEEA By-Laws and SPEEA Policy, shall be the Governing Documents of SPEEA. In addition, the Midwest Regional By-Laws and the Midwest Regional Policy are the Governing Documents of the Midwest Region. In the event of a conflict, the precedence of governances is defined in the SPEEA Constitution. Governances for a Bargaining Unit shall not conflict with the Midwest Regional Governing Documents.

1. INTRODUCTION

The Midwest Regional Council shall maintain the Midwest Regional By-Laws consistent with the SPEEA Constitution and SPEEA By-Laws. Sections and paragraphs in the SPEEA Constitution describe the responsibilities and rights of the various bodies of SPEEA (Membership, Executive Board, Council, etc). The sections and paragraphs in the Midwest Regional By-Laws describe the methods of implementing these rights and responsibilities granted under the SPEEA Constitution and SPEEA By-Laws.

1.1. Separability

Should any section, part thereof, or any provision in these Midwest Regional By-Laws become invalid by reason of existing law, subsequently enacted legislation, decree of any court of competent jurisdiction, or any regulation of any government agency with proper jurisdiction, the remaining sections, parts and provisions of these By-Laws shall remain in full force and effect.

1.2. Legal Integrity of SPEEA

The legal integrity of SPEEA is defined in the SPEEA Constitution.

2. GENERAL

2.1. Composition of SPEEA

2.1.1. Addition of Bargaining Units

The addition of Bargaining Units is defined in the SPEEA Constitution and SPEEA By-Laws.

2.1.2. Regions

Regions are defined in the SPEEA Constitution. The Midwest Region is defined in the SPEEA By-Laws.

2.2. Affiliation, Merger and Association

2.2.1. Affiliation

Affiliations are defined in the SPEEA Constitution and SPEEA By-Laws.

2.2.2. Merger

Mergers are defined in the SPEEA Constitution and SPEEA By-Laws.

2.2.3. Association

Associations are defined in the SPEEA Constitution and SPEEA By-Laws.

2.2.4. IFPTE Affiliation

The Affiliation with the International Federation of Professional and Technical Engineers ("IFPTE") is defined in the SPEEA Constitution and in the affiliation agreement between SPEEA and IFPTE.

2.2.4.1. Governing Documents Precedence

The precedence of the Governing Documents is defined in the SPEEA Constitution.

2.2.4.2. IFPTE Delegates

The Midwest Regional Tellers shall be responsible for validating the petitions, specifying a final date for receipt of the petitions, and ensuring the candidates' statements meet all requirements.

An application for an IFPTE delegate candidacy shall be accomplished by filing a petition with the Midwest Regional Tellers Committee. The petition shall be endorsed by a minimum of 20 Midwest Regional Regular SPEEA Members in good standing. A candidate must be a Regular Member of the Midwest Region.

Each IFPTE Delegate candidate shall be permitted up to 25 words for their qualifications and 250 words for their position statement.

Candidate requirements and deadlines shall be announced in at least two issues of the official publications of SPEEA. The Midwest Regional Regular Members will elect by secret ballot from among the candidates. The delegates shall be elected on a separate ballot or ballot section from any ballot used for any other purpose.

SPEEA Staff who reside in the Midwest Region and meet the requirements for candidacy for IFPTE Delegates are eligible to participate in the election and the IFPTE Convention. The number of staff delegates shall never exceed the number of Midwest member delegates. In the case where the number of staff delegates must be reduced, the staff member with the lowest vote tally shall be removed until the number needed is attained.

The number of IFPTE Delegates for the Midwest Region will be established by the process in the SPEEA By-Laws.

2.2.4.3. IFPTE Vice Presidents

The Midwest Regional Council may provide additional responsibilities, which shall be incorporated into Midwest Regional Policy.

2.2.5. Labor Councils

The Midwest Regional Council shall determine any associations with local Labor Councils and additional requirements will be defined in the Midwest Regional Policy.

2.3. Requirements for Holding Office

2.3.1. Membership

The membership requirements for holding office are defined in the SPEEA Constitution. Waivers for break in membership during approved leave of absence as specified in the SPEEA Constitution shall require a 2/3rd-majority vote by the SPEEA Council.

2.3.2. Requirements

Requirements are defined in the SPEEA Constitution.

2.3.3. Training

The training requirements are defined in the SPEEA Constitution and SPEEA By-Laws.

2.3.4. Bonding

The bonding requirements for officers and agents are defined in the SPEEA Constitution.

2.4. Reimbursement

Reimbursement is defined in the SPEEA Constitution and SPEEA By-Laws.

2.5. Honorariums

Honorariums are defined in the SPEEA Constitution and SPEEA By-Laws.

3. MEMBERSHIP

3.1. Membership Requirements

3.1.1. Regular Membership

Regular Membership, entitlements of membership and dues of membership are defined in the SPEEA Constitution and SPEEA By-Laws.

3.1.2. Associate Membership

Associate Membership, entitlements of membership and dues of membership are defined in the SPEEA Constitution and SPEEA By-Laws.

3.1.3. Special Membership

Special Membership, entitlements of membership and dues of membership are defined in the SPEEA Constitution and SPEEA By-Laws.

3.1.4. Retiree Membership

Retiree Membership and entitlements of membership are defined in the SPEEA Constitution and SPEEA By-Laws.

3.1.5. Reciprocal Membership

Reciprocal Membership and entitlements of membership are defined in the SPEEA Constitution, SPEEA By-Laws and SPEEA Policy.

3.1.6. Membership Identification

Membership identification is defined in the SPEEA Constitution and SPEEA By-Laws.

3.2. Membership Meetings

Membership meetings are defined in the SPEEA Constitution.

3.2.1. Regular Membership Meetings

Quorum requirements for regular membership meetings shall be a minimum of forty percent.

3.2.2. Informational, Educational, Social Meetings

Informational, Educational, and Social meetings are defined in the SPEEA Constitution and SPEEA By-Laws.

3.3. Dues

Dues are defined in the SPEEA Constitution and SPEEA By-Laws.

3.3.1. Regular Members

The dues for regular members are defined in the SPEEA Constitution. In the event of a Bargaining Unit Strike, the dues obligations will not apply, as defined in SPEEA By-Laws.

3.3.2. Associate Members

The dues for Associate Members are defined in the SPEEA Constitution.

3.3.3. Special Members

The dues for Special Members are defined in the SPEEA Constitution.

3.3.4. Retiree Members

The dues for Retiree Members are defined in the SPEEA By-Laws.

3.3.5. Delinquency of Dues

Delinquencies in dues are addressed in the SPEEA Constitution. All hardship case applicants shall be reviewed by the Midwest Region Vice President and reported to the Executive Board for consideration.

3.4. Rights

The rights of the Regular Membership are addressed in the SPEEA Constitution.

3.4.1. Membership Vote

The membership vote requirements are specified in the SPEEA Constitution.

3.4.2. Nomination and Election of Representatives

Nomination and Election of Representatives are defined in SPEEA Constitution and SPEEA By-Laws.

3.4.3. Nomination and Election of Regional Vice Presidents

A Midwest Regional Vice President must meet the requirements for holding office as specified in SPEEA Constitution Section 2.3.

4. BARGAINING UNIT

4.1. Composition

The composition of a Bargaining Unit is defined in the SPEEA Constitution and shall be documented in SPEEA Policy.

4.2. Meetings

Meetings of the regular membership of a bargaining unit are defined in SPEEA Constitution and SPEEA By-Laws.

4.2.1. Bargaining Unit Membership Meeting Quorum

In the Midwest Region, a Bargaining Unit Membership meeting quorum shall be a minimum of forty percent.

4.2.2. Notice and Agenda

All Bargaining Unit Regular Members shall be given a minimum of 5 days notice of Bargaining Unit Meetings. Meeting notification requirements of the Midwest Regional By-Laws shall apply, unless specifically waived by the Bargaining Unit Council, by 2/3 of those voting. The distribution process of notification to members will be defined by the Bargaining Unit Council. If e-mail is not a practical distribution process, then mailing of the notification will be used.

Advanced notice of Bargaining Unit Meetings and a meeting agenda listing the business to be conducted shall be prepared by the Bargaining Unit Officers. When a Bargaining Unit Council calls a Bargaining Unit Meeting, items designated by that Bargaining Unit Council shall be included in the agenda. Items of business that are in conflict with the Constitution or government statute shall be ruled invalid by the Bargaining Unit Council Officers. Space permitting, attendance at Bargaining Unit Meetings shall be open to Regular SPEEA Members of all Bargaining Units, but members of the Bargaining Unit holding the meeting may be segregated from non-members for purposes of vote determination.

4.2.3. Allowable Business

Any business pertaining solely to a Bargaining Unit may be conducted at a regular membership meeting at which a quorum is present and the item to be addressed is on the meeting agenda, unless it is specifically prohibited or reserved for another governing body by the SPEEA Constitution or SPEEA By-Laws. Items not on the agenda may be addressed, but no decision can be taken except to direct a referendum vote of the full bargaining unit membership.

4.3. Rights

The exclusive rights of Bargaining Units are defined in the SPEEA Constitution.

4.4. Area Representatives

The primary roll of the Area Representative is to provide information to the membership and to provide feedback to the Council Representative.

Area Representatives will forward information from their Council Representative to the members in their area. Area Representatives must refer employees with grievances or other problems to the Council Representative. They should recruit new members, attend meetings called by their Council Representative, and assist the Council Representative when necessary in carrying out various programs, surveys, etc. Area Representatives should report any workplace activities that are in violation of the Contract to their Council Representative or SPEEA Staff. An Area Representative shall not perform the Council Representative's responsibility of attending disciplinary meetings or grievance handling responsibilities.

The term of the Area Representative will end on May 1st of every calendar year.

5. BARGAINING UNIT COUNCIL

Bargaining Unit governances on officers shall exist in Midwest Regional Policy but in no case shall they conflict with or take precedence over the SPEEA Governing Documents or the Midwest Regional By-Laws.

5.1. Composition

The Midwest Region acknowledges Bargaining Unit Officers for each Bargaining Unit elected from the Council Representatives of that Bargaining Unit, after the seating of the Midwest Regional Council in May. The process to elect officers is defined in Midwest Regional Policy. Governances for each Bargaining Unit Council and Officers shall be defined in Midwest Regional Policy and Bargaining Unit Policy.

5.1.1. Council Representatives

The procedure for the recall of a Council Representative is addressed in the SPEEA Constitution, Section 5.3.4.

5.1.1.1. Alternate Council Representative

Each Council Representative shall designate by name, one of the Area Representatives in that Council district as an Alternate Council Representative, and file the designation with the Council Secretary. The Council Representative may withdraw such designation at any time.

5.1.2. Districts

The requirements for districts are defined in the SPEEA Constitution, Section 9.1.5.3.

5.2. Meetings

Midwest Regional Bargaining Unit Council Meetings are defined in the Midwest Regional Policy.

Space permitting, attendance at Bargaining Unit Council Meetings shall be open to Regular SPEEA Members of all Bargaining Units, but members of the Bargaining Unit Council may be segregated from non-members for purposes of vote determination.

5.2.1. Quorum

The quorum for a Bargaining Unit Council meeting is defined in the SPEEA Constitution.

5.2.2. Notice and Agenda

Advanced notice of regular Bargaining Unit Council Meetings and a meeting agenda listing the business to be conducted shall be prepared by the Bargaining Unit Officers.

All Bargaining Unit Council Representatives and their Alternates shall be given a minimum of 5 days notice of regular Bargaining Unit Council Meetings. If e-mail is not a practical distribution process of notification, then mailing of the notification will be used.

The agenda shall consist of at least the following items; Start Time, Good of the Union, Business of the Council, Officers' Announcements, Summarized Grievance Report, Committee Reports pertaining to that Bargaining Unit, Unfinished Business, Pre-submitted New Business, New Business, and Adjournment. The agenda shall include all business pre-submitted by a member of the Bargaining Unit Council or a Bargaining Unit Council Committee. Items of business that are in conflict with the Constitution or government statute shall be ruled invalid by the Bargaining Unit Council Officers.

5.2.3. Allowable Business

Only business pertaining solely to a single Bargaining Unit may be conducted at Bargaining Unit Council meetings. The Council Chairman or designee shall decide whether an item of business pertains to a single Bargaining Unit, with such decision being subject to overturn by the Midwest Regional Council or the SPEEA Council. If an item is ruled not unique to that Bargaining Unit, the Bargaining Unit Council may only make recommendations to the responsible Council.

5.3. Election

5.3.1. Terms of Office

Terms of Office are defined in the SPEEA Constitution and SPEEA By-Laws.

5.3.2. Nomination

Any regular member of the Midwest Region, with continuous membership during the 12 months prior, may file a petition for a Council Representative position with the Midwest Regional Tellers Committee on or before the last Wednesday in March of odd-numbered years. The petition shall include the endorsements of a minimum of fifteen regular members in the council district and be signed by the candidate. The Midwest Regional Tellers shall validate the petition signatures for membership and district location. The Midwest Regional Tellers may determine the number of endorsements of regular members in small membership districts

5.3.3. Election Balloting

Where the number of nominees exceeds the number of representative positions in a district, the election shall be by secret ballot of the regular members in that district. Ballots shall be mailed to the members on the second Wednesday of April.

Council Representative election ballots shall be counted on the fourth Wednesday of April. Only properly validated ballots received before 12:00 noon shall be counted.

Upon completion of ballot counting, the Midwest Regional Tellers Committee shall certify as elected all Council Representatives who were elected or nominated unopposed, and these Council Representatives shall take office.

5.3.4. Recall and Replacement

The recall and replacement of a Council Representative is defined in the SPEEA Constitution. A petition for a vacant position shall meet the requirements of the Midwest By-Laws 5.3.2. Petitions may only be filed for a vacant position advertised in the council district and shall be received by 12:00 noon, two days before the regular Midwest Council Meeting.

5.4. Rights and Duties

The Bargaining Unit Council shall have the same rights and duties as the Midwest Regional Council, except such rights and duties shall be limited to matters pertaining solely to that specific Bargaining Unit, and the members thereof.

5.4.1. Delegated Responsibilities

Council Representatives or their Alternates shall attend all regular Regional and SPEEA Council meetings in a Council year; as a minimum, a Council Representative must personally attend 2/3 of the regular Council meetings in a Council year (which allows 1/3 of the meetings to be attended by an Alternate). Lack of attendance to a regular Council meeting due to circumstances beyond their control will be taken into consideration and ruled on at the next Council meeting. Additional responsibilities of a Council Representative are defined in the SPEEA Constitution and Midwest Policy.

5.4.2. Council Representative Responsibilities

The responsibilities of a Council Representative are defined in the SPEEA Constitution and Midwest Policy.

5.4.2.1. Area Representatives

Creation of Area Representatives is defined in the SPEEA Constitution and SPEEA By-laws. Council Representatives can remove Area Representatives by not submitting the name of the Area Representative for another term to the SPEEA staff per SPEEA By-laws Section 5.4.2.1. Charges can be levied against Area Representatives for violating their duties per Section 4.4.

5.4.2.2. District Residency

In the event of a permanent relocation or transfer into a non-vacant Council District, the Council Representative shall be able to retain their position for the remainder of their term so long as they are willing and capable of performing their duties as described in Section 5.4.2 of the SPEEA and Midwest Regional Governing Documents.

5.4.3. Executive Board Actions

The review of Executive Board actions is defined in the SPEEA Constitution.

6. REGIONAL COUNCIL

6.1. Composition

The composition of the Regional Council is defined in the SPEEA Constitution.

6.2. Regional Council Officers

Regional Council Officers are defined in the SPEEA Constitution and SPEEA By-Laws.

6.2.1. Regional Council Chairman

The Regional Council Chairman is defined in the SPEEA Constitution and SPEEA By-Laws.

6.2.2. Regional Council Treasurer

The Regional Council Treasurer is defined in the SPEEA Constitution and SPEEA By-Laws.

6.2.3. Regional Council Secretary

The Regional Council Secretary is defined in the SPEEA Constitution and SPEEA By-Laws. The Regional Council Secretary shall be considered an Ex-Officio member of the Midwest Governing Documents Committee.

6.2.4. Additional Officers

Additional Officers, if any, will be defined in Midwest Regional Policy.

6.3. Meetings

The Council Officers may elect to hold a single meeting with delegates in attendance, hold a simultaneous meeting at multiple locations, or may elect to collect individually-cast delegate votes. The Council Officers are responsible for collating the votes and declaring the results.

The rules contained in "Robert's Rules of Order - Newly Revised" shall govern the Midwest Council in all cases for which they are applicable, and in which they are not inconsistent with the SPEEA Constitution, the SPEEA By-Laws, and the Midwest By-Laws except that the Chairman may elect to defer a call for the question if there has been no opportunity for three speakers on each side of the question. In exercising this option, the chairman may limit the time for each speaker and may recognize only those desiring to speak on the side which has not had three speakers. If the option to defer has been exercised, such option shall expire automatically when each side has had three speakers and the deferred call for the question shall be put to a vote and shall require 2/3 vote for passage.

Space permitting, attendance at Midwest Regional Council Meetings shall be open to Regular SPEEA Members of all Regions, but members of the Midwest Regional Council may be segregated from non-members for purposes of vote determination. The only exception to this paragraph is Section 6.2 of the SPEEA Constitution and Section 6.3.1 of the SPEEA By-Laws.

6.3.1. Initial

The Midwest Regional Tellers in odd-numbered years will convene the regular May meeting of the Midwest Regional Council. The first order of business will be the election of a Midwest Regional Council Chairman, and thereupon the Teller shall relinquish the Chair to the newly elected Chairman. The Chairman will then conduct an election for the remaining officers. Elections when there are two or more candidates for one office shall be by secret ballot and require

a plurality of votes cast. The outgoing Council Officers shall be responsible for preparing the agenda and the arrangements for the meeting.

6.3.2. Frequency

Midwest Regional Council meeting frequency is defined in the SPEEA By-Laws. Written demand of twenty percent of the Midwest Council shall include the name of the Council Member, district or position in SPEEA and provide or refer to the special business to be addressed. Written demand may be e-mailed, faxed, or hand delivered. E-mail addresses can be verified to the address of record at the SPEEA Office.

6.3.3. Quorum

The Quorum is defined in the SPEEA Constitution.

6.3.4. Notice and Agenda

Advanced notice of the Midwest Regional Council meetings and a meeting agenda listing the business to be conducted shall be prepared by the Midwest Regional Officers.

All Midwest Regional Council Representatives and their Alternates shall be given a minimum of 5 days notice of regular Midwest Regional Council Meetings. If e-mail is not a practical distribution process of notification, then mailing of the notification will be used.

The agenda shall consist of at least the following items; Start Time, Good of the Union, Business of the Council, Council Officers' Announcements, Midwest Vice President's Report, Summarized Grievance Report, Committee Reports, Unfinished Business, Pre-submitted New Business, New Business, SPEEA Reports, and Adjournment. The agenda shall include all business pre-submitted by a member of the Midwest Regional Council or a Midwest Regional Council Committee. Items of business that are in conflict with the Constitution or government statute shall be ruled invalid by the Midwest Regional Council Officers.

6.3.5. Allowable Business

Only business pertaining solely to the region may be conducted at Midwest Regional Council meetings. The Council Chairman or designee shall decide whether an item of business pertains to the Midwest Region, with such decision being subject to overturn by the SPEEA Council. If an item is ruled not unique to the Midwest Region, the Midwest Regional Council may only make recommendations to the responsible Council.

The business conducted at the meeting is limited to the items on the published agenda. An item may be added to the agenda only by a 2/3-majority vote of the delegates present at the meeting.

6.4. Rights and Duties

The Midwest Regional Council shall have the exclusive rights and duties including, but not limited to, those described in Section 6.4 of the SPEEA Governing Documents and the Midwest Governing Documents, except as defined elsewhere within the Constitution, and subject only to the will of the Midwest Regional Membership. The purpose of the Regional Council shall be to act upon matters exclusive to the specific Region represented.

The Regional Council shall ensure that Council Representatives are compliant with training requirements. The minimum required training will be defined in Policy.

6.4.1. Regional Council Responsibilities

Council Representatives or their Alternates shall attend all regular meetings in a Council year; as a minimum, a Council Representative must personally attend 2/3 of the regular Council meetings in a Council year (which allows 1/3 of the meetings to be attended by an Alternate). Lack of attendance to a regular Council meeting due to circumstances not in their control will be taken into consideration and ruled on at the next Council meeting. Additional responsibilities of a Council Representative are defined in the SPEEA Constitution.

6.4.2. Executive Board Actions

The annual budget of the Midwest Region, as a whole, is subject to Midwest Regional Council overturn. The Midwest Regional Council may overturn specific items within that budget with a 2/3-majority vote of the Council.

6.4.3. Signatories and Bonding

Additional Officers shall not have signature authority.

6.4.4. Regional By-Laws

Determination of the Midwest Regional By-Laws is defined in the SPEEA Constitution and SPEEA By-Laws.

6.4.5. Regional Policy

Determination of the Midwest Regional Policy is defined in the SPEEA Constitution and SPEEA By-Laws.

6.4.6. Regional Council Committees

The Midwest Region recognizes Joint Union/Company Committees in its jurisdiction. All committees shall report at Council meetings, which requires placement on the agenda. Midwest Regional Council Committees are defined in the Midwest Regional Policy.

6.4.7. Recall and Replacement of Regional Council Officers

The procedure for recalling and replacing Regional Council Officers is defined in the SPEEA Constitution.

6.5. Committees

Refer to Midwest Regional Policy for additional definitions.

6.6. Site Assemblies

Refer to Midwest Regional Policy for additional definitions.

6.6.1. Site Assembly Officers

Refer to Midwest Regional Policy for additional definitions.

7. SPEEA COUNCIL**7.1. Composition**

The composition of the SPEEA Council is defined in the SPEEA Constitution.

7.2. SPEEA Council Officers

SPEEA Council Officers are defined in the SPEEA Constitution and SPEEA By-Laws.

7.2.1. SPEEA Council Chairman

SPEEA Council Chairman is defined in the SPEEA Constitution and SPEEA By-Laws.

7.2.2. SPEEA Council Treasurer

SPEEA Council Treasurer is defined in the SPEEA Constitution and SPEEA By-Laws.

7.2.3. SPEEA Council Secretary

SPEEA Council Secretary is defined in the SPEEA Constitution and SPEEA By-Laws.

7.2.4. Election

Election of SPEEA Council Officers is defined in the SPEEA Constitution and SPEEA By-Laws.

7.3. Meetings**7.3.1. Convention****7.3.1.1. Frequency**

Frequency of the convention is defined in the SPEEA Constitution and SPEEA By-Laws.

7.3.1.2. Quorum

The quorum for the convention is defined in the SPEEA Constitution.

7.3.1.3. Notice and Agenda

The notice and agenda for the convention is defined in the SPEEA Constitution.

7.3.1.4. Allowable Business

The allowable agenda for the convention is defined in the SPEEA Constitution.

7.3.1.5. Voting

Approval of items on the published agenda is defined in the SPEEA Constitution and SPEEA By-Laws.

7.3.2. SPEEA Council Meetings

The SPEEA Council Meetings are defined in the SPEEA Constitution and SPEEA By-Laws.

7.3.2.1. Frequency

The frequency of meetings is defined in the SPEEA Constitution.

7.3.2.2. Quorum

The quorum for a meeting of the SPEEA Council is defined in the SPEEA Constitution and SPEEA By-Laws.

7.3.2.3. Notice and Agenda

The notice and agenda for a meeting of the SPEEA Council is defined in the SPEEA Constitution and SPEEA By-Laws.

7.3.2.4. Allowable Business

The allowable business is defined in the SPEEA Constitution.

7.3.2.5. Voting

Approval of items on the published agenda is defined in the SPEEA Constitution and SPEEA By-Laws.

7.4. Rights and Duties

The rights and duties of the members of the SPEEA Council are defined in the SPEEA Constitution, SPEEA By-Laws, and SPEEA Policy.

7.4.1. Responsibilities

The responsibilities of the members of the SPEEA Council are defined in the SPEEA Constitution, SPEEA By-Laws, and SPEEA Policy.

7.4.2. Executive Board Actions

Actions taken with respect to Executive Board Actions are defined in the SPEEA Constitution.

7.4.3. Signatories and Bonding

Signatories and Bonding of SPEEA Council Officers and Additional Officers are defined in the SPEEA Constitution and SPEEA By-Laws.

7.4.4. SPEEA By-Laws

Maintenance of the SPEEA By-Laws is defined in the SPEEA Constitution and SPEEA By-Laws.

7.4.5. SPEEA Policy

Determination of SPEEA Policy is defined in the SPEEA Constitution and SPEEA By-Laws.

7.4.6. Council Committees

Council Committees are defined in the SPEEA Constitution, SPEEA By-Laws, and SPEEA Policy.

7.4.7. Recall and Replacement of Council Officers

Recall and Replacement of Council Officers are defined in the SPEEA Constitution and SPEEA By-Laws.

7.5. Committees

Committees are defined in the SPEEA Constitution, SPEEA By-Laws, and SPEEA Policy.

8. EXECUTIVE BOARD**8.1. Composition**

The composition of the SPEEA Executive Board is defined in the SPEEA Constitution and SPEEA By-Laws.

8.2. Duties and Responsibilities**8.2.1. President**

The duties of the President are defined in the SPEEA Constitution.

8.2.2. Treasurer

The duties of the Treasurer are defined in the SPEEA Constitution.

8.2.3. Secretary

The duties of the Secretary are defined in the SPEEA Constitution.

8.2.4. Regional Vice Presidents

Duties and responsibilities of the Midwest Regional Vice President is to represent the Midwest Region, coordinate between the Executive Board and the Midwest Regional Council, oversee legislative actions, assist the Midwest

Regional Council in interacting with the employer and assist in coordination and communications between the Members, Executive Board and Negotiation Teams within the Midwest Region. When issues of member hardship in the Midwest Region are brought to the attention of the Executive Board, the Midwest Regional Vice President will investigate each hardship and make a recommendation to the Executive Board.

8.3. Executive Board Meetings

Executive Board meetings are defined in the SPEEA Constitution.

8.3.1. Frequency

The frequency of Executive Board Meetings is defined in the SPEEA Constitution.

8.3.2. Quorum

The quorum of Executive Board Meetings is defined in the SPEEA Constitution and SPEEA By-Laws

8.4. Elections

8.4.1. President, Treasurer, Secretary

The elections of the President, Treasurer, and Secretary are defined in the SPEEA Constitution.

8.4.1.1. Term of Office

The term of office is defined in the SPEEA Constitution.

8.4.1.2. Nominations

Nominations are defined in the SPEEA Constitution and SPEEA By-Laws.

8.4.1.3. Election Balloting

Election Balloting is defined in the SPEEA Constitution and SPEEA By-Laws.

8.4.1.4. Recall and Replacement

Recall and Replacement are defined in the SPEEA Constitution and SPEEA By-Laws.

8.4.2. Regional Vice Presidents

The election of the Midwest Regional Vice President is defined in the SPEEA Constitution.

8.4.2.1. Term of Office

The term of office is defined in the SPEEA Constitution.

8.4.2.2. Nominations

Nominations are defined in the SPEEA Constitution and SPEEA By-Laws.

8.4.2.3. Election Balloting

Election Balloting is defined in the SPEEA Constitution and SPEEA By-Laws.

8.4.2.4. Recall and Replacement

Recall and Replacement are defined in the SPEEA Constitution and SPEEA By-Laws.

8.5. Rights and Duties

8.5.1. Responsibilities

The responsibilities of the Executive Board are defined in the SPEEA Constitution.

8.5.2. SPEEA Budget

The SPEEA Budget is defined in the SPEEA Constitution and SPEEA By-Laws.

8.5.3. SPEEA Staff

The SPEEA Staff is addressed in the SPEEA Constitution.

8.5.4. Committees

Executive Board Committees are defined in the SPEEA Constitution and SPEEA By-Laws.

8.5.5. Signatories and Bonding

The Signatories and Bonding requirements are defined in the SPEEA Constitution.

8.5.6. Documents and Publications

The documents and publications for SPEEA and its Regions are defined in the SPEEA Constitution.

8.5.7. Collective Bargaining Enforcement

Enforcement of Collective Bargaining Agreements is defined in the SPEEA Constitution.

9. TELLERS**9.1. Regional Tellers****9.1.1. Composition**

The composition of Regional Tellers is defined in the SPEEA Constitution and SPEEA By-Laws.

9.1.2. Meetings

The Midwest Regional Tellers Committee shall convene when called by the Midwest Regional Tellers Committee Chairman, or by a majority of the Committee. The conduct of the Midwest Regional Tellers Committee meetings shall be determined within the Committee and the Midwest Regional Policy.

9.1.3. Elections

Prior to the second Wednesday of January of even-numbered years, the Midwest Council Officers shall notify the Regional membership of the nomination opening and closing dates, nomination requirements, election dates and requirements, voting directions and balloting procedures for electing Regional Tellers. Notification shall be made to each member's last known address.

Nominations shall be made by petition, signed by fifteen or more Regular Members of the Midwest Region, and submitted at the MW SPEEA office after the second Wednesday of January but not later than 5:00 p.m. on the fourth Wednesday of January. The Midwest Council Chair shall be responsible for the validation of the petition. The petition must include the signature of the nominee signifying the nominee's consent.

Each nominee must be a Regular Member with a continuous membership during the previous 12 months.

The Midwest Council Officers shall assure that a single platform statement from each properly nominated candidate shall, if available, be included with the ballot. Each statement will be 150 words or less in length. If no statement is submitted, "No response provided by the candidate" shall be used instead. Statements must be submitted no later than 5:00 p.m. on the fourth Wednesday of January.

The Midwest Council Officers shall oversee the election of the Midwest Tellers. If the election is contested, the election shall be by secret ballot and will be sent to the last known address of all Regional Regular Members. Ballots shall be sent prior to the last Wednesday in February. The candidates shall be placed on a separate ballot or ballot section from any ballot used for any other purpose. When there are candidates from each Bargaining Unit of the Region, the candidates should be separated by Bargaining Unit into separate ballot sections with the instruction to pick one candidate from each section. The Midwest Council Officers shall be responsible for processing and sending the ballot package, and for ensuring the confidentiality of this material.

The ballots shall be counted on the second Wednesday of March, and no ballots received after noon local time on that day will be counted. Votes for a person not properly nominated shall not be counted and will invalidate only the vote for that office. The Midwest Council Officers shall be responsible for the validation of the election.

9.1.4. Recall and Replacement

The procedure for recall and replacement of a Regional Teller is defined in the SPEEA Constitution.

9.1.5. Rights and Duties

The Rights and Duties of a Regional Teller are defined in the SPEEA Constitution.

9.1.5.1. Charges

The requirements for charges are defined in the SPEEA Constitution.

9.1.5.2. Records

The records for the Regional Tellers are defined in the SPEEA Constitution.

9.1.5.3. Districting

By the second Wednesday of every September and March of each year, the Midwest Regional Tellers Committee shall perform an audit of the districts and report to the Bargaining Units of the Midwest Region for any improved recommendation of District composition.

9.2. SPEEA Tellers**9.2.1. Composition**

The composition of the SPEEA Tellers is defined in the SPEEA Constitution.

9.2.2. Meetings

The meeting requirements for SPEEA Tellers are defined in the SPEEA Constitution.

9.2.3. Elections

The election of SPEEA Tellers is defined in the SPEEA Constitution.

9.2.4. Recall and Replacement

The recall and replacement requirements are defined in the SPEEA Constitution.

9.2.5. Rights and Duties

Rights and Duties are defined in the SPEEA Constitution.

9.2.5.1. Charges

Charges are defined in the SPEEA Constitution and SPEEA By-Laws.

9.2.5.2. Records

The record requirements are defined in the SPEEA Constitution.

9.2.5.3. Audit

Audits are defined in the SPEEA Constitution and SPEEA By-Laws.

10. JUDICIAL REVIEW

Judicial Review is defined in the SPEEA Constitution and SPEEA By-Laws.

10.1. Composition

Composition of the Judicial Review Committee is defined in the SPEEA Constitution and SPEEA By-Laws.

10.1.1. Meetings

Meetings of the Judicial Review Committee are defined in the SPEEA Constitution.

10.1.2. Elections

The nomination and election of members to the Judicial Review Committee are defined in the SPEEA Constitution.

10.1.3. Recall/Replacement

The recall and replacement of Judicial Review Committee members is defined in the SPEEA Constitution.

10.2. Rights and Duties**10.2.1. Constitution and By-Laws Interpretation**

Constitution and By-Laws Interpretation is defined in the SPEEA Constitution and SPEEA By-Laws.

10.2.2. Hearing of Appeals

Hearing of Appeals is defined in the SPEEA Constitution and SPEEA By-Laws

10.2.3. Records

The accessibility of the Judicial Review Committee to SPEEA records is defined in the SPEEA Constitution.

11. NEGOTIATIONS**11.1. Negotiation Team**

Additional definitions on the Negotiation Team and the processes and policies for negotiations are defined in Midwest Regional and Bargaining Unit Policies.

11.2. Selection of Negotiators

The Bargaining Unit Council in accordance with the SPEEA Constitution shall determine the method of selection of its negotiators.

11.3. Negotiation Team Rights and Obligations

The Negotiation Team shall report on the Team's progress to the Bargaining Unit Council per Bargaining Unit Policy.

11.4. Ratification of Collective Bargaining Agreements

Additional definitions on Absentee Ballots are defined in Midwest Regional Policy.

11.5. Strike Authorization Vote

The process for validating a strike authorization vote is defined in Midwest Regional Policy.

11.6. Amendments to Collective Bargaining Agreements

The amendment procedure to a Collective Bargaining Agreement is defined in the SPEEA Constitution.

12. ELECTION

12.1. Procedure

Election procedures are defined in the SPEEA Constitution and SPEEA By-Laws.

12.2. Challenges and Appeals

Election challenges and Appeals are defined in the SPEEA Constitution and SPEEA By-Laws.

13. CHARGES

13.1. Charges

Charges are defined in the SPEEA Constitution and SPEEA By-Laws.

13.2. Appeals

Appeals are defined in the SPEEA Constitution and SPEEA By-Laws.

13.3. Hearing

Hearings are defined in the SPEEA Constitution and SPEEA By-Laws.

13.4. Disciplinary Action

The disciplinary action is defined in the SPEEA Constitution.

14. REFERENDUMS AND CONSTITUTIONAL AMENDMENTS

14.1. Methods

The methods for initiating a referendum are defined in the SPEEA Constitution.

14.2. Processing

Proposed amendment handling and amendment language are defined in the SPEEA Constitution and SPEEA By-Laws.

14.3. Affiliation Referendums from the Membership

The requirements for a referendum are defined in the SPEEA Constitution.

15. BY-LAWS

15.1. Existence

The maintenance of the Midwest Regional By-Laws is the responsibility of the Midwest Regional Council Governing Documents Committee.

15.2. Amendment Procedures

The amendment procedure is defined in the SPEEA Constitution.

15.2.1. Methods

The amendment method is defined in the SPEEA Constitution.

15.2.2. Processing

Proposed amendment handling and amendment language are defined in the SPEEA Constitution and SPEEA By-Laws. The Midwest Regional Governing Documents Committee Chairman or designee will certify the revised document prior to distribution. The Midwest Regional By-Laws will include both the endorsements (signatures) of the Midwest Regional Governing Documents Chairman and the Midwest Regional Secretary.

16. POLICY

16.1. Existence

The maintenance of the Midwest Regional Policy Manual is the responsibility of the Midwest Regional Governing Documents Committee. Maintenance and incorporation of policy items are defined in the SPEEA Constitution and SPEEA By-Laws.

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