

**CONSTITUTION
AFT AMESBURY,
LOCAL 1033, MFT, AFT, AFL-CIO**

ARTICLE I

This organization shall be known as the AFT Amesbury, Local 1033, MFT, AFT, AFL-CIO.

**ARTICLE II
OBJECTIVES**

The purpose of this organization shall be:

Section 1.

To bring associations of teachers and other school-related personnel into relations of mutual assistance and cooperation.

Section 2.

To obtain from them the rights to which they are entitled.

Section 3.

To raise the standards of the teaching profession by securing the conditions essential to the best professional service.

Section 4.

To promote such a democratization of the schools as will enable them to better equip their pupils to take their places in the industrial, social, and political life of the community.

Section 5.

To promote the welfare of the childhood of the nation 'by providing progressively better educational opportunity for all.

Section 6.

To eliminate prejudice and discrimination in education in all its forms.

ARTICLE III MEMBERSHIP

Section 1.

Certified employees of the public school district including teachers and other school-related personnel are eligible for membership.

Section 2.

Teachers in public or private institutions outside the jurisdiction of this local may be admitted to membership until such time as a local is chartered in their jurisdiction.

Section 3.

No discrimination shall ever be shown toward individual members or applicants for membership because of race, religious faith, or political activities or belief, except that no applicant whose political actions are subject to totalitarian control such as Fascist, Nazi, or Communist, shall be admitted to membership.

Section 4.

A member may be expelled for acts detrimental to AFT Amesbury upon presentation of written charges signed by at least 1/2 the total membership and approved by at least 3/4 of the Executive Board. The member shall have the right to appeal the decision and be reinstated with full rights if a majority of the members present vote to reinstate.

Section 5.

A member who fails to pay dues during the grace period, i.e., November 1 to February 1, shall be dropped from the rolls and their names removed from the records at the national office. The members may be reinstated upon payment of at least three months back dues.

ARTICLE IV OFFICERS

Section 1.

The following officers shall be elected biennially by this Federation:

1. President
2. Elementary Vice President
3. Secondary Vice President
3. Treasurer
4. Secretary

Section 2.

Membership in good standing for at least one year is required to hold office.

Section 3.

Nominations for office in AFT Amesbury shall be made in writing to the Secretary two weeks prior to the scheduled biennial elections. Nominations shall be accompanied by petitions containing at least ten (10) signatures of members.

Section 4.

Balloting for office shall take place on the day and time set by the Executive Board. The candidate receiving a plurality of the votes cast shall be deemed elected.

Section 5.

Officers shall be installed at the regular membership meeting in June of odd numbered years or at a special meeting or banquet held for this purpose.

Section 6.

Vacancies in any office except President shall be filled by the Executive Board. If the office of President becomes vacant, one of the Vice President shall act as President until a new President can be elected. The members of the Executive Board will determine who the acting President becomes until an election is held. The election shall be held no later than 30 days following the date that the office became vacant.

ARTICLE V COMMITTEES

Section 1.

The following standing committees shall be active in this Federation to serve the entire membership:

1. Membership Committee
2. Negotiating Committee
3. Grievance Committee
4. Building Representative Committee
5. Good and Welfare Committee
6. Ways and Means Committee.

Section 2.

Chairmen of each of the standing committees shall be appointed by the President with the consent of a majority of the other elected officers, with the exception of the building representatives, which shall be elected by individual buildings annually at the same time that officers are elected.

Section 3.

Members of each committee shall be appointed by the chairmen of each committee with the consent of the President and officers.

Section 4.

The President shall have the right to form a special committee when so needed.

ARTICLE VI THE EXECUTIVE BOARD

Section 1.

The Executive Board of this Federation shall consist of the following:

1. All elected officers
2. Chairmen of standing committees
3. The chief delegate to the local labor body
4. Building representatives including one member from any group which the AFT has exclusive bargaining rights.

Section 2.

The Executive Board, that is, the officers, shall administer the policy of this Federation as set by the membership at regular meetings. It shall have the power to act for the good of AFT Amesbury in emergency situations where the policy cannot be set by the membership.

Section 3.

The chairman of the Executive Board shall be the President of AFT Amesbury.

Section 4.

The time and place of the Executive Board meeting shall be set by the Executive Board and posted in each school.

Section 5.

The Executive Board shall meet at least four times a year.

Section 6.

The Executive Board shall have the power to employ all personnel including an executive secretary, clerical help, and other persons full- or part-time as may be determined by the needs and finances of AFT Amesbury.

Section 7.

To make contracts and incur liabilities which may be appropriate to enable it to accomplish any or all of its purposes; to borrow money for Federation purposes at such rates of interest and terms and conditions as they may determine; to issue notes,

bonds, and other obligations and to secure any of its obligations by mortgage, pledge, or deed of trust of any or all of its property and income.

Section 8.

The Executive Board shall report its activities at each regular membership meeting.

ARTICLE VII AFFILIATIONS

Section 1.

This Federation shall maintain affiliations with and whenever possible send delegates to the following organizations:

a. The American Federation of Teachers -- all delegates and alternates to the national convention of the AFT shall be elected by majority vote at the June membership meeting. Notice of elections shall be made at the previous membership meeting and mailed to each member at least 15 days prior to the election. The President and Secretary shall certify the election and forward the credentials of all elected delegates and alternates to the national office as soon as possible but not later than ten days before the convening of the national convention. The delegates shall confer with the Treasurer to make sure that the AFT per capita through June has been sent to the national office at least 15 days before the convening of the national convention.

b. The Massachusetts Federation of Teachers -- delegates shall be elected at least one month before the state convention at the regular membership meeting.

c. The Greater Lawrence-Haverhill Central Labor Board -- delegates shall be elected at the regular biennial election of officers.

d. The Massachusetts State Labor Board -- delegates shall be elected at least one month before the state labor convention at a regular membership meeting.

Section 2.

All delegates shall make written reports to the Executive Board on meetings attended.

Section 3.

Every reasonable effort shall be made by this Federation to pay the legitimate expenses of delegates to meetings and conventions of affiliated organizations.

Section 4.

AFT Amesbury to the best of its ability shall be active in the affairs of affiliated organizations.

Section 5.

Delegates to affiliated organizations shall meet the same requirements as officers of this Local. (Must be a member in good standing of this Federation for at least one year.)

ARTICLE VIII DUTIES OF OFFICERS

Section 1.

The President shall preside at all meetings of AFT Amesbury and of the Executive Board. He shall be ex-officio member of all committees, shall sign all necessary papers and documents, and represent the local when and where necessary. He shall make a report to the membership at least once each year summarizing the accomplishments of AFT Amesbury and outlining plans for the next year.

Section 2.

The Vice Presidents shall perform all duties of the President in the absence of that officer.

Vice Presidents shall handle all matters which come up at their respective level from the building representatives and shall try to resolve such matters before referring them to the President.

Vice-Presidents may be given the responsibility of being the union liaison on negotiating teams at the discretion of the President.

Section 3.

The Secretary shall issue all notices, shall answer correspondence at the direction of the President and shall report outside correspondence to the President and the Executive Board. He shall be the custodian of the seal and charter of AFT Amesbury. The Secretary shall record the minutes of the Executive Board and of general membership meetings.

Section 4.

The duties of the Treasurer shall be:

a. To receive, record, and deposit in the name of AFT Amesbury all monies from dues and all other sources.

b. To keep the membership role, issue receipts, and delinquent notices.

c. To forward all per capita dues and current membership lists to the national office of the American Federation of Teachers and to other affiliated organizations to keep this Federation in good standing at all times. Special care shall be taken to see that per capita tax through June 30th is sent to the national office not later than 15 days prior to the opening of the national convention to make sure delegates from this Federation may be seated.

- d. To keep adequate records available at all times for the Executive Board.
- e. To pay all bills authorized by the adopted budget, retaining voucher or invoice of the same. Expenses not authorized by the budget must be presented to the Executive Board for authorization.

ARTICLE IX DUTIES OF STANDING COMMITTEES

Section 1.

The Membership Committee shall plan and execute a dynamic program to insure growth and vitality of AFT Amesbury. It shall present a written report to the Executive Board.

Section 2.

The Negotiating Committee shall study trends in contract formulas, be alert for new directions in current policy, assume responsibility for writing proposals and negotiate new contracts with the school board.

Section 3.

The Grievance Committee shall act on all grievances submitted in writing to the Executive Board. It shall present to the Executive Board a procedure for handling grievances. This committee shall cause the procedure to be published as widely as possible.

Section 4.

The building Representatives shall disseminate information, be alert for potentially grievable situations, report grievances to the Grievance Committee, and assist the treasurer if necessary.

Section 5.

The Good and Welfare Committee shall handle publicity and public relations, study and make recommendations for improvement in curricula, teaching techniques, class size, texts, equipment, and other professional matters; consider recommendations of the AFT, State Federation, and the local pertaining to all levels of government; study proposed legislation which may affect AFT Amesbury and the schools, arrange social programs and entertainments, may present the record of government officials, and shall perform such other duties as the local may direct.

Section 6.

The Ways and Means Committee shall run all elections, audit the treasurer's books once a year, and conduct all activities related to Civil Rights and the elimination of racism in education.

ARTICLE X MEETINGS

Section 1.

The time and place of meetings shall be fixed by the Executive Board.

Section 2.

There shall be at least the minimum number of meetings required by law.

Section 3.

A quorum shall consist of 25 percent of the total membership.

ARTICLE XI FINANCE

Section 1.

Regular dues shall be fixed by majority vote of members present at any regular meeting provided notice of the contemplated dues increase has been announced either at the previous meeting or in writing.

Section 2.

Additional finances may be obtained by various fund-raising activities.

ARTICLE XII RULES OF ORDER

Roberts Rules of Order, Revised, shall govern in all cases not covered by this Constitution or the By-Laws of this Local.

ARTICLE XIII AMENDMENT

This Constitution may be amended as follows:

Constitutional amendments may be submitted to the Executive Board.

The Executive Board may initiate amendments. After having received a majority vote of the Executive Board the amendment shall be submitted to each member. A majority vote of all members, by secret ballot, shall be sufficient for adoption.

ARTICLE XIV AVAILABILITY OF CONSTITUTION

Section 1.

Three copies of this Constitution and all future amendments shall be submitted to the national office of the American Federation of Teachers.

Section 2.

Copies shall be made available to other affiliated organizations upon request.

Section 3.

Copies shall be given to all members and prospective members by the Building Representatives.

**BY-LAWS
OF
AFT AMESBURY,
LOCAL 1033, AFT MA, AFT, AFL-CIO**

**ARTICLE I
DUES**

Section 1.

The regular annual dues of AFT Amesbury shall be a sum equal to \$574.42 effective September 1, 2007.

Section 2.

In line with the Constitution and By-Laws of the American Federation of Teachers and AFT Massachusetts, members who earn less than a first year teacher shall pay one-half the AFT, AFT Massachusetts, and local dues. Members who earn less than \$12,000 shall pay one-quarter of the AFT, AFT Massachusetts, and local dues.

Section 3.

The dues year shall be from September through August.

Section 4.

Dues may be paid to building representatives, directly to the treasurer, or by payroll deductions.

**ARTICLE II
PAYMENTS TO OFFICERS**

Section 1.

The President shall receive \$6,000 per annum and have his/her dues reimbursed by AFT Amesbury.

Section 2.

The Treasurer shall receive fifty per cent of the president's stipend per annum and have his/her dues reimbursed by AFT Amesbury.

Section 3.

The Vice Presidents shall receive fifty per cent of the president's stipend per annum and have their dues reimbursed by AFT Amesbury.

Section 4.

The Secretary shall receive one-sixth of the President's stipend per annum and have his/her dues reimbursed by AFT Amesbury.

Section 5.

Building Representatives shall have their dues reimbursed by AFT Amesbury.

**ARTICLE III
AMENDMENT**

The By-Laws may be amended by a majority of the members present at any regular meeting provided notice of the contemplated change has been announced at a previous regular or special meeting or in writing to the membership at least two weeks prior to the meeting.

**ARTICLE IV
CONTRACT RATIFICATION**

In order for a contract to be ratified a simple majority of those members present must vote in the affirmative to accept the contract as presented by the Negotiating Sub-Committee.

This Constitution and By-Laws were amended and adopted April 10, 2007.
AFT Amesbury., Local 1033, MFT, AFT, AFL-CIO.