

Baltimore County Federation of Public Health Nurses

Constitution and By-Laws

Proposed changes

ARTICLE II

MEMBERSHIP AND DUES

Section 1 – Qualifications:

A person is qualified for membership in BCFPHN if she or he is employed by Baltimore County as a ~~registered nurse~~, Public Health Nurse or Nurse Practitioner or has retired from such position.

Section 8 – Dues, Fees and Assessments:

- a. Dues and Agency Fees for the BCFPHN shall be paid through authorized payroll deduction and direct deposit to the designated BCFPHN account.
- b. Dues, fees, and other financial obligations of membership shall be established or modified by a majority vote of the BCFPHN membership present and voting at a general or specified meeting. ~~Previous written notice of at least thirty (30) days shall be required prior to any vote to establish an increase in the amount of dues or initiation fees, or to establish or modify any other financial obligation of membership.~~ Previous written notice to the members, of at least thirty (30) days, shall be required to hold a vote to establish, increase, or change Membership Dues, Agency Fees, or financial obligations of membership.
- c. Per capita payments shall be made on a monthly basis to the Secretary Treasurer of the American Federation of Teachers; the Secretary-Treasurer of the AFT, Maryland; and the Metro-Baltimore Council of the AFL-CIO.
- d. Each affiliated local shall increase the local dues to equal any increase in per capita payments that are required to be made to the American Federation of Teachers and any increase to either the state federation or the regional council with which the local is affiliated.
- e. Where a local receives Agency Fees from nonmembers for representing them under an agency shop agreement, it shall pay to the national office a sum equal to the per capita tax for all such nonmembers and shall also pay state federation for all such nonmembers.

Section 9 – Nonmember and Agency Fees:

- a. A nonmember covered by union security provisions, in a collective bargaining agreement to which BCFPHN is a party, shall be fully entitled to all benefits of representation by BCFPHN as her/his exclusive bargaining agent, but shall have no membership rights hereunder, except to the extent specified in this Section.
- b. A nonmember covered by a union security provision in a collective bargaining agreement shall be obligated to pay to BCFPHN a service fee in lieu of dues in the set amount, and under the same payment conditions, as the dues obligation of full members in the bargaining unit in which the nonmember is employed.
- c. Once a year, the Treasurer or President of BCFPHN shall send to nonmembers employed in a bargaining unit represented by BCFPHN and subject to a union security provision an audited financial statement designating the portion of union expenditures devoted to matters unrelated to the performance of BCFPHN’s function as exclusive collective bargaining agent.

ARTICLE IV

OFFICERS

Section 1:

There shall be four officers: President, Vice-President, ~~recording~~ Secretary, and Treasurer.

Section 4 – Duties of Officers:

- b. 6. President is delegate to AFT National Convention and delegate to AFT Maryland Convention.
- c. The Vice-president shall:
 - 1. Assume all duties of the President in the President’s absence.
 - 2. Serve as Membership Coordinator
 - 3. Perform Checks and Balances on reports, and policies
 - 4. Review and recommend changes to policy manuals
- d. The Secretary shall:

1. Record the proceedings of all BCFPHN Executive Board Meetings and Membership Meetings.
 2. Provide each member ~~of~~ and executive board with a copy of the minutes
 3. ~~Delegate appropriate duties to other officers and employees of BCFPHN.~~ Serve as Communication Coordinator: to provide written and/or electronic communications to members.
 4. Collect and maintain membership demographic database.
- e. The Treasurer shall:
1. Be accountable for the fiscal affairs of the ~~Association~~ Federation and provide reports and interpretation of the ~~Association's~~ Federation's fiscal condition as required.
 2. Write yearly budget, balance check book monthly, prepare monthly Reconciliation Report, submit yearly audit.

ARTICLE VII

EXECUTIVE BOARD

Section 5 – Meetings of the Executive Board:

b. Special meetings may be called by the president on twenty-four (24) hours notice to each member whether personally or by mail, ~~or telegraph telephone, or fax machine,~~ email, text, or other electronic media, or shall be called by the president in the like manner or on like notice upon written request of three (3) or more members of the Board. Special meetings shall be held at such time and place as specified in the notice of the meeting.

c. Business which requires immediate action by the Board, may be conducted by mail, telephone, telegraph, or fax or electronic media. Such action shall be subject to ratification at the next regular meeting of the Board.

Article IX

Parliamentary Authority

The rules contained in *Roberts Rules of Order Newly Revised* shall govern meetings of this ~~Association~~ Federation in all cases to which they are applicable and in which they are not inconsistent with these By-laws.

The Parliamentarian shall be selected, voted, and appointed by the Executive Board.

Article X

Amendments

Section 1:

The Constitution and By-laws may be amended at any general membership meeting of BCFPHN by a two-thirds (2/3) vote of the membership present and voting provided, copies of the proposed amendments shall be in possession of the secretary of this ~~Association~~ Federation at least thirty (30) days before the date of the business meeting and shall be appended to the call for the meeting.



*Baltimore County Federation
of
Public Health Nurses*

Local 5102, AFT, AFL-CIO
410-887-1003

Karen Pilecki
President
Yvonne Macklin
Vice President
Mary Ann Craighead
Treasurer
Sara Breedlove
Secretary

**August 7, 2013
Bylaw Changes Ballot**

Select All In Favor Not In Favor

Article II

Section 1	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
Section 8	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
a	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
b	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
c	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
d	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
e	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
Section 9	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
b	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
c	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor

Article IV

Section 1	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
Section 4	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
a	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
b	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
c	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
d	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
e	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor

Article VII

Section 5	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
b	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor
c	<input type="checkbox"/> In Favor	<input type="checkbox"/> Not In Favor

Article IX In Favor Not In Favor

Article X
Section 1 In Favor Not In Favor

**Return ballot in an email or a sealed envelope to: Karen Pilecki, President, BCFPHN
Lansdowne Health Center; MS 1102V**