

PRO-TECH TEAM BY-LAWS

I NAME

The name of this bargaining unit shall be PRO-TECH TEAM.

II JURISDICTION

The Jurisdiction of this bargaining unit shall include MIS and related employees within the San Francisco Unified School district.

III OBJECTIVES

The objectives of this bargaining unit will be to secure improved working conditions, wages, hours and any other economic advantages suitable for its members - regardless of religion, race, creed, color, national origin, age or sex.

IV MEMBERSHIP

- A. Any person employed, or qualified for employment as a professional MIS or related employee is eligible for membership, unless such employment is covered by a contract or memorandum of agreement with another Union.
- B. Any eligible person may submit a request for membership.
- C. Officers shall determine eligibility and declare the applicants status.
- D. Members shall agree to abide by all by-laws, rules and decisions of the unit.
- E. Members may withdraw from the unit pursuant to regulations set forth by the Public Employees Relation Board.

V DUES AND INITIATION FEES

No fees or dues shall be incurred on any member.

VI ORGANIZATION

- A. The structure of this organization shall consist of a representative unit of employees under its own jurisdiction based on such criteria as the employer, the bargaining unit, the job classification, or any other criteria that may be determined by its Officers.
- B. The affairs of the unit shall be conducted through the authority vested in the Officers pursuant to these by-laws. The Officers are authorized and empowered to take all lawful action consistent with these by-laws to act on behalf of the unit.
- C. Actions of the Officers shall become effective immediately and shall be considered the action of the bargaining unit.

VII MEMBERSHIP MEETINGS

- A. Officers may schedule membership meetings on behalf of the unit.
- B. The membership shall be notified at least five (5) days prior to such a meeting. Officers may call meetings with less notice when necessary.

VIII OFFICERS

- A. This unit shall be represented by two (2) Officers.
- B. The Officers shall preside over general membership meetings.
- C. The Officers shall have the authority to appoint committees and representatives.
- D. The Officers shall have the authority to interpret these by-laws.
- E. The Officers shall be responsible for taking such actions as, in their judgment, will advance the best interests of the unit and its members.
- F. No Officer shall receive compensation for any services; provided, however that a Officer may be reimbursed for reasonable expenses actually incurred in the performance of their duties as an Officer.

- G. Unit Officers and representatives shall not be made party to any proceeding or legal action while performing in the normal course of duty consistent with these by-laws.

IX NOMINATION AND ELECTION OF OFFICERS

- A. The term for the Officers shall be three (3) years.
- B. All Officers shall be elected by voting, conducted among all members in good standing and determined by a majority vote of those responding.
- C. Every member in good standing shall be eligible to hold office and have the right to enominated as a candidate for Officer.
- D. The two (2) candidates with the majority of votes cast shall be declared elected.
- E. In the event of a tie, a runoff election shall be conducted between the candidates with the equal amount of votes.
- F. Officers may be removed for cause pursuant to a majority vote of unit members.

X AMENDMENTS

- A. These by-laws can only be amended by majority vote of the membership.
- B.. Officers may introduce an amendment for consideration . The amendment will be referred to the membership for a vote by ballot.

XI EFFECTIVELY

These by-laws shall become effective upon approval by the membership by a majority vote.

BES 3/13/96