

Fairfax Deputy Sheriff's Union, SEIU VA 512

Constitution and Bylaws

Preamble

In the belief that in unity there is strength, this union was formed. We are dedicated to the providing service to our members by providing a unified voice to ensure that all employees receive fair and equal treatment while performing their jobs.

EEO Policy Statement

The Fairfax Deputy Sheriff's Union, SEIU VA 512 (FDSU) stands unequivocally opposed to discrimination. This includes harassment because of race, gender, sexual orientation, ethnic background, religious beliefs, or handicap.

Statement of Compliance

The FDSU declares that its purpose is to completely comply with the laws of the Commonwealth of Virginia and the United States, and does not advocate the overthrow or dissolution of the constitutional form of government in the United States or the Commonwealth of Virginia.

Article 1

Name

Section 1 The name of this organization shall be Fairfax Deputy Sheriff's Union, SEIU VA 512.

Section 2 The members of this association, officers, representatives, shall recognize, observe and be bound by the provision of the Constitution and By-Laws of the Fairfax Deputy Sheriff's Union, SEIU VA 512 herein referred to as the FDSU and the Service Employees International Union VA 512 herein referred to as the SEIU VA 512 and the Service Employees International Union. In case of conflict, the order of precedence which shall be as hereinafter listed:

1. Service Employees International Union Constitution and Bylaws
2. Service Employees International Union VA 512 Constitution and Bylaws
3. FDSU Constitution and Bylaws

Members of FDSU shall be entitled to full and equal rights, privileges and obligations of membership in SEIU VA 512, including, but not limited to, the right to hold office, serve on committees, vote in Chapter and SEIU VA 512 elections and acquire and use existing and future member benefits, in accordance with the SEIU VA 512 Constitution and Bylaws and those of the Service Employees International Union.

Article 2

Jurisdiction

Jurisdiction shall be as follows: All persons employed or retired by the County of Fairfax Sheriff's Department shall be in the following classification: Deputy Sheriff 2nd Lieutenant and below.

The FDSU will be responsible for verifying the grade levels of new members.

Article 3

Membership

Section 1 Active: Any person of good moral character, who at the time of giving application is engaged in service, or retired from, within the jurisdiction of this Association, as given in Article 2, will be eligible for active membership.

Section 2 Honorary: For meritorious service to this Association or for distinguished public service, persons may be elected honorary members by majority vote or no vote. Such membership may be revoked for cause.

Section 3 Maintenance of Good Standing: Membership in good standing includes any person who has fulfilled the requirements for membership in this association and who has not voluntarily withdrawn, become ineligible for continued membership or been suspended or expelled for membership in the FDSU.

Section 4 Delinquent Members: Members who fail to pay their monthly dues or assessments after being provided 60 (sixty) days notice shall be notified that they are delinquent and will be automatically suspended and lose their good standing if payment is not made within 15 (fifteen) days following the notice. Delinquent members are not entitled to voice or vote in the FDSU.

Section 5 Retired Members: Retired members must pay their dues on a monthly basis, shall have equal voice and vote and but are not eligible to hold office.

Section 6 A member not in good standing may be expelled only after written charges of “conduct prejudicial to the good of the Fairfax Deputy Sheriff’s Union, SEIU VA 512 has been investigated by a special committee appointed by the President. This committee will consist of three members in good standing and are not members of the Executive Board. The member charged shall bear full opportunity for defense and is entitled to due process in presenting his case to the special committee. The special committee shall report its findings and recommendations to the membership, and any punishment enacted, not to exceed expulsion, will be imposed a two- thirds vote at a regular meeting.

Section 7 Former members reapplying for membership will be assessed back dues. The dues will be assessed for the period from when membership was dropped and brought forward to the current date. Payment plans may be arranged.

Article 4

Meetings

Section 1 Regular meetings of the FDSU shall be held on the last Thursday of each month.

Section 2 Special meetings may be called by a vote of a majority of the Executive Board. A notice shall state the business to be considered at such meetings and no other business than that shall take place. Notification of special meetings shall be sent out electronically at least seven days in advance. The notice shall state the business to be considered at such meeting and no other business other than stated shall be conducted.

Section 3 Quorum: The quorum for any meeting of the FDSU, either regular or special shall be at least ten percent (10%) of the total voting members or ten members, whichever is less.

Section 4 Right of Members: Every member in good standing shall have the right to attend any meeting and to participate in such meeting in

accordance with the recognized rules as set forth in the manual know as Robert's Rules of Order as adopted by the FDSU.

Article 5

Officers

Section 1 The officers of the FDSU shall consist of a President, Vice President, Secretary, and Treasurer, who shall hold office for four (4) years and until the election and installation of their successors take place.

The President, Vice President, Secretary and Treasurer shall be considered the principal officers.

Section 2 Eligibility: Any member in good standing shall be eligible to be a candidate for office. Every candidate shall have the right to request distribution of campaign literature, by mail or otherwise, to all members in good standing, at the candidates own expense. "A candidate for office" includes a candidate for membership in the Executive Board. There shall be no discrimination in favor or against any candidate with regard to the use of membership lists.

Section 3 Method of Nomination and Election: All members in good standing shall be given at least fifteen (15) days advance notice, in writing, of the date, time, and place at which nominations shall be made and the date at which elections will take place. Nominations for officers shall be held at the General Membership Meeting in May and elections shall be handled by the elections Committee, appointed by the President. The Elections Committee will certify all voter-returned ballots, tabulate the votes, report the results to the President, and deliver all returned ballots to the Secretary. The Election Committee will tabulate the ballots within one (1) day of the cutoff date. Each candidate and one (1) representative will be allowed to monitor the tabulations of the ballots as will the Secretary be required to be present. The candidate receiving the majority of the ballots cast shall be declared elected. If no candidate receives a majority of the ballots cast, there shall be a run-off between the two candidates who received the most votes. Ties shall be resolved by seniority within the FDSU wins.

Section 4 Elections Committee: In the event that a poll of the membership is to be taken, the President shall appoint an Elections Committee,

which shall be responsible for the distributing and tabulating of such poll.

Section 5 The ballots for each election shall be preserved by the Secretary for one (1) year.

Section 6 Installation and Term of Office: The elected officers shall be installed at the next membership meeting following the tabulation of votes. When an Office becomes vacant, the vacancies shall be filled by general election of the membership within sixty (60) days after the date the office is vacated. Vacancy is defined by reason of death, resignation or removal of the incumbent. No election is required to fill the vacancy if it occurs within 60 (sixty) days before the next regularly scheduled election.

Section 7 If the slate of candidates nominated for any board election is unopposed, then they will be declared winners by acclamation. No write-in candidates shall be allowed in the balloting.

Article 6

Duties of Officers

Section 1 It shall be the duty of the President to preside at all meetings of the FDSU and at meetings of the Executive Board. The President shall be the executive head of the FDSU. The President shall appoint members to committees and have general supervision of the other officers and chairs of committees. The President shall have the final authority, subject only to internal appeal, to decide questions of parliamentary rules and questions involving interpretations of the Constitution and Bylaws for the FDSU.

Section 2 The Vice President shall assist the President in such a manner as the President may determine. The Vice president, in the absence of the President, shall preside at meetings of FDSU and of the Executive Board.

Section 3 The Secretary shall have custody of all documents, records, books and papers belonging to the FDSU, except as may be otherwise provided by this Constitution and By-Laws. The Secretary shall maintain the official list of members in good standing, which shall

be kept accurately and on a current basis. The Secretary shall discharge on behalf of FDSU such duties as may be imposed by applicable law and shall cause to be maintained by FDSU such records, as the law requires to be kept of reports filed by it.

Section 4 The Treasurer shall receive all money due to FDSU, from whatever source, and shall disburse the same. Such disbursement shall be by check, at the approval of the President, and the check will be signed by the President. The Treasurer shall maintain and keep current record of members with their dues payments, assessments and all financial transactions promptly and accurately entered. The Treasurer shall be prepared to exhibit receipts and vouchers upon audit of the books. He shall present an annual budget to the FDSU.

ARTICLE 7

Initiation Fees, Dues and Assessments

Section 1 There is no initiation fee required.

Section 2 Monthly membership dues shall be that certified by the Secretary of the FDSU. Monthly membership dues for an active member shall be \$15.00 (fifteen) dollars per pay period for a total of 26 (twenty-four) pay periods per year. Retiree member dues will be \$15.00 (fifteen) dollars a month.

Section 3 Assessments may be made only in the following manner: Each member in good standing shall be notified in writing at least thirty (30) days in advance of the date on which the vote for an assessment is to occur. The proposed assessment shall become effective upon a majority vote of the members in good standing, by secret ballot, at a regular or special meeting.

Section 4 Increases in rates of initiation fees, reinstatement fees, dues or assessments shall require notice of such proposed increase to be given to the members in good standing at least thirty (30) days in advance of the date on which the vote for such increase is to occur. The proposed increase shall become effective upon a majority vote of the members in good standing, by secret ballot, at a regular or special meeting.

Section 5 Reinstatement fees shall be \$15.00 plus an amount equal to the regular monthly dues for the period of time the former member was not a part of the organization. Beyond this amount, no other assessment or fines will be imposed.

Section 6 Officers and members responsible for the collection of dues shall disburse or use these funds only for lawful purposes and to the benefit of the organization. Dues collected by the FDSU will not be used for political purposes. All political activities will be coordinated through a separate political action committee.

Section 7 The FDSU shall not dissolve, disband, disaffiliate or secede while there are seven members thereof desiring to continue its existence. In the event the FDSU dissolve, disband, disaffiliate or secedes; the funds, assets, properties, books and records of the FDSU shall be donated to a charity voted and approved by the remaining members. No net earnings will inure to the benefit of any individual member.

ARTICLE 8

Amendments

Section 1 This Constitution and By-Laws made under its provisions, may be amended by a two-thirds vote, at a regular meeting, provided that each member in good standing is notified in writing of the proposed amendment at least fifteen (15) days in advance of the meeting at which the vote will be taken.