

Important: Please note that the By-Laws changes will be discussed and voted on before officer elections. Due to the potential change in the Vice President's duties, please be sure you understand what the role will be for that position, before submitting your notice of candidacy.

Attached is the By-Laws document with the potential changes for May 19, 2010. This document, as well as our current By-Laws document, is posted on the BCUEA website: <http://bcuea.org/>.

Major changes involve:

- defining specific roles for the 2 vice presidents
- defining and specifying roles and compensation for Dental Plan Administrator and Membership Administrator
- redefining compensation for officers
- defining actions regarding class action grievance
- defining member behavior at meetings
- defining how members get help from Board members, etc.

Respectfully submitted,
By-Laws Committee
Jackie Haluska
Charlie Jones
Dennis Lenhardt
Debra Rooney
Bill Vrooman
Lynn Sherich, Chairperson

May 19, 2010 Potential By-Laws Changes

(changes are underlined)

Page 5: Article VI – Officers

Section 1.

- b) The Vice Presidents shall execute the order of the President and resolutions of the Board of Directors for administration of the affairs of the Association. The First Vice President shall further discharge the duties of the President in his/her absence or incapacity or upon his/her request and shall have such other and further duties as may be delegated to him/her. The Vice President shall be NYSUT delegate(s).

Change to:

- b) The Vice Presidents shall execute the order of the President and resolutions of the Board of Directors for administration of the affairs of the Association. The First Vice President shall chair the Grievance Committee while the Second Vice President shall chair the Membership Committee. The First Vice President shall further discharge the duties of the President in his/her absence or incapacity or upon his/her request and shall have such other and further duties as may be delegated to him/her. The Vice President shall be NYSUT delegate(s).

Page 9: Article X – Committees

Section 2.

- a) The Dental Committee shall include at least three general members of the Association in good standing with the Chairperson of said committee selected by the Board of Directors. The chairperson shall also serve as “Administrator of the Dental Plan” and as such shall be entitled to a stipend as determined by the Board of Directors. It shall be the responsibility of said committee to oversee the funds and expenditures of the Dental Plan and make recommendations to the Board of Directors which they deem appropriate to maintain the Dental Plan.

Change to:

- a) The Dental Committee shall include at least three general members of the Association in good standing with the Treasurer acting as the Chairperson of said committee. It shall be the responsibility of said committee to oversee the funds and expenditures of the Dental Plan and make recommendations to the Board of Directors which they deem appropriate to maintain the Dental Plan. A “Dental Plan Administrator”, who will fulfill the duties listed in Appendix A, shall be appointed by the Board of Directors and shall be entitled to a stipend as determined by the Board of Directors.

New:

- e) The Membership Committee shall include at least three members of the Association in good standing with the Second Vice President acting as the Chairperson of said committee. There will also be a “Membership Administrator”, who will fulfill the duties listed in Appendix A, shall be appointed by the Board of Directors and shall be entitled to a stipend as determined by the Board of Directors.

- f) The Grievance Committee shall include at least three members of the Association in good standing with no more than 2 members representing any membership group with the First Vice President acting as chair of said committee.

The President shall call a special meeting of the general membership before a class action grievance is filed for arbitration. After discussion, a vote will be held of the membership present (by show of hands) and a majority will rule whether or not to send the class action grievance to arbitration.

Page 10: Article XI – Financial Policy

Section 4.

Neither the directors at large, representatives nor members serving on committees except the Administrator of the Dental Plan shall receive any salary or compensation for services rendered to the Association, except that the Board of Directors may, within its discretion, authorize a stipend to officers and members of the Negotiating Committee.

Change to:

Neither the directors at large, representatives nor members serving on committees except the Dental Plan Administrator and Membership Administrator shall receive any salary or compensation for services rendered to the Association, except that the Board of Directors may, within its discretion, authorize a stipend to officers and members of the Negotiating Committee.

Section 6.

The five elected officers of the BCUEA shall have the NYSUT and NEA portion of their dues reimbursed to them on a quarterly basis.

Change to:

The five elected officers of the BCUEA shall be paid a quarterly stipend determined by the Board of Directors from the association's annual budget.

Page 4: Article IV – Membership

Section 4.

Members in good standing shall be expected to attend general meetings and to take an active interest in the affairs of the Association.

Change to:

Members in good standing shall be expected to attend general meetings and to take an active interest in the affairs of the Association. All members will conduct themselves in a courteous and professional manner and will speak and act courteously and professionally during all discussions during Association meetings.

New:

Section 5.

Members needing to contact any BCUEA Board Member or Building Representative about union matters shall send a written request for an appointment which must include their written documentation about the matter in question. All BCUEA Board Members or Building Representatives will post their contact times and information and will work with due diligence and to the best of their ability to assist any and all members in any Association matter. Members should not hinder BCUEA Board Member or Building Representatives from performing their district responsibilities.

New:

Appendix A.

Dental Plan Administrator duties include, but not limited to:

- 1) Distribute dental enrollment information to the membership before September's Open Enrollment.
- 2) Administer the Dental Plan including coordination of information to Delta Dental, payroll, the Membership Chairperson and the Treasurer.
- 3) Reconcile monthly Delta Dental statements and send statement and invoice to the Membership Chairperson for approval for payment.
- 4) Answer questions from the membership or district about the union.
- 5) Assist the Membership Chairperson with all dental business.
- 6) Attend General Membership Meetings in September, October, January and May in addition to any Dental Committee Meetings.

Membership Administrator duties include, but not limited to:

- 1) Reconcile monthly NYSUT and NYSUT Legal statements and send statements and invoices to the Membership Chairperson for approval for payment.
- 2) Answer questions from the membership about NYSUT and NYSUT Legal Plan.
- 3) Assist the Membership Chairperson with all membership business.
- 4) Attend General Membership Meetings in September, October, January and May in addition to any Membership Committee Meetings.