

CONSTITUTION

OF

MANCHESTER MEMORIAL HOSPITAL REGISTERED NURSES

Local 5055

FEDERATION OF NURSES AND HEALTH PROFESSIONALS / AFT, AFL-CIO

## ARTICLE I

### NAME

This organization shall be known as the MANCHESTER MEMORIAL HOSPITAL REGISTERED NURSES, LOCAL 5055, FEDERATION OF NURSES AND HEALTH PROFESSIONALS.

## ARTICLE II

### OBJECTIVES

Section 1. To provide an effective collective bargaining representative for registered professional nurses at Manchester Memorial Hospital.

Section 2. To improve the standards for registered nurses by advancing economic status, promoting better preparation in education programs, encouraging and promoting continuing education, securing working conditions essential to the best performance of services, and to insure quality patient care.

Section 3. To promote local participation in community health programs, health systems, agencies, as well as any other regulatory body affecting the delivery of health care.

Section 4. To remove all forms of bias in health care delivery due to race, creed, sex, age, sexual preference, social, political, or economic status, or national origin.

Section 5. To work for passage and retention of just laws which will improve the climate for health care consumers and health care employees.

## ARTICLE III

### MEMBERSHIP

Section 1. All registered nurses employed as staff nurses at Manchester Memorial Hospital are eligible for membership.

Section 2. Supervisory personnel shall not obtain membership. Members who are promoted to positions with the rank of supervisor are automatically removed from membership on the effective date of the promotion.

Section 3. No discrimination shall ever be shown toward individual members or applicants for membership because of race, creed, political activities or belief, sex, age, sexual preference, economic status, or national origin.

Section 4. Any member on extended Leave of Absence who fails to pay dues directly to the Unit Treasurer during this time shall, after one month, be dropped from the rolls and their

names removed from the records at the National Office. The person will be reinstated as a member in good standing upon payment of all back dues (or payment of at least three months back dues initially.)

## ARTICLE IV

### OFFICERS

Section 1. The following officers shall be elected every three years by this Federation:

1. President
2. Vice-President
3. Secretary/Treasurer

Section 2. Membership in good standing for at least one year is required to hold office.

Section 3. Elections of officers shall take place every three years in October. Newly elected officers shall take office on December 1.

Section 4. Nominations will be made by a Nominating Committee with members notified by mail of upcoming elections and additional nominations accepted.

Section 5. All elections shall be by secret ballot.

Section 6. Vacancies in any office will be filled by the Executive Committee.

Section 7. Only members in good standing will be eligible to vote. The candidate receiving a majority of the vote will be declared elected. If a majority is not obtained, a run-off election of the two nominees receiving the most votes shall be held according to the same procedure.

Section 8. Annual stipends shall be paid for the following positions:

a.	President	\$5,000.00
b.	Vice-President	\$4,000.00
c.	Secretary-Treasurer	\$4,000.00

Any change in salaries of the aforementioned positions shall be set by a two thirds vote present at any regular meeting of the membership.

## ARTICLE V

### COMMITTEES

Section 1. The following committees are standing committees of this Local:

1. Grievance
2. Negotiations

### 3. Finance

Section 2. Special committees will be appointed by the President except for the Nominating Committee. Nominating Committee is appointed by the Executive Council.

Section 3. Chairpersons of each standing committee and special committee, excluding the Grievance Chairperson, will be appointed by the President.

Section 4. Members of each committee will be appointed by the chairperson of each committee with the consent of the President.

## ARTICLE VI

### THE EXECUTIVE COUNCIL

Section 1. The Executive Council of this Local consists of the following:

1. All elected officers
2. Chairpersons of all Standing Committees

Section 2. The Executive Council will administer the policy of the Local as set by the membership at regular meetings. It will have the power to act for the good of the Local in emergency situations where the policy cannot be set by the membership.

Section 3. The chairperson of the Executive Council will be the President of the Local.

Section 4. The Executive Council will meet quarterly. Three members will constitute a quorum. Meetings are open to the membership for observation and a member may address the council by previous request.

Section 5. The Executive Council has the power to employ all personnel as may be determined by the needs and finances of the Unit.

Section 6. The Executive Council will have the power 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 the Local purpose at such rates of interest and terms and conditions as they may deem appropriate; to issue notes, bonds, and other obligations by mortgage, pledge, or deed of trust of all or any of its property and income.

Section 7. The Executive Council will report its activities at each regular membership meeting.

## ARTICLE VII

### AFFILIATIONS

Section 1. This Local shall maintain affiliation with and whenever possible send delegates to the following organizations:

- a. American Federation of Teachers

- b. The Connecticut State Federation
- c. The Greater Hartford Labor Council
- d. The Connecticut AFL/CIO Labor Council

Section 2. All delegates will make written reports to the Executive Council on meetings attended.

Section 3. Every reasonable effort will be made by this Local to pay the legitimate expenses of delegates to meetings and conventions of affiliated organizations.

Section 4. Delegates to affiliated organizations must meet the same requirements as officers of the Local. (Must be a member in good standing of the Local for at least one year.)

## ARTICLE VIII

### DUTIES OF OFFICERS

Section 1. The President presides at all the meetings of the Local and of the Executive Council. He/she is ex-officio member of all committees, signs all necessary papers and documents, and represents the Local when and where necessary. He/she will make a report to the membership at least once each year summarizing the years activities and setting goals for the next year.

Section 2. The Vice-President will perform all duties of the President in the absence of the President as well as that of the Grievance Chairperson.

Section 3. The Secretary/Treasurer will issue all notices, answer correspondence, and report outside correspondence to the President and the Executive Council. The Secretary will record the minutes of the membership meetings and the Executive council meetings.

Section 4. The duties of the Secretary/Treasurer are:

- a. To receive, record and deposit in the name of the Local all monies from dues and all other sources.
- b. To keep the membership roll, issue receipts and delinquent notices as needed.
- c. To forward all per capita dues and current membership lists to the National Office of the Federation of Nurses and Health Professionals/AFT and to other affiliated organizations to keep this Local in good standing at all times. Special care shall be taken to see that per capita tax through June 30 is sent to the National Office no later than 15 days prior to the opening date of the National Convention to make sure delegates from this Local may be seated.
- d. To keep adequate records available at all times and report monthly to the Executive Council.
- e. To pay all bills authorized by the Executive Council.

f. Present Treasurer's Report at all regular or special meetings.

g. To have books available for audit yearly and/or end of term.

## ARTICLE IX

### DUTIES OF STANDING COMMITTEES

Section 1. The Grievance Committee will act on all grievances submitted in writing to the Executive Council. This Committee reports to the Executive Council.

Section 2. The Negotiations Committee prepares and recommends proposals and is the actual Negotiating team at contract renewal time.

Section 3. The Finance committee will work with the Treasurer regarding budget and expenditures.

Section 4. The duties of special committees will be determined by the Executive Council.

## ARTICLE X

### MEETINGS

Section 1. There will be at least one meeting yearly, the time and place determined by the Executive Board.

Section 2. Special meetings may be called by the President as necessary.

Section 3. A quorum shall consist of at least 5% of the membership, or 10 members, whichever is greater.

Section 4. Notice of a regular or special membership meeting shall be posted at least fifteen (15) days prior to the meeting and shall contain the date, place, time and purpose of the meeting.

## ARTICLE XI

### FINANCE

Section 1. Regular dues will be fixed by a majority vote of members present at any regular meeting providing notice of the contemplated dues increase has been previously announced at least thirty (30) days prior to the proposed increase. Dues for full time nurses are ten dollars and fifty cents (10.50) per week, seven dollars and fifty cents (7.50) for part time members. The dues automatically will be increased or decreased equal to any increase or decrease in the per capita

payments that are required to be made to any of the affiliated organizations with which we are affiliated.

Section 2. Additional finances may be obtained by various fund raising activities.

## ARTICLE XII

### RULES OF ORDER

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

## ARTICLE XIII

### AMENDMENTS

Section 1. This Constitution may be amended as follows:

- a. The proposed amendment will be submitted at any regular membership meeting or announced in a newsletter. A 2/3 vote of the members present is required for passage.