

Bylaws for the Coalition of Labor Organizations at MSU

Article 1. Name.

The organization shall be known as:

The Coalition of Labor Organizations at MSU ("Coalition").

Article 2. Objectives.

The objectives of the Coalition shall be:

To assist member organizations and others in securing better benefits, wages, hours, working conditions and other advantages for organized workers employed by Michigan State University through such means as the Coalition shall decide to pursue;

To encourage and assist in organizing unorganized employees of the University;

To assist member organizations in safeguarding, advancing and promoting of the principle of free collective bargaining, the rights of all workers at Michigan State University, and the security, rights and well being of all people through political, educational and community activities;

To engage in cultural, civic, legislative, political, educational, charitable, social and other activities which further the interests of the organization, the member labor organizations and their memberships, and all workers employed by Michigan State University;

To provide assistance, financial, moral or otherwise, to labor all organizations which have the same purposes or objectives as the Coalition;

To protect and preserve the member labor organizations;

To provide a mechanism for discussion and/or resolution of any disputes that may occur between member labor organizations;

To receive, manage, invest, expend or otherwise use the funds and property of the Coalition in order to carry out the duties and to achieve the objectives set forth in these Bylaws, and for such additional purposes and objects not inconsistent with these Bylaws as will further the interests of the Coalition, its member labor organizations and/or the individual members of these labor organizations.

Article 3. Membership.

Section 1. Each labor organization which is certified as the exclusive bargaining agent for a unit of employees employed by Michigan State University, or by any affiliate of Michigan State University, shall be eligible for membership in the Coalition and shall become members upon payment of dues as set forth in Article 9.

Section 2. To be eligible to participate in Coalition meetings as a representative of a member organization, a person must be an elected or designated leader of one of the member labor organizations, including such officers, members and staff assigned by the member labor organizations to participate in the Coalition's activities.

Section 3. No member shall discuss or publicize Coalition affairs outside of the Membership of this Coalition.

Article 4. Officers.

The officers of the Coalition shall be the President, Vice President, Treasurer and Recording Secretary. Officers shall be selected every three years, or more frequently as needed, by the members of the Coalition, with each member labor organization having an equal vote. To be eligible to serve as President and Vice President of the Coalition, a person must be an elected or designated leader of one of the member labor organizations. To be eligible to serve as Treasurer and Recording Secretary of the Coalition, a person must be an elected or designated leader of one of the member labor organizations, including such officers and staff assigned by the member labor organizations to participate in the Coalition's activities. Multiple positions shall be allowed, i.e.: Vice President - Treasurer, Vice President - Recording Secretary, Treasurer - Recording Secretary.

Article 5. Executive Board

Section 1. The Coalition shall establish an Executive Board which shall be known as the Coalition Of Labor At MSU Executive Board, composed of the President, Vice President and an elected or designated leader of each one of the member labor organizations not represented by an officer of the Coalition.

Section 2. The Executive Board shall be the policy-forming tribunal of the Coalition and is authorized to manage, invest, contribute, use, lend and acquire funds and property for the Coalition, and otherwise conduct, manage and delegate the affairs of the organization in the pursuit and accomplishment of the objectives set forth in these Bylaws and resolutions adopted in furtherance thereof.

Section 3. The Executive Board may select and appoint a Chairperson. The general duties, authority and term of the Chairperson shall be:

a) The Chairperson shall serve at the pleasure of the Executive Board and may be removed whenever in their judgment the business interests of the Coalition of Labor Organizations will be served thereby.

b) The Chairperson shall be present at all meetings of the Executive Board.

c) At the direction of the Executive Board, the Chairperson shall be a member of all organizations, committees and boards to which the Coalition is entitled to representation.

d) The Chairperson is bound to act in good faith and for the benefit of the Coalition of Labor Organizations.

e) The Chairperson shall be the Chief Spokesperson for the Coalition in the negotiation of the Joint Health Care Memorandum of Understanding with the Employer, and shall, if within his/her authority, enforce such Understanding fully during his/her term as the Chief Spokesperson of the Coalition.

f) The Chairperson does not have either express or implied authority to enter into Agreements of Understandings with third parties concerning rates of pay, wages, hours of employment or other conditions of employment affecting Coalition members.

g) The Chairperson shall function as the primary contact person of the Coalition of Labor Organizations for matters the Coalition has taken up on behalf of and at the direction of the Executive Board.

h) At the direction of the Executive Board, the Chairperson shall perform duties common to all Officers of the Coalition.

i) The Chairperson shall perform all other duties as assigned by the Executive Board.

Section 4. The Executive Board shall meet as often as necessary, but not less than once each quarter or at the call of the President or on request of a majority of the Executive Board.

Article 6. Duties of the Officers.

Section 1. President. Subject to the approval of the Executive Board, the President of the Coalition shall be authorized to perform as necessary or proper to conduct the business of the Coalition, including without limitation the following:

- to preside at meetings of the Coalition;
- to engage in discussions with officials of the University, officials of University affiliates, officials of other labor organizations, governmental officials and any other persons to further the interests and objectives of the Coalition and its members;
- to engage legal, accounting or other professionals to assist in furthering the interests and objectives of the Coalition and its members;
- to countersign, along with the Treasurer or the Recording Secretary, all official documents on behalf of the Coalition, including but not limited to agreements, leases, mortgages, deeds, bonds and other instruments, and also to countersign, along with the Treasurer or the Recording Secretary, all checks on the Coalition's bank accounts to pay the bills, obligations and indebtedness of the organization;
- to handle all correspondence on behalf of the Coalition;
- to look after and be responsible for any offices or files maintained by the Coalition; and
- to delegate any of the foregoing responsibilities.

Section 2. Vice President. In the absence of the President, or during any period in which the President is incapacitated or in which the office of President is vacant, the Vice President shall perform the duties of President.

Section 3. Treasurer. The Treasurer of the Coalition shall be authorized to perform the following responsibilities:

- to receive and account for all funds or assets of the Coalition;
- to countersign any checks written against Coalition accounts, along with the President or the Recording Secretary. Such checks must bear the signature of any two of the following officers: President, Treasurer or Recording Secretary;
- to maintain custody of all financial records of the Coalition; and
- to take all necessary steps to ensure that all reports, returns and other filings that are legally required of the Coalition are handled properly and in accordance with applicable law.

Section 4. Recording Secretary. It shall be the responsibility of the Recording Secretary to attend meetings of the Coalition, to keep minutes of each meeting, and maintain custody of all minutes and other records of the Coalition. In the

absence of the Recording Secretary, the President or the President's designee may appoint someone to act as Recording Secretary.

Article 7. Limitations.

Nothing in these Bylaws shall be construed to impair or infringe upon the rights or obligations of any of the member labor organizations under their respective constitutions or bylaws or with respect to any parent labor organizations to which they are subordinate. Specifically, it is expressly understood that no agreements or understandings made by any officer of the Coalition or by the Coalition regarding terms or conditions of employment of workers represented by any member of the Coalition shall become binding unless and until ratified by the membership of the member labor organization or otherwise approved in accordance with such member labor organization's own constitution or bylaws.

Article 8. Meetings.

The Coalition shall hold regular meetings, not less frequently than once a month, at such time and place as shall be determined by the President.

Article 9. Dues and Assessments.

Section 1. The Coalition shall be funded by an annual contribution of \$100.00 for each member labor organization. This contribution may be suspended, raised or lowered upon a unanimous vote of the Coalition Executive Board, with each member labor organization having an equal vote. Funds thus contributed to the Coalition shall remain the property of the Coalition unless the Coalition is dissolved in accordance with these Bylaws.

Section 2. The Coalition Executive Board shall conduct an annual meeting for the purpose of projecting necessary budgetary needs for intended activities and determining methods of funding.

Article 10. Financial Reports.

Financial reports shall be read at the Executive Board meetings and shall be available to the member organizations at any time upon reasonable notice.

Article 11. Bonding.

Every officer, agent or employee of the Coalition who handles funds or other property of the organization shall be bonded in accordance with applicable law in such amount as shall be determined by the Executive Board.

Article 12. Amendment and Termination.

Section 1. These Bylaws may be amended, revised, or otherwise changed from time to time as deemed necessary by the Coalition Executive Board, upon a unanimous vote of the Coalition Executive Board, with each member labor organization having an equal vote. A proposed amendment must be presented in writing to the Coalition's Executive Board at least one meeting prior to the vote on that amendment. Amendments to a proposed amendment may be accepted from the floor.

Section 2. Upon a unanimous vote of the Coalition Executive Board, with each member labor organization having an equal vote, the Coalition may be dissolved. Any assets of the Coalition shall, upon dissolution, be returned to the member labor organizations pro-rata based on each labor organization's membership at the time of dissolution.

Revised: Spring 2009