

# SEIU Local 500 Constitution

Excerpts from the SEIU Local 500 Constitution; some of the rules members must follow.  
 Did Local 500 show you these before asking you to sign a union card?

<ul style="list-style-type: none"> <li>• There are specified time periods only during which you can resign membership (i.e. stop paying dues if you leave Kennedy Krieger).</li> <li>• <b>The union can fire you if you do not pay dues</b> or violate the union's rules and are suspended or expelled by the union.</li> </ul>	<p><i><b>Article III Membership, Section 2: Continuation of Membership.</b> Membership shall be continuous until the member resigns from the Local (during the appropriate period), no longer meets the eligibility requirements of Section I of this Article, fails to pay the required membership dues, or is suspended or expelled pursuant to this Constitution.</i></p>
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<ul style="list-style-type: none"> <li>• Local 500 contracts require employees to be a member in good standing and/or pay dues.</li> <li>• If you don't pay dues, you can't; vote on the contract offer from the school, go to union meetings or be on a contract committee, therefore you have no say in your wages, benefits, working conditions.</li> <li>• You must comply with decisions of the Union, even if you don't agree.</li> <li>• You have to help organize others.</li> <li>• You cannot try to decertify the union, even if you don't like their decisions or they don't live up to their promises.</li> <li>• You are the Union? The Union, not you, has <b>exclusive</b> and <b>final</b> authority to determine your wages and working conditions!</li> <li>• AND, if you have any issue or problem at work, the union has the power to decide how to handle it and they make that decision <b>based upon what is best for the union, not what is best for you!</b></li> <li>• If you have an issue at work – your supervisor can't work with you one-on-one, you must go to the union, <b>and the union, in their discretion, decides if your issue is important!</b></li> <li>• Have a second job that is union? You have to choose which job to keep, as SEIU says you can't be in two unions.</li> </ul>	<p><i><b>Article III V, Section 4: Member Rights, Privileges, and Duties</b> A member in good standing is one whose dues are current for the membership year.</i></p> <p><i>Members in good standing, and only members in good standing, shall be eligible to participate in the Union, including voting on contracts, running for office, serving on contract committees, attending Union meetings, and voting on internal Union business.</i></p> <p><i><b>B. Duties of Members.</b></i></p> <p><i>1. A member should attend General Membership meetings of the Union and regular special meetings of his/her Chapter and Division.</i></p> <p><i>3. A member shall comply with the decisions of the Union...</i></p> <p><i>5. Each member shall adhere to the terms and conditions of pertinent collective bargaining agreements...</i></p> <p><i>6. A member shall be encouraged to assist in organizing the unorganized and participate in such activities as he/she may be called upon to perform by the Union.</i></p> <p><i>8. No member shall be party to any activity to secure the disestablishment of this local union as the collective bargaining agent for any employee.</i></p> <p><i>Every member, by virtue of his/her membership in this Union, authorizes this Union to act as his/her exclusive bargaining representative with full and exclusive power to execute agreements with his/her employer governing terms and conditions of employment and to act for him/her and have final authority in presenting, processing and adjusting any grievance, difficulty, or dispute arising under any collective bargaining agreement or out of his/her employment with such employer, in such manner as the Union or its officers deem to be in the best interest of the Union.</i></p> <p><i>This Union and its officers and Executive Director may decline to process any such grievance, complaint, or dispute if in their discretion and judgement these lack merit.</i></p> <p><i>No member shall engage in dual unionism.</i></p>
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<ul style="list-style-type: none"> <li>You have to follow Local 500 rules, <b>and</b> the SEIU International Union’s rules, <b>and</b> the Change to Win Federation’s rules <b>and</b> the Central labor Council’s rules!</li> </ul>	<p><b>Article IV, Governing Law</b></p> <p><i>The Constitution and Bylaws as amended of the SEIU, CTW, CLC, is incorporated by reference and made a part hereof.</i></p>
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<ul style="list-style-type: none"> <li>The Executive Board of the union, not you and your colleagues, decide how to select the members of your negotiating team.</li> <li>Any member of Local 500 can bring charges against you and the union will hold a trial – if you are found guilty of violating the rules, <b>you can be expelled from the union, which means you get fired from Kennedy Krieger!</b></li> </ul>	<p><b>Article V, Governing Structure</b></p> <p><i>Section 11. Authority – Executive Board</i></p> <p><i>I. Establishing an appropriate method for selecting the negotiating team in each bargaining unit.</i></p> <p><i>Section 12. Membership Complaints and Hearings</i></p> <p><i>The Executive Board shall act, or refer to an Ethics Committee to act, as a hearing board for complaints of individual members who wish to contest actions of members, officers or Convention delegates who violate this Constitution and Bylaws or the Constitution and Bylaws of SEIU.</i></p>
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<ul style="list-style-type: none"> <li>The President of Local 500 negotiates your wages, hours and working conditions, not you and your colleagues.</li> </ul>	<p><b>Article VI. Officers – Authority, Duties and Responsibilities</b></p> <p><i>Section 2. President</i></p> <p><i>C. The President shall...have the authority to...</i></p> <p><i>(1) negotiating and executing collective bargaining agreements in conjunction with the Executive Board:</i></p> <p><i>(2) enforcing collective bargaining agreements.</i></p>
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<ul style="list-style-type: none"> <li>The President of the union, not you and your colleagues, decide who will be your on-site union representative; the person you must go to with any issues, problems or concerns you have with wages, hours and working conditions.</li> </ul>	<p><b>Article XI. Worksite Leaders</b></p> <p><i>Section 2. Appointment</i></p> <p><i>Worksite Leaders shall be appointed to office by the President in accordance with procedures established by the Executive Board.</i></p>
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<ul style="list-style-type: none"> <li>What can I be charged with, put on trial by the union and if found guilty be expelled and therefore lose my job?</li> <li>Ask the union; what is Gross disloyalty or conduct unbecoming a member?</li> <li>If you are unhappy with the representation you get from Local 500, <b>you cannot try to replace them with a better union or no union.</b></li> <li><b>If there is a strike, you cannot work</b>, even if you disagree with the strike, or have bills to pay!</li> </ul>	<p><b>Article XV, Trials and Appeals</b></p> <p><i>Section 1. Charges</i></p> <p><i>The Local Union, its officers or members, and officers of the International Union as the case may be, may be charged with:</i></p> <p><i>3. Gross disloyalty or conduct unbecoming a member;</i></p> <p><i>7. Advocating or engaging in dual unionism, including but not limited to aiding a rival labor organization or cessation in violation of Article XXV of the SEIU Constitution and Bylaws.</i></p> <p><i>10. Working as a strike breaker, or violating wage or work standards established by the Local Union;</i></p>
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