

This booklet contains the Constitution and the policies of the New Rochelle Federation of United School Employees. From time to time amendments and/or additions to these documents may occur. We ask that you read carefully and know the contents of this booklet for it serves to guide the New Rochelle Federation of United School Employees.

Yours in Unity,

The FUSE Officers

DATE 9/01/2020

President

Mary Claire Breslin

Executive Vice- President

William Coleman

SRP Vice -President

Carolyn Bruzzese

Secretary

Filomena Daniele

Pedagogic Vice -President

Lily Psychopedas

Treasurer

Ann Marie Manganiello

**CONSTITUTION  
OF THE  
NEW ROCHELLE FEDERATION  
OF  
UNITED SCHOOL EMPLOYEES**

**I. NAME**

This organization shall be known as the NEW ROCHELLE FEDERATION OF UNITED SCHOOL EMPLOYEES, Local 280 of the AFT/NYSUT/AFL-CIO, NEA (hereinafter referred to as FUSE).

**II. OBJECTIVES**

The objectives of FUSE are to:

- A. Protect and extend its members' rights, benefits and welfare.
- B. Promote mutual assistance and cooperation among its members.
- C. Represent its members before the Board of Education.
- D. Promote quality education in a quality environment.
- E. Oppose and fight social inequities and discrimination in all forms.

**III. AFFILIATIONS**

The FUSE shall be affiliated with the American Federation of Teachers of the American Federation of Labor, and the Congress of Industrial Organizations and the New York State United Teachers, National Education Association.

**IV. MEMBERSHIP**

- A. Membership in FUSE is open to all school employees (.5 or greater) of the City School District of the City of New Rochelle except administrators and confidentials.
- B. FUSE may vote to admit special members as members-at-large.
- C. No discrimination shall be shown members or applicants because of race, religious beliefs, sex, political beliefs or activities, or any consideration other than as in A. above.

## V. **OFFICERS AND STRUCTURE**

### **A. Officers**

1. The officers of FUSE shall be; a President; an Executive Vice President, a Vice President/ Pedagogic, a Vice President/SRP, a Secretary and a Treasurer.
2. The officers shall be elected for a term of 3 years.
3. Officers shall be elected in the month of May and will take office on June 1<sup>st</sup> following the election.
4. The Vice President/Pedagogic is elected by the Pedagogic members and the Vice President/SRP is elected by the SRP members.
5. Any members in good standing may run for office upon submission of a nominating petition signed by twenty-five (25) members in good standing. Such petition(s) must be submitted to the President by no later than April 1<sup>st</sup>.

### **B. Leadership Council**

The Leadership Council shall be composed of the officers and the chairpersons of the Standing Committees. It shall be responsible for maintaining the functions and operations of FUSE between meetings of the Board of Representatives as specified in the Bylaws.

### **B. Board of Representatives**

The Board of Representatives shall be the policy-making body of the FUSE between meetings of the membership. It shall be composed of the officers, elected representatives, chairpersons and vice chairpersons of the Standing Committees and others as specified in the By-Laws.

### **C. Chapter Structure**

1. The membership of FUSE shall be organized in two (2) groups called Chapters.
2. The two Chapters shall be known as the Teacher Chapter and SRP Chapter.
3. Each Chapter shall be considered an arm of FUSE and subject to the policies and decisions of FUSE.
4. Each Chapter shall have the right to recommend policies and decisions for consideration of the Board of Representatives and the membership.
5. Election of representatives from each Chapter shall occur as specified in the By-Laws in the building as determined by the Board of Representatives.
6. Each Chapter may form an Executive Board of its elected representatives.

7. Each Chapter Executive Board may select officers as it deems necessary and proper within the objectives of FUSE.
8. Each chapter Executive Board may hold meetings at times which do not conflict with meetings of the Leadership Council, the Board of Representative or the membership.
9. On matters which are the sole concern of one Chapter, the Chapter involved may consider and recommend actions which may be adopted by the Board of Representatives after a review to determine that source of actions are in accord with FUSE policies and not contrary to the interest of its members.
10. Each building or job unit within a Chapter may hold meetings to inform members and/ or seek their reactions or directions. Such meetings are to be scheduled so as not to conflict with meetings of the Board of Representatives or the membership.

## **Committees**

1. The Standing Committees of FUSE shall be: The Negotiating Committee, The Grievance Committee, The Safety and Health Committee, Professional Issues Committee, Membership Committee.
2. The Standing committees shall have a chairperson and may have vice-chairperson appointed by the President and the Executive Vice President with the approval of the Board of Representatives. In the event that the President and the Executive Vice President are unable to agree on the matter it will be decided by the Board of Representatives.
3. Other Committees may be established by the President and the Executive Vice President with the approval of the Board of Representatives. In the event that the President and the Executive Vice President are unable to agree the matter will be decided by The Board of Representatives.

## **Welfare Fund Trustees**

1. The Welfare Fund Trustees are the policy making of the Welfare Fund.
2. The Welfare is set up at administer monies received from The Board of Education and from other sources of welfare benefits of eligible employees. The rules, purposes, powers and obligations, etc. of the Fund and Trustees are set forth in the Trust Agreement between the Union and the Trustees.
3. The appointment of Trustees to the Welfare Fund shall be done in the manner set forth in the By-Laws of the Union.

## **IV. MEETINGS**

### **A. Membership Meetings**

1. The membership shall be the final decision-making body of FUSE.
2. There shall be a minimum of two (2) membership meetings each year.

3. There shall be a meeting called during the school year to be known as the Annual Meeting.
4. Special meetings of FUSE may be called by the Board of Representatives or at the request of ten percent (10%) of the membership in good standing, upon submission of a petition to the President. Such meetings shall have as its agenda that which is stated in the petition as reason for the meeting. The time of the meeting shall be no later than five (5) working days after receipt of the petition by the President.

#### **B. Referendums**

In the event that two (2) consecutive membership meetings fail to achieve a quorum or resolve a major issue, a referendum of the membership may be initiated by ten percent (10%) of the members in good standing by the submission of a petition for referendum to the Board of Representatives in which the reason for the referendum is clearly stated.

#### **C. Quorums**

Quorums or all policy-making bodies and meetings shall be necessary to officially conduct the business of FUSE. Quorums shall be as specified in the By-Laws.

#### **D. Parliamentary Procedure**

All meetings shall be conducted according to Robert's Rules of Order unless otherwise stipulated in the Constitution and its By-Laws.

#### **Voting**

1. Only dues paying members in good standing shall be entitled to vote. Any member in arrears more than two (2) months shall not be a member in good standing.
2. Voting shall take place at meetings by voice vote first. If doubt exists voting shall take place by a division of hands. If doubt still exists voting shall take place by a standing division vote.
3. Voting for officers shall be by secret ballot.

## **VII. DUES**

- A. Dues shall be set and collected as set forth in the By-Laws.
- B. Dues may be changed by passage of an amendment to Article 9 of the By-Laws.
- C. Any member in arrears for more than one (1) month may be notified by the Chairperson of the Membership Services Committee. If payment in full for such arrears has not been made within (1) month of such notice, said member shall be dropped from membership. A member so dropped may be reinstated only upon full payment of all dues in arrears.

## **VIII. CONVENTIONS AND CONFERENCES**

- A. Convention Delegates

1. Delegates to conventions shall be elected for a two year term at a membership meeting or by secret ballot, to be held no later than February 28<sup>th</sup>.
2. Election of delegates shall be from a slate of candidates offered by the Leadership Council and the Board of Representatives and/or from candidates nominated by petitions signed by twenty-five (25) members in good standing submitted to the President by no later than four (4) days prior to the day of the election meeting.
3. The Board of Representatives shall announce the date, time and place of the election of convention delegates in a notice addressed to all members and issued through the school mail not later than fifteen (15) days prior to the day of the meeting. Such note must state:
  - a. the number of delegate positions available.
  - b. the names of members nominated by the Board of Representatives.
  - c. the site and dates of the conventions involved.
  - d. a reminder of members right to nominate by petition as set forth in two (2) above.

B. Conferences

Representatives to conferences and special meetings shall be appointed by the President and Executive Vice President with the approval of the Leadership council and/or the Board of Representatives. In the event that the president and the Executive Vice President are unable to agree, the Board of Representatives will decide the matter.

## **IX. RECALL**

All officers and members of the Board of Representatives shall be subject to call as specified in the By-Laws.

## **X. AMENDMENTS**

- A. A proposed amendment to the Constitution shall be endorsed by the signatures of at least twenty-five (25) members in good standing.
- B. Notice of the proposed amendment shall be sent to all members at least ten (10) days prior to the next scheduled membership meeting.
- C. Unless otherwise stated in the proposed amendment, all amendments shall take effect immediately upon adoption.
- D. A majority of two-thirds (2/3) of the members in good standing present and voting at an official meeting shall be required to amend the Constitution.

# **BY-LAWS TO THE CONSTITUTION**

## **1. Officers**

### **A. PRESIDENT**

The President shall”

1. Serve as chairperson of the Leadership Council.
2. Preside as chair of all membership meetings and meetings of the Board of Representatives.
3. Serve, ex-officio, as a member of all committees.
4. Have the powers of supervision and management of FUSE affairs which may pertain to the office of the President.
5. Perform other duties as may be designated by the Board of Representatives.
6. Be first and ranking delegate to all conventions.

### **B. EXECUTIVE VICE PRESIDENT**

The Executive Vice President shall:

1. In the absence, disability of the President, perform the duties of the President and possess all the said powers of that office.
2. Perform such duties as the President, Leadership Council, Board of Representatives or the Constitution may designate or specify.

### **C. VICE PRESIDENT-PEDAGOGIC**

The Vice President of Pedagogues shall perform such duties as the President, Leadership Council, and/or the Board of Representatives may designate.

### **D. VICE PRESIDENT- SRP**

The Vice President for School Related Professionals shall perform such duties as the President, Leadership council, and/or the Board of Representative may designate.

**E. SECRETARY**

The Secretary shall:

1. Keep accurate minutes and attendance at all meeting of the Leadership and the Board of Representatives.
2. Keep accurate minutes at all membership meetings.
3. Along with the other officers, perform such other duties as the President, leadership Council and/or the Board of Representatives may designate.

**F. TREASURER**

The Treasurer shall:

1. Collect, receive and act as custodian of all FUSE monies.
2. Assure that the monies of FUSE are deposited correctly in a bank designated by the Board of Representatives and disburse the sums as specified by the Leadership Council or the Board of Representatives.
3. Present regular statements of balance and expenditures to the Board of Representatives.
4. Along with the other officers, present an annual budget and fiscal report to the membership.
5. Assure that all statements of a fiscal nature required by Federal or State Laws are filed.
6. Co-sign all checks with the President.
7. Facilitate the annual audit of the books by the FUSE accountant.
8. Retain and safeguard the official seal of the FUSE.

G. It is understood that the Executive Vice President is to be a member of the Chapter which is other than that of the President.

**2. Leadership Council**

A. The Leadership Council shall be composed of the elected officer and the chairpersons of the Standing Committees.

B. The President shall call meetings of the Leadership Council as often as necessary and prepare its agendas subject to the approval of the body.

C. All vacancies on the Leadership Council shall be filled by appointment of the President with the approval of the Board of Representatives, until elections are held.

D. A quorum of the Leadership Council shall be two-thirds (2/3) of its members.

E. The Leadership Council shall be responsible for the functioning of FUSE between meetings of the Board of Representatives.

F. The Leadership Council may expend FUSE monies for non-budgeted expenses which do not exceed one thousand dollars in any single fiscal year without approval of the Board of Representatives.

G. Minutes of the Leadership council shall be maintained and are available to the Board of Representatives.



- H. The Leadership Council shall report to the Board of Representatives and assist the President and the Executive Vice President in setting the agendas for meetings of the Board of Representatives.

### **3. Board of Representatives**

- A. The Board of Representatives shall be composed of the following:

1. The officers of FUSE.
2. The chairperson and vice-chairpersons of the standing committees.
3. Editor of FUSE News and Views shall be a voting member.
4. Building Representatives elected in accordance with the following formula:

a. Each building in the City School District shall be entitled to elect one representative for each seventeen (17) members in good standing or major fraction thereof that are assigned to that building.

b. Nominations and elections should reflect the proportion of each chapter's respective membership.

c. All members of FUSE in a given building shall be allowed to vote.

d. There will be at least one representative from each chapter from each

building

with the exception of Grove Avenue where there will only be SRP representatives.

e. Staff members who travel from one building to another as well as members assigned to buildings not owned by The City School District building they wish to be counted.

f. The Administration Building and Grove Avenue shall be considered as any other school building in the District.

g. Elections for representatives shall be held each year in their respective buildings during the month of May and those elected shall take office on June 1<sup>st</sup>.

5. Buildings may elect alternates who may attend and speak at meetings of the Board of Representatives, but alternates may not vote unless the representative from his/her building is absent.

6. An ex-president or executive vice-president for one year following completion of his/her term of office, ex officio.

- B. The President and the Executive Vice President shall prepare and publish the agenda for each meeting of the Board of Representatives subject to the approval of the body.
- C. The Board of Representatives shall meet at least once a month during the school year.
- D. Special meetings may be called anytime by the President and the Executive Vice President or by fifteen (15) members of the Board of Representatives.
- E. All vacancies on the Board of Representatives shall be filled by appointments made by the President and the Executive Vice President with the approval of the Board of Representatives. In the event that the President and the Executive Vice President are unable to agree, the Board of Representatives shall decide the matter.
- F. Any member of FUSE may attend meetings of the Board of Representatives, but may not vote.  
Speaking rights may be granted by the chair or by vote of the body.
- G. A quorum of the board of Representatives shall consist of no fewer than one-third(1/3) of its membership

## **4. STANDING COMMITTEES**

### **A. The Negotiating Committee**

1. It shall have as its purpose the initiation and consummation of talks which will lead to a contract with the Board of Education. It shall be responsible for recommending strategies and tactics to achieve its specialized sources when the need arises.
2. The chairperson and the vice-chairperson shall form the committee from volunteers from within the membership. All reasonable efforts should be made that the committee reflect the approximate ratio between pedagogic and school related professional. The final committee shall have the approval of the President, Executive Vice President and the Board of Representatives. Any dispute between the President and the Executive Vice President shall be resolved by the Board of Representatives.

### **B. The Grievance Committee**

1. It shall be the responsibility of the Grievance Committee to assure that the contract with the Board of Education is maintained adhered to in all respects.
2. It shall grieve violations of the contract and/or practice within the District. It shall recommend appropriate remedies and seek to resolve disputes at the least formal level.
3. It shall consult with NYSUT field representatives and other legal advisors of FUSE.
4. The chairperson and the vice chairperson shall form the committee from volunteers from within the membership. All reasonable effort should be made that the committee reflect the approximate ratio between pedagogic and school related professional. The final committee shall have the approval of the President, Executive Vice President and the Board of Representatives. Any dispute between the President and the Executive Vice President shall be resolved by the Board of Representatives.

### **C. The Membership Services Committee**

The chairperson of the Membership Services Committee shall:

1. Issue membership applications, maintain records of membership, and keep the membership informed of the services and benefits available through the various affiliations of FUSE.
  2. Forward affiliation per capitas to State and National organizations.
  3. Act as liaison to the Welfare Fund Trustees.
  4. Perform such other duties as the President, Leadership and/or the Board of Representatives may designate.
  5. Collect and maintain the dues check-off monies received from the City School District.
- D. It is understood that the Vice Chairperson of a Standing Committee is to be a member of the Chapter which is other than that of the Chairperson of that committee.
- E. Any member in good standing shall be eligible to serve on a Standing Committee subject to the approval of the Board of Representatives.
- F. The Chairperson of the Standing Committees shall keep minutes and make periodic reports to the Board of Representatives and the membership.

**D. Health and Safety Committee**

The chairperson of the committee shall:

1. Act as a liaison between the union and district administrators finding solutions to members health and safety concerns issues.
2. Respond in a timely manner to member's concerns over issues related to health and safety.
3. The chairperson also represents the union on the district wide Health and Safety Committee.

**E. Professional Issues Committee**

The chairperson of the committee shall:

1. Represent the FUSE on labor-management committees addressing professional issues such as the APPR Committee or Professional Development Plan Committee.
2. Chairperson in concert with other members of Leadership Council would address members concerns with the implementation of the APPR, Teacher Improvement Plans etc..
3. Chairperson would at the request of the President participate in NYSUT committees dealing with professional issues.
4. Committee Chairperson reports to and works under the direction of the FUSE President and Executive Vice-President.

**5. OTHER COMMITTEES**

The Board of Representative may from time to time appoint committees that it deems necessary.

- A. One of these committees shall be the elections committee. The Board of Representatives shall appoint this committee in years in which officers of FUSE are elected.
- B. The committee shall be made up of members in good standing who are not running for an office in FUSE. Building Representatives may be members of this committee.
- C. The duties of the committee shall be as follows:
  1. It shall determine the common time and procedure for the election of officers within the guidelines of the Constitution and By-Law of FUSE.
  2. It shall determine the rules of the campaign within the guidelines set forth by the Board of Representatives.
  3. All determination by the Election Committee are subject to review by the Board of Representatives.

4. The committee shall administer the election.
5. Each of the nominees may appoint up to two observers at the polls and at the counting of the ballots.
6. Absentee ballots may be provided for in cases of hospitalization, jury duty, long term illness and as may be determined by the Election Committee.

## **6. VOTING**

A. Unless otherwise stipulated in this Constitution, its By-Laws, or Robert's Rules of Order, all decisions of FUSE or any of its committees shall be determined by a simple majority.

B. Contract Ratification

1. Neither the Leadership Council nor the Board of Representatives shall be empowered to order any work stoppage or accept a contract with the Board of Education without the direct approval of the membership of FUSE.

2. The membership of FUSE shall have information of the proposed new contract of at least five (5) working days prior to the ratification of the said contract.

## **7. QUORUM**

A. Quorum for membership meetings shall consist of ten percent (10%) of the FUSE members in good standing. Other quorums are as stipulated in this Constitution and its By-Laws.

## **8. PARLIAMENTARY PROCEDURE**

The President may appoint a Parliamentarian for the purpose of rendering rulings during disputes at membership meetings. The parliamentarian shall follow Robert's Rules of Order and the FUSE Constitution and its By-Laws.

## **9. DUES**

A. Dues shall be as follows:

### **FUSE 2020-2021**

**Under \$8,499**

**\$180.23**

<b>\$8,500-\$16,999</b>	<b>\$276.89</b>
<b>\$17,000-\$25,499</b>	<b>\$469.28</b>
<b>25,500-\$33,999</b>	<b>\$563.48</b>
<b>\$34,000-\$58,543</b>	<b>\$706.98</b>
<b>\$58,544-\$60,000</b>	<b>\$787.36</b>
<b>\$60,001-\$70,000</b>	<b>\$802.36</b>
<b>\$70,001-\$80,000</b>	<b>\$833.36</b>
<b>\$80,001-\$99,999</b>	<b>\$862.36</b>
<b>\$100,000 and higher</b>	<b>\$882.36</b>

For those not selecting dues check-off, dues payment shall be made by check in not more than two (2) equal payments; the first payment not later than September 30<sup>th</sup>, the second payment not later than January 15<sup>th</sup>. However, dues may be paid at one time. In this event payment of the entire annual dues is to be made not later than October 30<sup>th</sup>.

C. In order for a member to be eligible for retired special membership, he or she must have been a member of FUSE or either of its predecessors for at least one year prior to retirement.

D. The Board of Representatives may initiate Honorary Lifetime Membership for no more than seven (7) retired members at one time.

## **10. RECALL**

A. Petitions for the recall of officers shall be signed by no less than one-third (1/3) of the members in good standing.

B. Recall petitions must state the reason (s) for the recall.

C. The Board of Representatives must institute recall proceedings whenever the petitions(s) containing the necessary number of signatures has been submitted to it.

D. The member facing recall shall have the right to have all charges and evidence specified and submitted to him/her within seven (7) days of receipt thereof. Within fourteen (14) days thereafter, The Board of Representatives must call a special membership meeting, if so requested by the member facing recall, for the purpose of rendering a decision on the recall. Both sides shall present their case and a vote shall then be taken to determine the removal from office. All members must be notified in writing of the special meeting and its purpose.

E. Two-thirds (2/3) of the membership present in good standing, shall be needed to vote a removal from office. Should the vote be against recall, all charges shall be dropped and the proceedings nullified. If, however, the accused shall not request such a meeting or shall fail to answer the charges, the Board of Representatives is empowered to render a decision based on the charges and evident submitted and before it at the time of the recall hearing. Such decisions are binding upon the person recalled and all members of FUSE.

## **11. AMENDMENTS**

A. A proposed amendment to these By-Laws shall be endorsed by the signatures of at least twenty-five (25) members in good standing from at least two (2) buildings. Said amendments must be submitted in writing to the Board of Representatives.

B. Notice of the proposed amendment shall be sent to all members at least ten (10) days before the next scheduled membership meeting.

C. Unless otherwise stated in the proposed amendment, all amendments shall take effect immediately upon adoption.

D. A simple majority of membership in good standing present and voting shall be required to amend the By-Laws.

## **12. The Welfare Fund Trustees**

The Welfare Fund is set up to administer monies received from the Board of Education and from other sources for welfare benefits of eligible employees. The rules and functions of the Fund are set forth in the agreement between the Union and the Fund. According to the Trust Agreement, the policy making body of the Welfare Fund is the Welfare Fund Board of Trustees. These Trustees shall be appointed by FUSE in the following manner.

A. The trustees shall consist of nine persons, or such different number as the Union shall provide, all of whom are designated by FUSE.

B. Trustees shall be nominated by the President and the Executive Vice President or the present Board of Trustees, and approved by the Board of Representatives.

C. Trustees must be members of FUSE in good standing.

D. Each Trustee shall serve for a term of five years or until his death, incapacity, ineligibility or resignation, or removal for misconduct.

E. The term of office for the Trustee shall begin upon their acceptance of obligations of Trustee.

F. Designation of a successor Trustee shall be certified by the President of FUSE, and shall be delivered to the remaining Trustees, the Board of Education and the Board of Representatives.