

BY-LAWS OF THE UNITED PROFESSIONS OF VERMONT

ARTICLE I DUES

1. Dues shall be set by a roll call vote of the delegates at the State Convention.
2. All per capital dues shall be payable annually, semi-annually, quarterly, or monthly, in advance.
3. Penalties:
 - a. No local more than three (3) months in arrears shall be entitled to services, defense funds or other aids.
 - b. The Treasurer shall notify any local two (2) months in arrears that recognition shall be withdrawn and services cancelled if such fails to make dues payment within thirty (30) days of such notification.
 - c. The Treasurer shall file charges with AFT and the offending local withdrawing recognition and services from any local three (3) months in arrears of dues payment, providing that notification was made to such local in accordance with above (Ib)

ARTICLE II STATE CONVENTION

1. Procedures:
 - a. The State Convention shall meet every two years at a specified time and place determined and announced by the Executive Council. The UPV shall inform local officers as to the date and location at least sixty (60) days prior to the Convention.
 - b. All meetings will be governed by the newly revised edition of Robert's Rules of Order.
 - c. When a delegate leaves the Convention, her/his place may be taken by an elected alternate. No delegates shall be seated in the per capital dues for his/her local or her/his at-large dues are in arrears for more than two (2) months preceding the Convention, as certified by the Credentials Committee.
 - d. On all roll call votes during the State Convention each local or at-large delegation represented shall be entitled to a number of votes equal tot he membership as defined in the AFT Constitution.
2. Composition:

Each local shall have one delegate. The additional delegates shall be appointed as follows: Two for the first fifty (50) members or fraction thereof and one additional delegate for each fifty (50) members or fraction thereof. At-large members and Associate members may elect delegates in accordance with this formula.

ARTICLE III EXECUTIVE COUNCIL AND BOARD OF DIRECTORS POWERS AND DUTIES

- 1) The Board of Directors shall:
 - a) Carry out policies of the State Convention.
 - b) Oversee the affairs of the UPV.
 - c) In emergency conditions, act in place of the State Convention.
 - d) Fill all vacancies in the Executive Council.
 - e) Form necessary committees, including Nominating and Credentials Committees of the State Convention, and establish their membership.
 - f) Appoint the COPE Representatives and the Defense Fund Chair.

- 2) The Executive Council shall:
 - a) Assist the President as necessary to carry out the business of this organization.
 - b) In emergency conditions, act in place of the Board of Directors.

ARTICLE IV COMMITTEE ON POLITICAL EDUCATION (COPE)

There shall be appointed by the Executive Council a COPE officer. Duties of the COPE officer are:

1. To act as a liaison between local, AFT and AFL-CIO COPE officers.
2. To raise money to support UPV COPE.
3. To distribute COPE money with the approval of the Board of Directors.

ARTICLE V DEFENSE FUND CHAIR

There shall be appointed by the Executive Council a Defense Fund Chair.

1. Duties of the Defense Fund Chair are to review all defense fund requests, to obtain confirmation from the treasurer that funding is or is not available for each such request, and, on the basis of merit and availability of funds, to recommend action to the Executive Council for payment of such funds.
2. Action by the Executive Council shall be final and binding.

ARTICLE VI DUES WAIVERS

Reduced dues shall be assessed to members in accordance with the following:

1. Employees earning less than \$15,000 in any UPV fiscal year (July 1- June 30) shall pay one half (1/2) per capita to UPV.
2. Employees earning less than \$10,000 in any UPV fiscal year shall pay one-quarter (1/4) per capita to UPV.
3. Employees on strike shall be absolved from state per capita payments for the duration of the strike.
4. Employees on leave of absence shall pay regular per capital dues in accordance with policies of their representing locals, except that, in hardship cases, such employees may apply to the Executive Council for reduced or waived per capita. The decision of the Executive Council shall be final and binding.

ARTICLE VII AMMENDMENTS TO BY-LAWS

In order to be considered for adoption, a proposed amendment shall be submitted in writing to the President no less than thirty (30) days prior to the Board of Directors meeting at which said amendment shall be acted upon, to allow members to voice their opinions to representatives.

The President shall notify the ranking officer in each member local within two (2) weeks of receipt of proposed amendment to allow members of locals opportunity to voice their opinions to representatives.