

NORTHERN KENTUCKY UNIVERSITY STAFF CONGRESS

BY-LAWS

Article I - Representatives

- Section 1 - Responsibility
- Section 2 - Representation
- Section 3 - Election Process
- Section 4 - Term of Office
- Section 5 - Vacancies
- Section 6 - Duties

Article II - Director of Personnel Services

Article III - Officers

- Section 1 - Officers
- Section 2 - Eligibility for Office
- Section 3 - Election of Officers
- Section 4 - Duties of the President
- Section 5 - Duties of the Vice-President
- Section 6 - Duties of the Secretary/Treasurer
- Section 7 - Appointment and Duties of the Parliamentarian

Article IV - Meetings

- Section 1 - Time
- Section 2 - Place
- Section 3 - Notice of Meetings
- Section 4 - Agenda
- Section 5 - Special Meetings
- Section 6 - Open Meetings

Article V - Voting

- Section 1 - Voting
- Section 2 - Roll Call Votes
- Section 3 - Quorum
- Section 4 - Debate
- Section 5 - Tie Votes

Article VI - Standing Committees

- Section 1 - Function
- Section 2 - Appointment
- Section 3 - Standing Committees
 - a) Personnel Policies and Benefits
 - b) Credentials and Elections
 - c) Grievance
 - d) Finance
 - e) Liaison
 - f) Constitution and By-Laws
- Section 4 - Chairpersons for Standing Committees

Article VII - Ad Hoc Committees

- Section 1 - Authority
- Section 2 - Limitation
- Section 3 - Appointments

Article VIII - University Wide Committees

- Section 1 - Appointment
- Section 2 - Term
- Section 3 - Reports

Article IX - Amendments to the By-Laws

- Section 1 - Petition
- Section 2 - Process

BY-LAWS
NORTHERN KENTUCKY UNIVERSITY STAFF CONGRESS

Article I - Representatives

Section 1 - Responsibility. Staff Congress Representatives are bound to keep themselves informed and to represent the majority interests of their constituency.

Section 2 - Representation

- a) All staff employees who have one or more years continuous employment, as of the date of elections, with Northern Kentucky University are eligible to run for elections to the Staff Congress.
- b) Eligible staff employees may nominate themselves or be nominated (with permission) by another staff employee. Employees may only be nominated in one constituency, and by established dates.
- c) Two Staff Congress Representatives shall be elected from each of the following five employment areas, as defined within the University Organization Chart.

Employment Areas

Physical Plant
Business Affairs
Academic Affairs
Student Affairs
Institutional Support

- d) Two Staff Representatives will be elected from each of the following seven employment Categories, as defined by the Office of Personnel Services:

Category

Administrative
Managerial/Supervisory
Professional/Research Assistants
Technical/Scientific
Office Clerical
Service Maintenance
Skilled Crafts

- e) Six-at large Staff Congress Representatives will also be elected.
- f) The total number of elected Staff Congress Representatives will be a maximum of thirty.

Section 3 - Election Process

- a) Staff Congress elections shall be the responsibility of the Credentials and Elections Committee.
- b) Staff Congress elections should be conducted each year during the month of October.
- c) Staff-wide memos of information should be circulated prior to the month of October each year to explain and announce the election process.
- d) Nominations will be accepted for a period of two full weeks. Nominations must be in by 4:30 p.m. of the final day.
- e) One member of the Credentials and Elections Committee will be responsible for receiving all nominations in his or her office.
 - 1. A sealed envelope or a campus envelope will be required for use in submitting the nominations.
 - 2. The nomination must include the nominee's full name and constituency.
 - 3. A current list of all nominees and their constituency of nomination should be posted daily on a main floor bulletin board of the University Center.
- f) At the close of nominations a sample ballot listing all nominees and their constituency should be sent to each department for posting.
- g) Elections should be conducted two full weeks after the close of nominations.
- h) A central polling location should be selected by the Credentials and Elections Committee and voting provisions made for night shift employees.
- i) Eligible staff members who cannot vote during the designated times should be allowed to vote by absentee ballot. Absentee ballot procedures should be determined and announced by the Credentials and Elections Committee.
- j) All eligible voters should have a maximum of ten votes. These will be: two from their major employment area, two from their employee category and six at-large.

Section 4 - Term of Office. Each Staff Congress Representative should serve a two-year term. Terms of office are staggered so that half are elected each year. Terms of office begin on November 1 of each year.

Section 5 - Vacancies

- a) Vacancies occur when an elected Staff Congress Representative terminates employment at Northern Kentucky University.
- b) University re-organizations will not result in vacancies.
- c) A vacancy occurs when an elected Staff Congress Representative fails to attend three consecutive meetings.
- d) Replacements when a vacancy occurs should be chosen by recommendation by the Staff Congress Executive Council with approval by the Staff Congress.
- e) Representatives who are transferred out of their constituency will serve until the next Staff Congress general election.

Section 6 - Duties.

- a) Staff Congress Representatives are expected to attend all meetings and to serve on at least one standing committee.
- b) Staff Congress Representatives are expected to be familiar with the minutes of the previous meeting.

Article II - Director of Personnel Services

The Director of Personnel Services is an Ex-officio non-voting member of the Staff Congress. The Director of Personnel Services has voting privileges in the election of Staff Congress Representatives.

Article III - Officers

Section 1 - Officers. The Staff Congress shall annually elect three officers from its own membership to serve for one year or until their respective successors have been elected and seated. These officers are the President, Vice-President, and Secretary/Treasurer of the Staff Congress. These officers shall also comprise the Executive Council.

Section 2 - Eligibility for Office - Who May Vote. All elected members of the Staff Congress are eligible for election to the offices stated in Section 1 of this Article. Only elected members of the Staff Congress may nominate or cast ballots in the election of any officer of the Staff Congress.

Section 3 - Elections of Officers.

- a) Elections to the offices stated in Section 1 of this Article shall be conducted at the November meeting of the Staff Congress.
- b) The Parliamentarian of the Staff Congress shall be the presiding officer for that portion of the meeting devoted to such elections. The Parliamentarian shall appoint two members of the Staff Congress to serve as tellers in the counting of votes cast in these elections. Any teller nominated for any office shall be ineligible to serve as a teller in the counting of the votes for the office to which he/she has been nominated, in which case the Parliamentarian shall appoint a temporary teller to serve.
- c) An election to fill a vacancy in the office of either Vice-President or Secretary/Treasurer of the Staff Congress shall be conducted at the next regular meeting after such vacancy occurs and such election shall be conducted as prescribed in Subsection b of Section 3 of this Article.

Section 4 - Duties of the President. The duties and functions of the President of the Staff Congress shall be:

- a) To preside at all meetings of the Staff Congress.

- b) To determine, in consultation with the Secretary/Treasurer of the Staff Congress, the agenda for all meetings of the Staff Congress.
- c) To issue calls for both regular and special meetings of the Staff Congress through the Secretary/Treasurer and in accordance with Sections 3 and 5 of Article IV of these By-Laws.
- d) To receive all matters directed to the Staff Congress and to refer these to the Staff Congress or to one of its committees, as appropriate.
- e) To represent the Staff Congress in the University community and in the community at large.
- f) To appoint all ad hoc committees of the Staff Congress as set forth in Article VI of the By-Laws and to appoint Representatives to University wide committees.
- g) To enforce the Constitution and By-Laws of the Staff Congress.
- h) To exercise other duties and functions of a presiding officer as may be additionally specified by the Staff Congress.

Section 5 - Duties of the Vice-President. The duties of the Vice-President of the Staff Congress shall be:

- a) To preside at meetings of the Staff Congress in the absence of the President.
- b) To become President of the Staff Congress in the event a vacancy occurs in the office of President of the Staff Congress and to notify members of the Staff Congress that he has become President.
- c) To represent the Staff Congress when appointed to do so either by the President of the Staff Congress or by the Staff Congress.
- d) To perform other duties as may be deemed necessary by the President of the Staff Congress.

Section 6 - Duties of the Secretary/Treasurer. The duties and functions of the Secretary/Treasurer of the Staff Congress shall be:

- a) To keep accurate minutes of regular and special meetings of the Staff Congress and to distribute copies of same to the membership of the Staff Congress within five working days after each meeting of the Staff Congress.
- b) To keep a roll of the membership of the Staff Congress and an accurate record of each Representative's attendance at meetings of the Staff Congress.
- c) To assist the President in determining the agenda for meetings of the Staff Congress as set forth in Section 4 of Article IV of these By-Laws.
- d) To issue notices for all meetings of the Staff Congress as set forth in Section 3 of Article IV of these By-Laws.
- e) To preside at meetings of the Staff Congress in the absence of both the President and Vice-President and to appoint a Secretary Pro-tem to record the minutes of such meetings.
- f) To perform other duties as may be deemed necessary by the President of the Staff Congress.

Section 7 - Appointment and Duties of the Parliamentarian. Within one week following the election of officers, the President of the Staff Congress shall appoint one member of the Staff Congress to serve as Parliamentarian of the Staff Congress. The duties of the Parliamentarian shall be:

- a) To assist the President in maintaining order and decorum at meetings of the Staff Congress.
- b) To interpret and apply Robert's Rules of Order (latest revision) when so requested by either the President of the Staff Congress or by motion duly adopted by the Staff Congress.
- c) To serve as presiding officer of the Staff Congress only for that portion of the November meeting of the Staff Congress of each year during which officers of the Staff Congress are to be elected in accordance with Section 3 of this Article.
- d) To keep and maintain an accurate and up-to-date copy of the Constitution and By-Laws and all amendments made thereto and to transmit the same to his successor.
- e) To serve as Parliamentarian for a term of one year concurrent with the term of the President of the Staff Congress.

Article IV - Meetings

Section 1 - Time. The Staff Congress shall hold regular meetings as determined by the Executive Council.

Section 2 - Place. The Staff Congress shall hold its regular meetings in a location determined by the Executive Council.

Section 3 - Notice of Meetings. Written notice, stating the place, date, and hour of each meeting, shall be delivered to members of the Staff Congress not less than five working days before a regular meeting and not less than three working days before a special meeting.

Section 4 - Agenda. The President of the Staff Congress, in consultation with the Secretary/Treasurer, shall determine the agenda for each meeting.

- a) All committees of the Staff Congress and individual members of the Staff Congress may submit agenda items to the Secretary/Treasurer not less than ten working days before a regular meeting.
- b) The Secretary/Treasurer of the Staff Congress shall deliver a copy of the agenda to each member not less than five working days before a regular meeting and not less than three working days before a special meeting.

- c) The order of the agenda shall be in accordance with Robert's Rules of Order (latest revision). Any conflict between this source and the Constitution and By-Laws of the Staff Congress shall be resolved in favor of the Constitution and By-Laws of the Staff Congress.

Section 5 - Special Meetings. A special meeting of the Staff Congress may be called at the discretion of the President and shall be called within ten working days of a written petition submitted to the President by twenty-five percent of the members or by a majority vote of those present during a meeting of the Staff Congress.

Section 6 - Open Meetings. Meetings of the Staff Congress shall be open to non-members. Visitors shall be seated separately from the Representatives and will be recognized by the President only when prior arrangements have been made with the President.

Article V - Voting

Section 1 - Voting. Voting during each meeting of the Staff Congress shall be by a method determined by the President at the time of the vote. The total vote shall be determined by the President, who may appoint two Representatives to assist in totaling the number of votes.

Section 2 - Roll Call Votes. A roll call vote may be called at the discretion of the President and shall be called upon request of a Representative with concurrence of one-third of voting members present. A roll call vote shall be called automatically in case of a contested vote.

Section 3 - Quorum. Article VIII of the Constitution provides that a quorum shall be fifty-one percent of the current elected membership.

Section 4 - Debate. Debate or discussion shall be limited to twenty minutes per motion after said motion unless an extension of time is voted by two-thirds of voting members present. The time shall be kept by the Vice-President.

Section 5 - Tie Votes. The President or presiding officer shall vote only in case of a tie vote.

Article VI - Standing Committees of the Staff Congress

Section 1 - Function. It shall be the function of standing committees to provide the Staff Congress with working bodies that entail specific areas of responsibility to enable a planned and coordinated direction for the business of the Staff Congress.

Section 2 - Appointment

- a) Each year at the November meeting, or when a permanent vacancy occurs, the Executive Council, described in Section 3 of this Article, shall report to the Staff Congress existing vacancies in standing committee memberships and shall submit to the Staff Congress the name of a Representative for each vacancy existing or known to have occurred.
- b) After the nominations of the Executive Council have been reported to the Staff Congress, the President of the Staff Congress shall then call for nominations from the floor before nominations are closed and voting commences. A majority vote shall be required to elect.
- c) A Representative may serve on more than one standing committee when the need requires.
- d) Standing committees shall be composed of a minimum of five members including a chairperson.
- e) The Executive Council shall establish an appropriate month for each of the standing committees to present to the Staff Congress a report reflecting the progress made in the past year and its recommendations for developing plans and goals for the year ahead.

Section 3 - Standing Committees. Current Standing Committees are:

- a) Personnel Policies and Benefits Committee
This committee shall function in an advisory and co-ordinating capacity to continuously make recommendations for adjustments, improvements, and refinements in all personnel policies and benefits. The committee shall also study other matters as may be referred by the Staff Congress.
- b) Credentials and Elections Committee
The basic goal of the Credentials and Elections Committee shall be to conduct continuing studies of the structure of the University support staff in order to insure that the Staff Congress continues to represent all Staff employees fairly. In addition, the Credentials and Elections Committee shall be charged with the certifying of candidates for election, the conduct of elections of Representatives to the Staff Congress as set forth in Article I of these By-Laws, and such other matters as may be referred by the Staff Congress.
- c) Grievance Committee
The primary concern of this committee is the redress of any grievance reported to it by any support staff member. This committee shall maintain a continuing liaison with the Department of Personnel Services and the Office of Affirmative Action. More importantly, this committee shall take continuing action to follow up and insure that all support staff members who have filed grievances are able to serve without fear or threat of reprimand or reprisal.

- d) Finance Committee
 - 1) The Finance Committee shall recommend to the Staff Congress when necessary a budget itemizing funds needed to sustain the operation of the Staff Congress.
 - 2) The Secretary/Treasurer of the Staff Congress shall be an Ex-officio, non-voting member of the Finance Committee.
- e) Liaison Committee

The Liaison Committee shall maintain continuing liaison with the Faculty Senate, Student Government, the administration, and other University governing bodies that may be pursuing similar or common goals to facilitate coordination and permit joint effort and cooperation on matters of mutual interest and direction.
- f) Constitution and By-Laws Committee

This committee shall continuously make recommendations for adjustments, improvements, and refinements to the constitution and By-Laws. The committee shall also study other matters as may be referred by the Staff Congress.

Section 4 - Chairpersons of Standing Committees.

- a) The Executive Council shall recommend to the Staff Congress the name of a Representative for each chairperson vacancy existing on standing committees.
- b) Appointment is by majority vote of the Staff Congress.
- c) Duties of Standing Committee Chairpersons shall be:
 - 1) To call for and preside at all meetings of the respective committee.
 - 2) To determine the agenda for each committee meeting.
 - 3) To insure that all matters as may be referred to the committee by the Staff Congress are followed through to conclusion.
 - 4) Where necessary, to insure that committee conduct is governed by procedures contained in Robert's Rules of Order (latest revision) in the consideration of all matters so referred.

Article VII - Ad Hoc Committees

Section 1 - Authority. The President of the Staff Congress, in consultation with the Executive Council, may appoint such ad hoc committees as may be necessary for accomplishment of certain specific projects and for special purposes. Composition of ad hoc committees shall be recommended by the Executive Council.

Section 2 - Limitation. An ad hoc committee that has responded and completed its assigned task or project is automatically discharged.

Section 3 - Appointments. Appointments made under the authority granted above shall be approved by a majority vote of the Staff Congress. These appointments shall expire with the term of the President of the Staff Congress.

Article VIII - University-wide Committees.

Section 1 - Appointment. The President of the Staff Congress, in consultation with the Executive Council, may appoint Representatives to University-wide committees as necessary. Appointments made shall be temporary pending confirmation by the Staff Congress. The President of the Staff Congress shall report appointments so made at the next regular meeting of the Staff Congress. A majority vote of those present shall be required to confirm each appointee.

Section 2 - Term. Representatives appointed to University-wide committees shall serve for the term specified by the committee or for that portion of the committee term concurrent with their term of office in the Staff Congress. If no term is specified by the committee, the Representative shall serve concurrent with his term of office.

Section 3 - Reports. Appointees to University-wide committees shall report to the Staff Congress the proceedings of University-wide committee meetings at the meeting of the Staff Congress following said University-wide committee meeting.

Article IX - Amendments to the By-Laws

Section 1 - Petition. Any proposal to amend these By-Laws shall be submitted by a written petition signed by two Representatives of the Staff Congress at any regular meeting of the Staff Congress.

Section 2 - Process. These By-Laws may be amended by a majority vote of those members present and voting at a meeting of the Staff Congress at which a quorum is present, provided that at a previous meeting the proposal to amend has been presented and discussed.