

SEIU WISCONSIN: HEALTHCARE AND SERVICE WORKERS STRONGER TOGETHER, AFL-CIO, SOC, CLC

CONSTITUTION AND BYLAWS

Article 1. Name

This organization shall be known as SEIU Wisconsin: Healthcare and Service Workers Stronger Together, AFL-CIO, Strategic Organizing Center (SOC), Canadian Labour Congress (CLC) (SEIU Wisconsin, Local Union, Local, or Union).

Article 2: Vision and Mission

2.1 Vision

We, the collective members of SEIU Wisconsin, will ignite a transformative movement across Wisconsin that fosters **livable wages and fair treatment for all workers**, inclusive of race, ethnicity, identity, background, and industry.

We fight for a Wisconsin where:

- Every worker's voice is heard.
- Every family thrives.
- Every community prospers.

Our vision extends nationally as we strive to protect and advance democracy across the country, ensuring a brighter future for all working people.

2.2 Mission

At SEIU Wisconsin, we organize and educate both union and not-yet union workers, empowering them in workplaces and communities across our state.

Through our efforts, we:

- Organize healthcare, property services, and other service workers in the public and private sectors to build strong workplaces where every voice is heard.
- Secure livable wages and safe working conditions.
- Prioritize social and economic justice in bargaining and organizing efforts.

Additionally, we actively engage in political organizing and education to create a democracy that:

- Ensures Unions for All workers.
- Provides opportunities for every family.
- Builds communities that flourish for future generations of Wisconsinites.

SEIU Wisconsin shall adhere to:

- The SEIU Member Bill of Rights and Responsibilities in the Union, and the SEIU Member Bill of Rights and Responsibilities on the Job (attached as Appendix A).
- The SEIU Code of Ethical Practices and Conflict of Interest Policy (attached as Appendix B).

Article 3: Membership

3.1 Membership Categories

All members of SEIU Wisconsin shall be classified into one of three membership categories: Regular Members, Members-at-Large, or Associate Members. Each category has specific eligibility requirements and associated rights as outlined below. 3.2 Regular Membership

3.2 Regular Membership

Eligibility

All Regular Members shall pay full dues in accordance with Article 4. A person qualifies for Regular Membership if they are:

- A worker employed in Wisconsin in any industry over which this Local Union claims or exercises jurisdiction, AND

- Currently working in a bargaining unit with collective bargaining rights that SEIU Wisconsin represents, OR
- An organizing worker as defined in Article 3.4 below who is employed in industries represented by SEIU Wisconsin who pays full dues in accordance with Article 4

Automatic Regular Membership

Any SEIU Wisconsin member working in a bargaining unit that was previously represented by SEIU Healthcare Wisconsin (HCWI), SEIU Local 1 (Wisconsin units only), SEIU Local 21, or SEIU Local 152 prior to unification shall automatically be classified as Regular Members.

Regular Member Rights

Regular Members in good standing are entitled to:

- Vote on collective bargaining agreements affecting their bargaining unit
- Vote on strike calls and settlements affecting their workplace
- Receive strike benefits as determined by the Local and International Union
- Vote in all Local Union elections
- Run for any Local Union office (subject to eligibility requirements in these Bylaws)
- Attend and vote at all membership meetings
- Utilize all union services and participate in union activities
- Receive fair hearings on complaints

3.3 Members-at-Large

Eligibility

A person qualifies for Member-at-Large status if they are:

SEIU Wisconsin Staff Members: Current staff, not covered under a collective bargaining agreement, performing services within SEIU Wisconsin

Member-at-Large Rights

Members-at-Large in good standing are entitled to:

- Vote in elections for Local Union Officers and convention delegates
- Attend and vote at all membership meetings
- Run for the positions of Executive Director and Secretary-Treasurer only
- Utilize union services and participate in union activities
- Receive fair hearings on complaints

Member-at-Large Restrictions

Members-at-Large may NOT:

- Vote on collective bargaining agreements
- Vote on strike calls or settlements
- Receive strike benefits
- Run for President, Vice President, or Executive Board Member positions

3.4 Associate Membership

Eligibility

A person qualifies for Associate Membership if they fall into one of these categories:

Retirees: Former workers from bargaining units previously or currently represented by SEIU Wisconsin, SEIU Healthcare Wisconsin (HCWI), SEIU Local 152, SEIU Local 21, or SEIU Local 1 (Wisconsin units)

Organizing Workers: Workers in industries represented by SEIU Wisconsin who have not yet achieved full collective bargaining rights, who are employed in worksites approved by the Executive Board for Organizing Workers status, and who pay reduced dues as approved by the Executive Board

Executive Board Designated: Other workers specifically designated by the Executive Board as eligible for Associate Membership

SEIU Wisconsin Staff Members: Current staff performing services within SEIU Wisconsin

Associate Member Rights

Associate Members are entitled to:

- Participate in benefit programs such as insurance and travel discounts
- Access other services as determined by the Local Union
- For organizing workers, vote in any worksite leaders elections and on any memoranda of understanding, strike votes, and settlements affecting their worksite

Associate Member Restrictions

Associate Members may NOT:

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- Vote in any union elections or meetings
- Run for any Local Union office or Executive Board position
- Vote on collective bargaining agreements, strikes, or other union business, except for organizing workers as set forth above

3.5 Dues Requirements by Membership Type

- **Regular Members:** Pay dues in accordance with Article 4
- **Members-at-Large:** Pay dues equivalent to regular members monthly
- **Associate Members:** Pay dues at rates established by the Executive Board for their specific category

3.6 Membership in SEIU International Union

All members of SEIU Wisconsin, regardless of membership category, are automatically members of the SEIU International Union and are entitled to participation in International Union affairs in accordance with the SEIU International Constitution and Bylaws.

3.7 Non-Discrimination

Membership is open to all eligible individuals without discrimination based on race, creed, color, religion, sex, gender expression or identity, sexual orientation, national origin, citizenship status, marital status, ancestry, age, or disability. No member shall discriminate against another member based on these protected categories.

3.8 Good Standing Requirements

Regular Members and Members-at-Large

A member is in good standing if they:

- Authorize payroll deductions for dues under a contractual provision, OR
- Pay dues directly by the last day of each month

Members who pay directly and fail to pay for two consecutive months become delinquent.

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Associate Members

An Associate Member is in good standing if they pay their established dues by the last day of each month.

Special Circumstances

A member remains in good standing during employer lockouts or when employers discontinue dues check-off, provided they were current before the lockout or discontinuance.

3.9 Reinstatement from Delinquency

- Delinquent members may be reinstated to good standing within thirty (30) days after repaying all owed dues
- Reinstated members do not immediately regain eligibility to run for office
- Members on payroll deduction cannot be disqualified from voting or running for office due to employer-caused payment delays

3.10 Office Eligibility Requirements

To run for Local Union office, a member must:

- Be a Regular Member or Member-at-Large (as specified in sections 3.2 and 3.3)
- Maintain six (6) months of continuous good standing membership
- Meet any additional requirements specified in these Bylaws for particular offices

Article 4: Dues and Other Financial Obligations

4.1 Dues Rates

Dues rates for SEIU Wisconsin members are defined in **Appendix C** of this Constitution and Bylaws.

4.2 SEIU Wisconsin Funds

Revenue for SEIU Wisconsin may be raised through the collection of:

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- Membership dues
- Initiation fees
- Non-member agency fees
- Assessments
- Other lawful means

4.3 Per Capita Taxes

SEIU Wisconsin shall pay per capita taxes to the SEIU International Union for any person from whom the Local Union receives revenue, including dues and agency fees.

- SEIU Wisconsin shall not pay any other bills before meeting its full financial obligations to the International Union each month, unless per capita taxes are waived by the International Union.

4.4 Dues and Initiation Fees

The Local Union shall establish a system for dues and initiation fees.

- The system shall be determined by a vote of the entire membership, following recommendations from the Executive Board.
- The dues system shall not change without a vote of the membership, except for dues increases or changes mandated by the International Union.

Article 5: Worksite Leaders and Annual Worksite Leader Assembly

5.1 Duties and Responsibilities of Worksite Leaders

Worksite leaders play a critical role in advancing the mission of SEIU Wisconsin. Their duties include:

- Educating workers about union membership and advocating for political involvement to build worker power.
- Enforcing collective bargaining agreements and resolving workplace issues.
- Recruiting members for union events and activities.

Worksite leaders are required to take and adhere to the SEIU Wisconsin Worksite Leaders Oath, comply with SEIU Wisconsin policies, and uphold SEIU code of ethics.

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5.2 Removal

Any worksite leader may be removed by the Executive Committee if, in its judgment, the actions or inactions of the worksite leader are detrimental to the Local Union.

5.3 Worksite Leader Assembly

Worksite leader assemblies are essential opportunities to build skills, deepen relationships, and strengthen union power at the worksite level. These assemblies serve to support and empower worksite leaders through education, coordination, and strategic planning.

The **Executive Committee shall determine the frequency and format** of these assemblies—including whether they are held **statewide, regionally, or virtually**—based on the needs and capacity of the union. The union recognizes the importance of holding these meetings **frequently and consistently** to invest in the leadership and development of worksite leaders across SEIU Wisconsin.

Article 6: Bargaining

6.1 Bargaining Teams

Bargaining teams shall be either:

- Elected by members of the bargaining unit engaged in negotiations, or
- Appointed by the Executive Director or their designee.

These teams will consist of an appropriate number of members as determined by the needs of the bargaining unit. If the unit seeks financial support from the Local Union for bargaining team expenses, prior approval for all such expenses must be obtained.

6.2 Strike Authorizations

- Authorization for a strike must be conducted by a secret ballot vote of members in good standing within the bargaining unit.
- Before a strike vote is taken, notice of the intent to hold the vote must be provided to the President and Executive Director.

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- The Local Union Executive Board shall be polled within seventy-two (72) hours of the strike vote results to approve the strike.
- In accordance with Article XII of the SEIU International Constitution, no bargaining unit of this Local Union shall strike without prior notification to the International President. If prior notice is not practicable, the Local Union must provide notification as soon as possible after the strike begins, affirming compliance with all applicable notice requirements.

6.3 Contract Ratification

Contracts shall be ratified by a majority vote of the members in the bargaining unit who participate in the ratification vote, conducted by secret ballot.

Article 7: SEIU Wisconsin Officers

7.1 Officers

The Officers of SEIU Wisconsin shall consist of the following:

- President
- Executive Director
- Secretary-Treasurer
- Five (5) Vice Presidents

The Officers shall also serve on the Executive Board. Together with the Executive Board members as prescribed in Article 9, the Officers shall constitute the Executive Committee, which shall meet regularly or when special meetings are called by the President or, in the President's absence, by the Secretary-Treasurer.

7.2 Duties of the Officers

a. President

The President shall have the following duties:

1. To call and preside over all Executive Board, Executive Committee, and Local Union membership meetings.
2. To collaborate with the Executive Director and the Executive Board in developing goals, strategies, and program direction for the Local Union.

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3. To represent the Local Union to the public.
4. In consultation with the Executive Director, to oversee the activities of the Vice Presidents.
5. To co-sign checks on behalf of the Union with the Local Union's Executive Director and/or Secretary-Treasurer.
6. In consultation with the Executive Director, to appoint all worksite leaders and delegates to central labor councils and other bodies.
7. To appoint all committee members, in consultation with the Executive Director and with approval of the Executive Board. The President shall be an ad hoc member of all committees, with full voting privileges but shall not be counted for quorum. The President shall not hold membership on the Elections Committee.
8. To serve as the Local Union's second delegate to all conferences, conventions, and other bodies in which the Local Union is eligible to participate where no delegate election is required. In conjunction with the Executive Director, the President shall appoint all other delegates where elections are not required.
9. The President may sit on all bargaining committees in a non-voting capacity.

b. Executive Director

The Executive Director is a full-time position and shall have the following duties:

1. To serve as the chief representative of SEIU Wisconsin in dealings with employers, other unions (including SEIU local unions), and local, state, and federal government agencies.

In the absence of the President, the Executive Director shall also represent the Local Union to the public.

2. To collaborate with the President and Executive Board in the development of goals, strategies, and program direction for the Local Union.
3. To appoint, hire, and terminate permanent and probationary staff, including paid member organizers, and direct their work as necessary to achieve the Local Union's objectives.
4. To supervise, direct, and determine compensation and benefits for staff, in accordance with the budget and staff policies approved by the Executive Board.
5. To assign responsibilities to the Secretary-Treasurer in executing the programmatic work of the Union and direct the Secretary-Treasurer in the execution of those assigned responsibilities.
6. To co-sign checks on behalf of the Union with the Local Union's President and/or Secretary-Treasurer.
7. To serve as the Local Union's first delegate to all conferences, conventions, and other bodies in which the Local Union is eligible to participate, where no delegate election is required.
8. To develop proposed budgets, in collaboration with the President and Secretary-Treasurer, for Executive Board approval.

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9. To employ or retain counsel, accountants, or other personnel necessary to assist with the Local Union's operations, consistent with the budget approved by the Executive Board.
10. To supervise the organizing, political, educational, training, and community activities of the Local Union.
11. The Executive Director shall act as an ex officio, non-voting member of all committees, except the Executive Committee, where the Executive Director shall be a voting member. The Executive Director shall not hold membership on the Elections Committee.
12. To direct collective bargaining on behalf of the Local Union and sign all collective bargaining agreements following member ratification.
13. To regularly report to the Executive Committee and Executive Board.
14. The Executive Director may sit on all bargaining committees as a non-voting member.
15. The Executive Director shall have any additional authority and responsibilities consistent with this Constitution and Bylaws and the SEIU International Constitution and Bylaws.

c. Secretary-Treasurer

The Secretary-Treasurer is a full-time position and shall have the following duties:

1. To maintain the books and records of SEIU Wisconsin, in consultation with the appropriate staff.
2. To co-sign checks with the Executive Director and/or the President.
3. To ensure accurate accounting of receipts and disbursements on a monthly basis and to forward financial reports and required filings to the SEIU International Union.
4. To review membership records on a monthly basis.
5. To review and maintain minutes of all Executive Board, Executive Committee, and general membership meetings.

6. To call or chair meetings in the President's absence.
7. To serve as the chair of the Finance Committee.
8. The Secretary-Treasurer shall be assigned responsibilities to execute the Union's programmatic work at the discretion of the Executive Director and shall carry out such responsibilities under the Executive Director's direction.
9. The Secretary-Treasurer may sit on all bargaining committees as a non-voting member.

d. Vice Presidents

1. There shall be five (5) Vice Presidents, allocated as follows:
 - Three (3) from the Healthcare industry:
 - One (1) from a registered nurse bargaining unit.
 - One (1) from a long-term care or homecare bargaining unit.
 - One (1) from other healthcare bargaining units.
 - Two (2) from the Property Services and other industries represented by the Local Union.

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2. Vice Presidents shall assist the Executive Director and President in developing and leading programs to build unity and power in their respective industries.
3. At the President's direction, Vice Presidents shall chair subcommittees and attend meetings on behalf of the Local Union.

7.3 Bonding

All Officers and employees handling Local Union funds shall be bonded in amounts and forms required by applicable statutes and the SEIU International Constitution. The Local Union shall pay the premiums for these bonds.

7.4 Term of Office

Upon adoption of this Constitution and Bylaws, elections shall be held every three (3) years. Elected Officers shall serve three (3)-year terms until successors are elected.

7.5 Vacancy

In the event of a vacancy following an election, the Executive Board shall appoint a replacement to serve the remainder of the term. If concurrent vacancies occur in the offices of Executive Director and President, the Executive Board shall appoint an interim Executive Director, and a special election shall be held within ninety (90) days to fill the vacancies.

Article 8: Executive Board

8.1 Composition

The Executive Board shall consist of the Local Union Officers and up to one Executive Board representative from each collective bargaining unit with at least one hundred (100) represented workers.

- Collective bargaining units with 250 or more represented workers shall be entitled to an additional Executive Board representative for every whole multiple of 250 represented workers, with a maximum of three (3) representatives.
- Multiple bargaining units that share a bargaining table or an ownership or management structure or geographic proximity may be combined for these purposes.

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- The Executive Committee may appoint up to four (4) Associate Members as non-voting members of the Executive Board. At least one (1) of these appointed Associate Members shall be an active retiree Associate Member. These appointments shall be made to foster broader member engagement, ensure representation from key constituencies, and enhance the union's strategic decision-making process.

8.2 Powers and Duties

The Executive Board shall:

- Carry out the mission of SEIU Wisconsin. Members of the Board are expected to advance this mission in their worksites and communities through membership sign-up, mobilization, and political engagement.
- Annually adopt a strategic direction for the Local Union. The Executive Board shall ensure that strategic priorities are adequately reflected in the annual budget, which it shall review and approve.
- Approve the annual Local Union budget.
- Approve policies proposed by the Executive Director.
- Resolve questions regarding the interpretation of this Constitution and Bylaws.

8.3 Vacancies

In the event of a vacancy, the Executive Board may appoint a member to serve for the remainder of the term.

8.4 Meetings and Actions Taken Between Meetings

a. Regular Meetings: The Executive Board shall hold at least four (4) regular meetings per year on a regularly scheduled date, time, and location. Board members shall be notified of regular meetings at least ten (10) days in advance.

b. Special Meetings: Special meetings may be called by the President or at the request of twenty-five percent (25%) of the Executive Board. Notice of special meetings must be provided at least seven (7) days in advance.

c. Actions Between Meetings: When the Executive Board is not meeting and action is deemed necessary by the President and Executive Director, the President may poll the Board. Actions

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and votes may be conducted via letter, email, facsimile, telephone, or any other appropriate means of communication.

d. Virtual Meetings: Meetings of the Executive Board may be held in person or virtually, at the discretion of the President. Regardless of the meeting format, all notice requirements specified above shall apply.

e. Executive Sessions: The Executive Board shall have the authority to hold Executive Sessions.

8.5 Quorum

A majority of the Executive Board members shall constitute a quorum for the transaction of business.

8.6 Term of Office

Executive Board members shall serve three (3)-year terms until their successors are elected.

8.7 Removal

a. Any Executive Board member with two (2) or more unexcused absences within a rolling twelve (12)-month period shall be reviewed by the Executive Board for possible removal by a two-thirds ($\frac{2}{3}$) vote.

b. The Executive Board shall have the authority to remove any Board member by a two-thirds ($\frac{2}{3}$) vote following the filing of charges and a hearing conducted under Article 11 of this

9. Executive Committee

9.1 Composition

The Executive Committee consists of the President, Executive Director, Secretary-Treasurer, and Vice Presidents. Additionally, three Executive Board members from under-represented sectors or regions are appointed by the Executive Board to join the Executive Committee.

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9.2 Duties and Powers

The Executive Committee sets the Local Union's strategic direction in alignment with Executive Board policies. All decisions are reported to the Executive Board at the next meeting.

9.3 Meetings

The Executive Committee convenes regularly or at the discretion of the President. Business may be transacted virtually, in person, via email or text, or through other digital means, provided a simple majority quorum participates.

Article 10: Election Board

10.1 Composition

The Election Board shall consist of at least five (5) members but no more than nine (9) members, appointed by the President and subject to approval by the Executive Board.

a. Members of the Election Board:

- Must be a member of the Local Union in good standing for no less than six (6) months.
- May not be a member of the incumbent Executive Board, the Finance Committee, or an employee of the Local Union.
- May not be a candidate for any office at the Local Union level.

b. To promote democratic representation, no more than two (2) members shall be from any single bargaining unit.

c. The term of office for Election Board members shall be no longer than three (3) years, unless reappointed.

d. The Election Board shall designate a chair and a secretary.

10.2 Duties

The Election Board shall:

- Conduct nominations and elections for Local Union Officers, Executive Board members, International Union Convention Delegates and Alternates, special elections, dues referendums, and any other Local Union-wide referendums or elections in accordance with this Constitution and Bylaws and applicable law.

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- Provide adequate safeguards to ensure a fair and democratic election, including written procedures outlining the dates, times, and locations for elections.

10.3 Candidate Eligibility

Executive Director, Secretary-Treasurer, and International Union Delegates and Alternates

To be eligible to run for these positions, candidates must meet one of the following criteria:

- Be a regular member as defined in Article 3.2 with six (6) months of membership in good standing.
- Be a Member At Large as defined in Article 3.3.

President, Vice Presidents, and Executive Board Members

To be eligible to run for these positions, candidates must:

- Be a regular member as defined in Article 3.2 with six (6) months of membership in good standing.

Additional Eligibility Rules:

- A candidate must have maintained continuous good standing in SEIU Wisconsin for at least six (6) months before the nomination deadline and paid full dues within each month when due. Candidates for Executive Director and Secretary-Treasurer may instead satisfy this requirement by maintaining paid-up membership during their employment with the Local or for the prior six (6) months, whichever is less.
- Waivers of eligibility requirements may be requested from the International President under Article XV, Section 2 of the SEIU International Constitution and Bylaws. If granted, the Election Board must notify all eligible members and reopen nominations if they have closed.

10.4 Nominations

a. Nominating Petitions for Local Union Elections

- Nomination petitions for all open positions in Local Union elections shall be made available to members by the Election Board.

- Completed petitions must be submitted to the Election Board at least thirty (30) days before the election.

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b. Signatures Required for Local Union Elections

Local Union Officers: A petition for a candidate running for a Local Union Officer position shall require 100 signatures from members in good standing as of two (2) weeks before the nomination deadline.

Local Union Executive Board:

In bargaining units with more than 100 members in good standing, petitions shall require 20 signatures from members of that unit.

In bargaining units with fewer than 100 members in good standing, petitions shall require signatures from at least 20% of the members in that unit.

Prospective nominees may self-nominate.

All nominees must either be certified as eligible to run by the Election Board or notified in writing of disqualification within seven (7) days of nomination closure.

Nominees must accept their nomination in writing to appear on the ballot. Signing their petition fulfills this requirement.

SEIU International Convention Delegates and Alternates:

By virtue of their election, the President, Executive Director, Secretary-Treasurer, and Vice Presidents are eligible delegates to any SEIU International Convention.

If additional delegates are required, Executive Board members may be selected based on continuous SEIU membership longevity.

10.5 Election Procedures

- Members shall be notified of election procedures at least thirty (30) days in advance by U.S. mail or other approved methods.
- A majority vote is required to elect Local Union Officers. If no candidate receives a majority, a run-off election between the top two candidates will be held within forty-five (45) days.
- For other positions, the candidate with the highest votes wins.
- If only one candidate is nominated for a position, they will be declared elected without further procedure.
- Write-in and proxy voting are not permitted.
- Ballots and election records must be preserved in compliance with applicable laws.

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10.6 Appeals

A member dissatisfied with an Election Board ruling may appeal to the Local Union President within fifteen (15) days of the ruling. Appeals will be referred to the Executive Committee for review.

Article 11: Hearings and Appeals

11.1 Chargeable Offenses

Local officers or members, and officers of any affiliated body, may be charged with:

- a. Violation of any specific provision of this Constitution and Bylaws or of the SEIU Constitution and Bylaws;
 - b. Violation of an oath of office;
 - c. Gross disloyalty or conduct unbecoming a member;
 - d. Gross inefficiency (if an officer or Executive Board member) which might hinder or impair the interests of the Local or the International Union;
 - e. Financial malpractice;
 - f. Engaging in corrupt or unethical practices or racketeering;
 - g. Advocating or engaging in dual unionism or secession, including but not limited to aiding a rival labor organization or advocating disaffiliation during any meeting. No member shall participate in any activity to disestablish members from the Local or disestablish the Local as the collective bargaining agent for any employee.
 - h. Violation of democratically and lawfully established rules, regulations, policies, or practices of the Local or the International Union;
 - i. Wrongful taking or retention of any money, books, papers, or other property belonging to the Local or the International Union, or the wrongful destruction, mutilation, or erasure of any books, records, bills, receipts, vouchers, or other property of the Local or the International Union;
 - j. Working as a strikebreaker or violating wage or work standards established by the Local or the International Union; and
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- k. Bringing false charges against a member or officer without good faith or with malicious intent.

Charges must be specific and in writing.

11.2 Filing Charges

To protect members from frivolous charges, the following procedure applies: **a.** Charges

must be filed in writing in duplicate with the Secretary-Treasurer of the Local.

If the charges involve the Secretary-Treasurer of the Local the charges must be filed with the Executive Director and the President.

b. A written copy of the charges, specifying the nature of the offense, shall be served by the Secretary-Treasurer on the accused personally or by registered or certified mail (return receipt requested) at least ten (10) days before the hearing.

c. Charges must state which subsection(s) of Section 11.1 of this Article, or Article XVII, Section 1 of the SEIU International Constitution and Bylaws, the charging party believes have been violated. If charges are not specific, the hearing body may dismiss them, but the charging party has the right to refile with more detailed charges.

d. No charges may be filed more than six (6) months after the charging party learned, or reasonably could have learned, of the act(s) in question. The Hearing Board may dismiss the charges prior to a hearing if the acts that are the foundation of the charges occurred before this period of six (6) months.

11.3 Hearing Board

a. The Executive Board serves as the Hearing Board unless the member filing or being charged is part of the Executive Board. In such cases, the affected member(s) shall be excluded.

b. The Executive Board may delegate a subcommittee to investigate or serve as the Hearing Board.

c. The Hearing Board has the authority to deliberate, discuss, and vote on charges in a closed session. Its written decision is deemed final.

d. If disciplinary action is taken, appeals may be filed in accordance with the SEIU International Constitution and Bylaws. Decisions remain in full force during appeals unless stayed by the

11.4 Representation

Any member filing or facing charges may be represented by another member of the Local, provided the representative is not a member of the Hearing Board.

11.5 Judgment

If charges are sustained, the Hearing Board shall render judgment and impose disciplinary action as provided by this Constitution and Bylaws. Penalties may include reimbursement of financial losses directly attributable to the member or officer but shall not include monetary fines or penalties beyond that scope.

11.6 Exhaustion of Remedy

Subject to applicable statutes, all members or officers filing or facing charges agree, as a condition of membership or affiliation, to exhaust all remedies provided by the SEIU International Constitution and Bylaws and this Constitution and Bylaws. Members further agree not to file any action in a court, tribunal, or other agency until these remedies have been fully exhausted.

Article 12: Amendments

12.1 Proposed Amendments

Proposed amendments to this Constitution and Bylaws may be submitted to the Local Union membership by the Local Executive Board for members' consideration and membership vote through a secret-ballot process implemented by the Executive Board. The secret-ballot membership vote on proposed amendments may be conducted by mail or at a Local Union meeting (or meetings), as determined by the Local Executive Board. In accordance with Article 15, Section 3 of the SEIU Constitution and Bylaws, amendments to this Constitution and Bylaws must be submitted to and approved by the International Union before they become valid.

12.2 Subordination to the International Constitution

The Constitution and Bylaws of this Local Union shall at all times be subordinate to the International Constitution and Bylaws as they may be amended. If any conflict arises between the Constitution and Bylaws of this Local Union (or any amendments thereto) and the

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International Constitution and Bylaws (or any amendments thereto), the provisions of the International Constitution and Bylaws shall prevail.

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Appendices

Appendix A: SEIU Member Bill of Rights and Responsibilities in the Union

1. The right to choose leaders through fair elections.
2. The right to full financial transparency.

3. The responsibility to support organizing efforts and stand in solidarity with other workers.

Appendix B: SEIU Member Bill of Rights and Responsibilities on the Job

1. The right to safe and secure employment.
2. The right to meaningful work and fair treatment.
3. The responsibility to contribute fully to workplace and union goals.

Appendix C: Membership Dues Structure

1. Equitable Dues Rate

The dues structure for SEIU Wisconsin members is based on an equitable contribution system, calculated at 2% of biweekly or monthly wages (excluding overtime or differential pay), which will be phased in gradually, beginning at 1.65% and ending at 2% in 2029. For details on how the dues rate increases over time, see Section 2: Phase-In of Equitable Dues Rate, subject to the conditions outlined below:

a. Dues Minimum (Monthly): No member shall pay less than \$20 per month in dues.

b. Low-Income Members:

Members earning \$16,000 annually or less shall be subject to the minimum rate. Members earning \$15 per hour or less shall be subject to the minimum rate.

c. Exclusions: Overtime pay and differentials are excluded from the calculation of the dues rates set forth below.

d. Maximum Rate:

As of the year 2029, all members shall pay a maximum of \$205 per month in dues. This cap will be phased in gradually, and once fully phased in, it will increase by \$5 per month annually.

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2026: Maximum \$175 per month

2027: Maximum \$185 per month

2028: Maximum \$195 per month

2029: Maximum \$205 per month

e. Event Workers will have a per day dues structure.

2026: \$2.65 per day with a monthly cap of 10 games per month.

2027: \$2.80 per day with a monthly cap of 10 games per month.

2028: \$2.95 per day with a monthly cap of 10 games per month.

2029: \$3.10 per day with a monthly cap of 10 games per month.

Annually thereafter, the per-day dues will increase by 15 cents. Dues are charged per day, so in the event of a doubleheader, members do not pay dues twice in the same day. This annual increase will be suspended if any bargaining unit following the event worker dues structure does not receive a pay increase in that calendar year.

f. Workers who do not have payroll deductions and pay dues directly to the Union will pay a flat dues rate per month.

2026: \$35.00 for full-time workers and \$17.50 for part-time workers.

2027: \$38.00 for full-time workers and \$19.00 for part-time workers.

2028: \$41.00 for full-time workers and \$20.50 for part-time workers.

2029: \$44.00 for full-time workers and \$22.00 for part-time workers.

Annually thereafter the monthly dues will increase by 25 cents for full-time workers and 12 cents or 13 cents per year for part-time workers, rotated annually. This annual increase will be suspended if any group following the direct pay dues structure does not see a pay increase in that calendar year.

2. Phased Implementation Period

To ensure a gradual transition to the full 2% equitable dues rate, the following phased implementation will begin in 2026:

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2026: Dues calculated at 1.65% of biweekly or monthly wages (excluding overtime or differential pay) wages.

2027: Dues calculated at 1.75% of biweekly or monthly wages (excluding overtime or differential pay) wages.

2028: Dues calculated at 1.85% of biweekly or monthly wages (excluding overtime or differential pay) wages.

2029: Dues calculated at 2% of biweekly or monthly wages (excluding overtime or differential pay) wages, completing the transition.

