

CONSTITUTION  
of the  
NASHUA TEACHERS' UNION

Ratified by the General Membership August 31, 2016



Article I – Name	Page 3
Article II – Objectives	Page 3
Article III – Membership	Page 4
Article IV – Affiliation	Page 4
Article V – Organization	Page 5
Article VI – Officers	Page 9
Article VII – Duties of Officers	Page 10
Article VIII – Revenues/Disbursements	Page 13
Article IX – Committees	Page 14
Article X – Structure and Duties of Committees	Page
Article XI – Sick Leave Bank	Page
Article XII – Education Council	Page
Article XIII – NTU Welfare Trust	Page
Article XIV – Affiliation	Page
Article XV – Meetings	Page
Article XVI – Rules of Order	Page
Article XVII – Availability of Constitution	Page
Article XVIII – Amendments	Page
Article XIX – Ratification	Page

**ARTICLE I - NAME**

This organization shall be known as the Nashua Teachers' Union, Local 1044.

**ARTICLE II - OBJECTIVES**

The purpose of the Nashua Teachers' Union shall be:

- Section 1: To promote the professional, economic, and social welfare of the teachers, para-educators, secretaries, and food service personnel.
- Section 2: To encourage the hiring and retention of competent teachers, para-educators, secretaries, and food service personnel.
- Section 3: To secure for them all the rights and privileges, to which they are entitled in a free society, by remaining the exclusive bargaining agency.
- Section 4: To raise the standard of the teaching, para-educator, secretarial, and food service professions.
- Section 5: To encourage active participation of all school staff in the solution of school problems.
- Section 6: To promote the welfare of the children of Nashua by providing a progressively better educational environment, regardless of race, color, creed, sex, and social, political, or economic status.
- Section 7: To promote education as a social agency for developing the capacities of the young, for enlightening adults, and for working toward a society motivated by the ideal of service and democratic participation.
- Section 8: To increase public awareness of the values and the achievements of our school system and to aid in interpreting to the community the functions and problems of the public schools.
- Section 9: To encourage the chartering of a local retiree organization.
- Section 10: To promote the aims and objectives of the Nashua Teachers' Union.

### **ARTICLE III - MEMBERSHIP**

- Section 1: Membership in the Union shall be open to all persons employed as teachers, nurses, para-educators, secretaries, and food service personnel by the Nashua School District.
- Section 2: Teachers, para-educators, secretaries, and food service personnel wishing to become members of the Union shall submit a written application. Membership shall be continuous until the member leaves the employ of the District, resigns or is suspended from the Union.
- Section 3: Membership shall carry the right to vote at all general membership meetings and in elections pertaining to the organization, to hold office in the organization, to take part in activities which are connected with the organization, and to receive all benefits of the organization.
- Section 4: Retired persons and those on authorized leaves as covered in the preceding sections during their working career may be accepted for associate membership.
- Section 5: Former active members who are not eligible to continue their regular membership may be admitted as associate members. Associate members have the right to participate in benefit programs such as insurance, travel, and discount-buying services, but do not have voting rights.
- Section 6: No discrimination shall ever be shown toward individual members or applicants for membership because of race, sex, sexual orientation, creed, political, social, or economic status, or national origin.
- Section 7: In this Constitution, "membership" shall refer to Nashua Teachers' Union members in good standing.
- Section 8: An updated and accurate membership list will be maintained at the union office.

### **ARTICLE IV - AFFILIATION**

- Section 1: The Union shall maintain affiliation with State and National Labor Organizations as determined by the members of the Nashua Teachers' Union.

## ARTICLE V - ORGANIZATION

Section 1: The Executive Board shall be composed of seven (7) members: a President, a Vice-President, a Treasurer, three (3) Members-at-Large [First, Second, and Third], and a Recording Secretary.

Section 2: The functions of the Executive Board shall be:

- a. To meet at least once a month.
- b. To interpret and enforce the Constitution and by-laws.
- c. To consider policy and make recommendations to the Board of Directors.
- d. To be responsible for the management of the Union and to carry out the legislation and the policies of the Union as established by the Board of Directors.
- e. To develop workshops and training conferences for all representatives.
- f. To report its transactions and those of the Board of Directors to the members.
- g. To act upon expenditures as may be required.
- h. To maintain property and liability insurance for the NTU office.
- i. To perform other duties as required by this Constitution.

Section 3: The Board of Directors shall be composed of the Officers and the Representatives.

Section 4: The function of the Board of Directors shall be:

- a. To meet at least once a month as a whole or as level [high, middle, elementary schools]/unit [teacher, para-educator, secretary, food service] members.
- b. To determine legislation and/or policy for the Union.
- c. To oversee the functions of the Executive Board and the duties of the individual officers.
- d. To approve the budget.
- e. To set dues.
- f. To act on reports of Committees.
- g. To adopt rules governing the conduct of the Union.
- h. To establish policy and procedures for the Grievance Committee.
- i. To resolve all questions pertaining to recruitment, eligibility, rights, and privileges of members.
- j. To employ legal, financial, and/or other professional agents to advise the Executive Board and/or the Board of Directors and/or the membership.
- k. To make contracts and incur liabilities which may be appropriate to enable it to accomplish any and all of its purposes.

- l. To borrow for Union purposes at such rates of interest and terms and conditions as it may determine necessary.
- m. To authorize and approve all major purchases of equipment contracts and/or leases to be entered into by this organization.
- n. To hold property and funds and to employ a clerical and/or advisory staff necessary for the attainment of these purposes.
- o. All other functions not delegated to the Executive Board, or individual officers, or other groups in the Union, shall be vested in the Board of Directors.

Section 5: Representatives

- a. 1. The Board of Directors shall be composed of: two (2) teacher representatives from each elementary school, one (1) Title I teacher; three (3) teacher representatives from each middle school, excluding Elm Street, which will have four (4); eight (8) teacher representatives from each high school; three (3) members-at-large from the Secretarial unit; two (2) members-at-large from the Food Service unit; one (1) Para-Educator from each school; and one (1) nurse representative. Representatives shall be elected for two-year term
2. A person, in order to be eligible for the position of Representative, must be a member in good standing for a period of at least six (6) months prior to the election, must be 1. either assigned to a particular building at least three days a week, or 2. be in the represented group or unit and must be willing to perform the duties incumbent upon a Building Representative. If a school or unit does not elect its Representative(s) by June 15th, a Representative(s) may be appointed by the President with the approval of the Executive Board.
- b. In the case of Representatives, if he/she cannot attend a Board of Directors' meeting(s), he/she needs to send a non-voting representative in his/her place to the meeting from their building.
- c. The President with the approval of the NTU Board of Directors shall appoint a member to the Board of Directors in the case of continual non-attendance or to fill a vacancy created by an authorized extended leave of one semester or more granted to an elected Representative.
- d. Representatives shall have the following duties and responsibilities:
  1. To serve on the Board of Directors and attend its monthly meetings.
  2. To recruit new members.
  3. To protect the collective bargaining contracts by being knowledgeable about their provisions.
  4. To keep the membership informed.

5. To call for and preside at building meetings as necessary.
6. To post all Union notices, distribute materials, and support Union functions.
7. To fully support Union policy and to foster unionism among the membership.
8. Attend conventions as an elected official delegate of the NTU if so designated by the NTU Board of Directors.

Section 6: The Board of Directors shall meet at least once a month to consider Union business. Agenda for such meetings shall be 'published' in advance; said meetings are open to all members of the Union, without voting rights. There shall be no proxy votes and no absentee votes. A quorum shall be 1/2 plus one of the full Board membership or 60% of the buildings represented by the members of the BOD. The BOD may make a policy to address electronic participation in BOD meetings.

Section 7: Recall:

- a. All officers or elected Representatives of the Union shall be subject to recall.
- b. To initiate an officer recall: a petition signed by 320% of the membership or 2/3rds of the entire Board of Directors must be submitted to the Executive Board. The Executive Board must validate signatures within five (5) days after their submission.

A general membership hearing shall be held within three (3) weeks of the validation of petitions. The time and place of the hearing shall be set by the Election Committee. If the President is being recalled, the Vice-President will preside at the meeting.

A vote on recall shall be held following a hearing. A 2/3 vote of those voting by secret ballot shall be required for recall. If the general membership so votes, the vacancy shall be filled as provided by the Constitution.

- c. To initiate a building representative recall: a petition signed by 320% of the membership of the building/unit or 2/3rds of the entire Board of Directors must be submitted to the Executive Board. The Executive Board must validate signatures within five (5) days after their submission.

A building/unit membership hearing shall be held within three (3) weeks of the validation of petitions. The time and place of the hearing shall be set by the Election Committee.

A vote on recall shall be held following a hearing. A 2/3 vote of those voting by secret ballot shall be required for recall. If the building/unit membership so votes, the vacancy shall be filled as provided by the Constitution.



**ARTICLE VI - OFFICERS**

Section 1: The elective officers of this organization shall be a President, a Vice-President, a Treasurer, 3 Members-at-Large, and a Recording Secretary.

Section 2: Said officers shall be elected in May/June to a two-year term as follows:

- a. Vice-President, First and Third Members-at-Large, and Treasurer in odd-numbered years;
- b. President, Second Member-at-Large, and Recording Secretary in even-numbered years.

Section 3: Elected officers shall assume their office on the first of August. These officers shall be designated as officers-elect and shall work with the out-going officers from the date of their election until August 1st.

Section 4: All candidates for the office of President, Vice President, Treasurer, Members-at-Large, and Recording Secretary shall have been a member in good standing of any bargaining unit of the NTU for a period of no less than one (1) year. They also shall have served a minimum of one (1) year on the Board of Directors.

Section 5: In case of a vacancy in the office of the President, the Vice President shall assume the duties of that office until the next regular election. In case of a vacancy in the office of Vice President, Recording Secretary, Members-at-Large, or Treasurer, the President will nominate a person for the vacant position to the Executive Board. The Executive Board shall consider said nomination and make a nomination to the Board of Directors for a majority vote. The term for officers filling such vacancies shall be to fulfill the remainder of the term of office.

## **ARTICLE VII - DUTIES OF OFFICERS**

### Section 1: The President shall:

- a. Be the Chief Executive Officer of the NTU.
- b. Preside at Executive Board, Board of Directors, and membership meetings.
- c. Appoint all committee chairmen, not otherwise provided for, subject to the approval of the Executive Board.
- d. Appoint delegates, who are not required to be elected, to affiliate organizations, subject to the approval of the Executive Board.
- e. Cast the deciding vote when the Board of Directors is equally divided and on the secret ballot, he or she shall have a vote as any other member.
- f. Be an ex-officio member of all committees.
- g. Be the only official spokesperson of the NTU, or delegate such a person in his/her place.
- h. Represent the local in its association with other organizations and keep the Board of Directors and the Executive Board informed of the nature and work of these groups.
- i. Serve on all negotiations committees.
- j. Serve as unit coordinator of para-educators, secretaries, and food service personnel, and coordinate each unit's meetings.
- k. Lead and establish the agenda and voting procedures for ~~the initial~~ meetings of each unit.
- l. Provide agendas to the members of the Board of Directors no less than 24 hours before their meeting.
- m. Fulfill such other duties as the office requires and as are consistent with the NTU constitution.
- n. Perform such duties as may be required by the Board of Directors.
- o. Attend conventions as an official delegate of the officers.
- p. Serve as grievance chair or designate the chair of that committee.

### Section 2: The Vice-President shall:

- a. Assist the President in all his/her duties.
- b. Be presiding officer in the absence of the President.
- c. Be an ex-officio member of all negotiations committees if President is unavailable.
- d. Assist the President as unit coordinator for para-educators, secretaries, and food service personnel, and attend each unit's meeting(s).
- e. Perform such other duties as may be required by the Executive Board and/or the Board of Directors.
- f. Oversee the various NTU committees in Article 9 other than the budget, grievance, and negotiation committees.

### Section 3: The Recording Secretary shall:

- a. Keep minutes of all meetings, and retain a copy of the official minutes; forward a copy to the President and file one copy in the NTU union files.
- b. Provide minutes of the meetings of the Board of Directors to all BOD members no later than 24 hours prior to its next meeting.
- c. Have at each general membership meeting a copy of the NTU Constitution, the Master Contracts, Robert's Rules of Order, and a list of the members of the NTU.
- d. Maintain a copy of the NTU constitution and its amendments.
- e. Make available upon request by any member, minutes of any Board of Directors and/or general membership meetings.
- f. Perform such other duties as may be required by the President and/or the Executive Board and/or the Board of Directors.

Section 4: The Treasurer shall:

- a. Give a financial report at all general meetings and Board of Directors meetings and present a written copy of this financial report to the Recording Secretary.
- b. Deposit all monies to the credit of the NTU in such banks as directed by the Board of Directors.
- c. Chair the Budget Committee and prepare an annual operating budget in conjunction with the Budget Committee, and present it to the Board of Directors for approval.
- d. Supervise the collection of, and receive all dues and other funds due the NTU.
- e. Make recommendations to the Board of Directors regarding major purchases of equipment, contracts, and/or leases to be entered into by the NTU.
- f. Pay all bills authorized by the adopted budget, retaining vouchers or invoices for same. Expenses not authorized in the budget must be presented to the Board of Directors for authorization. Authorization for all disbursements must be in the form of a voucher or invoice signed by two Executive Board members.
- g. Maintain financial records of the NTU.
- h. Submit all financial records to an annual review with written report of said review to be given to the Board of Directors.
- i. Secure bonding as might be required by law or by the Budget Committee.
- j. Perform such other duties as may be required by the President and/or the Executive Board and/or the Board of Directors.
- k. Oversee biannual auditing of financial records of the NTU, and submit to the American Federation of Teachers

Section 5: The Members-at-Large shall:

- a. Perform such duties as may be required by the Executive Board and/or the Board of Directors.
- b. Act as Sergeant-at-Arms at all general membership meetings and at those determined by the Executive Board to require one.
- c. Oversee the various NTU committees in Article 9 as assigned by the President.

**ARTICLE VIII – REVENUES/DISBURSEMENTS**

- Section 1: Members of the organization shall pay annual dues as determined and set by the Board of Directors. Dues shall be payable directly to the Treasurer or through the payroll deduction plan in accordance with the contract.
- Section 2: Associate members' dues shall include fees necessary to maintain their National and State membership and any other fees set by the Board of Directors.
- Section 3: Persons on authorized leave shall have the option of maintaining regular membership or associate membership.
- Section 4: The dues of those members who chose direct payment shall be considered in arrears if payment in full is not made within 30 days of the September 30<sup>th</sup> or January 31<sup>st</sup> billing.
- Section 5: A member shall be considered not in good standing if dues are in arrears, and shall be suspended from all rights and privileges until such dues in arrears shall be paid.
- Section 6: Dues of new members shall be prorated, but not less than 50% of what they would otherwise be obligated to pay of the regular dues. Application for membership will be a signed payroll deduction authorization form, or payment of the prorated dues as arranged by the Treasurer.
- Section 7: All resignations from the Union must be in writing and must be addressed to the President, between September 1<sup>st</sup> and September 15<sup>th</sup> of any given year.

## ARTICLE IX – COMMITTEES

Section 1: This Union shall have the following committees:

- a. Negotiations Committee
- b. Grievance Committee
- c. Committee on Political Education (COPE)/Legislation Committee
- d. Election Committee
- e. Public Relations Committee
- f. Budget Committee
- g. Social Committee
- h. Scholarship Committee
- i. Health and Safety Committee

Section 2: Other committees may be established as they become necessary.

Section 3: The President (subject to the approval of the Executive Board) will appoint the chairperson of each committee, except as otherwise provided for in the NTU Constitution.

Section 4: Prospective members for all committees shall submit their names to the Executive Board. The Executive Board will recommend names to the Board of Directors who will appoint the members of a committee.

Section 5: Board of Directors, by a majority vote, may remove any committee appointee or call for the replacement of a chairperson.

Section 6: Chairpersons of each committee will make a status reports to the NTU Board of Directors at regular meetings.

**ARTICLE X – STRUCTURE AND DUTIES OF COMMITTEES**

Section 1: Negotiations Committees

- a. Composition of Negotiations Committees shall be as follows:
  1. The Teachers' Negotiation Committee shall maintain an equitable balance between elementary, middle, and senior high schools.
  2. All Negotiation Committees will be composed of a minimum of three (3) members. The President or his/her designee may serve as an official member.
  3. All members of a Negotiation Committee will serve during the negotiations and until such time that the contract is signed. Thereafter, the committee shall be available for consultation and interpretation of said contract.
  4. Committee members will be appointed no later than five (5) months prior to the negotiation of a successor agreement.
  5. The Negotiation Committee is to act as the agent of the Union in collective bargaining with the Board of Education in the determination of terms and conditions of employment.
  6. The Negotiation Committee will draw up the proposals for the new contract after soliciting suggestions and recommendations from the membership. A summary of these proposals will be presented by this Committee to the members of the Board of Directors.
  7. Each Negotiation Committee may elect one of its members to serve as chairperson. It will be the responsibility of the Negotiation Chairperson to receive all correspondence pertaining to collective negotiations. He/she will keep the general membership informed of the progress in all matters.
  8. By a majority vote of the Negotiation Committee, a special meeting of the Board of Directors or unit membership can be convened.
  9. Each Negotiations Committee will first submit all items agreed to through collective bargaining between this Committee and the Board of Education to the membership of its unit for their review and approval. All items agreed to through collective bargaining are subject to the final approval and ratification by the general membership of each unit at a meeting called for this purpose.

Section 2: Grievance Committee

- a. The Grievance Committee will be composed of five members, one of whom is or has been a member of the negotiations committee of the current contract. Due consideration shall be made to maintain representation from all units.
- b. It will be the duty of this committee to inform the Board of Directors of grievances and their current status.
- c. It will be the duty of this committee to assist the grievant in following the grievance procedure as outlined in the contract.
- d. In the event that a grievance is not settled at the BOE stage, the Grievance Committee will recommend to the Board of Directors whether to submit a grievance to arbitration.

Section 3: Committee on Political Education (C.O.P.E.)/Legislative Committee

- a. The Legislative Committee will be composed of five members. Due consideration shall be given to maintain representation from all units.
- b. This committee will be responsible for review and dissemination of all legislative materials. It will annually evaluate the voting records of the members of the Board of Education and of local, state, and national legislators and present said evaluation to the Board of Directors. It will provide materials regarding local, state, and national legislation affecting teacher rights and education to the membership.
- c. This committee shall solicit and expend C.O.P.E. funds.
- d. Plan and implement NTU political programs and campaigns.

Section 4: Election Committee

- a. The Election Committee will be composed of five (5) members. Due consideration shall be made to maintain representation from all units. No committee member will be a candidate for office.
- b. Duties shall be to:



1. Set an election date and set forth the rules of conduct and procedures for said election, subject to the approval of the Board of Directors.
2. Approve nomination petitions of potential Executive Board candidates. Nomination petitions must be signed by at least 20 members if said candidates are to be placed on the election ballot.
3. Publish, prior to the election, a profile of each Executive Board candidate.
4. Prepare official ballots and distribute them to Building Representatives for distribution to all members.
5. Tabulate all results and forward them to the President who will be responsible for the publication of the results.

#### Section 5: Public Relations

- a. The Public Relations Committee will be composed of three (3) members or more. Due consideration shall be given to maintain representation from all units.
- b. The purpose of the Public Relations Committee will be to develop public understanding of the purposes and programs of the Union, and to act as a source of information of NTU activities and business to the general membership.
- c. It will be responsible for the NTU newsletter, press releases, and communications to the membership and/or community.

#### Section 6: Budget Committee

- a. The Budget Committee will consist of the Treasurer and two other members. Due consideration will be made to maintain representation from all units.
- b. The Budget Committee will prepare an annual budget of the Union for presentation and adoption by the Board of Directors at its June meeting. This budget must be received by the Board of Directors one week prior to its meeting.
- c. The Budget Committee will review major expenditures and financial requests from outside organizations/individuals, and make recommendations to the Board of Directors.

Section 7: Social Committee

- a. The Social Committee will typically consist of five (5) members. Due consideration will be made to maintain representation from all units.
- b. It will be the duty of this committee to plan, coordinate, and conduct all social affairs of the NTU.

Section 8: Scholarship Committee

- a. The Scholarship Committee will typically consist of five (5) members. Due consideration will be made to maintain equal representation of all units.
- c. The Scholarship Committee will ensure that all recipients of NTU Scholarships are the children/legal dependent(s) of NTU members in good standing.
- d. Duties shall be to:
  - 1. Develop criteria for selecting recipients and establish application procedures, subject to approval by the Board of Directors.
  - 2. Recommend the number and value of the scholarships.
  - 3. Review the submitted scholarships.
  - 4. Award and disburse scholarship monies.

Section 9: Health and Safety Committee

- a. The Health and Safety Committee shall be composed of five (5) members. Due consideration shall be given to maintain fair representation of all units.
- b. The Committee shall investigate issues and concerns which adversely impact the health, safety, and welfare of individuals in our bargaining units.
- c. The Committee shall disseminate information as needed.

**ARTICLE XI-SICK LEAVE BANK**

- Section 1: Each unit will have its own committee. Members will be appointed by the President with the approval of the Board of Directors in June. Each member shall serve for a period of two years effective with the first day of July immediately following their appointment.
- Section 2: The purpose of the Sick Leave Bank as provided for in the Master Agreement is to offer income protection to contributing members who must be absent from their jobs for an extended period, or who must be frequently absent because of prolonged or continuing illness beyond their normal control, or incapacitating accident.
- Section 3: The Committee(s) shall submit an annual report in June to the President giving the number of applicants, the number of persons granted days, and the number of days available in the bank.

**ARTICLE XII - EDUCATIONAL COUNCIL**

Section 1: The Educational Council will be composed of at least three members. The Board of Directors shall appoint one of its members as chairman.

Section 2: This Committee will study and make recommendations for improvements in the Nashua School System in accordance with the Master Contract.

Section 3: The Educational Council will meet with the Board of Directors when a proposal of major significance is being considered for presentation to the Board of Education.

**ARTICLE XIII - NTU WELFARE TRUST**

- Section 1: In accordance with the Master Contract the NTU will establish a welfare trust fund to provide benefits for eligible employees. NTU members will be appointed as Trustees to administer the NTU Welfare Trust and as such are under the jurisdiction of the NTU Board of Directors.
- Section 2: The Trustees shall consist of three (3) persons, all of whom shall be appointed by the Union President with the approval of the Board of Directors. Each Trustee must be a member in good standing of the NTU, and if a Trustee so ceases to be a member in good standing of the NTU, the position shall be deemed vacant. Each Trustee shall serve as such for his term of office or until his/her death, incapacity, ineligibility, removal or resignation. Upon the expiration or termination of the term of office of a Trustee, he/she shall be succeeded as a Trustee hereunder by an appointed successor. If, for any reason, the term of office of a Trustee is terminated before the expiration of his/her full term as Trustee, then the successor Trustee shall be appointed for the balance of his term by the President of the NTU with the Board of Directors' approval.
- Section 3: Each Trustee shall be appointed by the President with the approval of the NTU Board of Directors in June. Each Trustee shall serve for a period of three (3) years effective with the first day of July immediately following his/her appointment.
- Section 4: Any designation of a successor Trustee shall be certified by the President of the NTU and shall be delivered to the remaining Trustees, the School Board and the NTU. Any successor Trustee appointed as herein provided, shall upon his acceptance in writing of the terms of this Trust, be vested with all of the rights, powers and duties of a Trustee. No vacancy in the office of Trustee shall impair the power of the remaining Trustees to administer the affairs of this Trust.
- Section 5: A Trustee may be removed at any time by a two-thirds (2/3) vote of the membership of the Board of Directors; such vote shall be taken pursuant to provisions of the latest edition of Robert's Rules of Order, and the recall procedure set forth in the Constitution of the Nashua Teachers' Union. Such removal shall be immediate.

**ARTICLE XIV - AFFILIATION**

- Section 1: If the NTU chooses to establish and maintain affiliation with any state or national organization it will, whenever possible, send delegates to their meetings-
- Section 2: All delegates and representatives shall make reports to the Board of Directors on meetings/conventions attended.
- Section 3: Every reasonable effort shall be made by this NTU to pay legitimate expenses of delegates to meetings and conventions of affiliated organizations.
- Section 4: The NTU shall be active in the affairs of affiliated organizations.
- Section 5: Delegates to affiliated organizations shall be members in good standing.

## ARTICLE XV - MEETINGS

- Section 1: In accordance with this Constitution there shall be no less than ten (10) regular meetings of the Executive Board of Directors per year.
- Section 2: Other meetings of the NTU may be called by the President, a majority of the Board of Directors, upon the written request of fifteen (15) members in good standing in the Union, or upon written request of 10% of any single NTU unit and sent to the Board of Directors.
- Section 3: Quorums:
- a. Ten percent (10%) of the membership in good standing will constitute a quorum at a regular or special membership meeting.
  - b. A quorum of the Board of Directors will be 1/3 of the full membership thereof.
- Section 4: By action of the president or a majority of the Executive Board, non-members may be invited to attend, speak, and participate without a vote at a membership meeting.
- Section 5: Postponement of Meetings - A regular meeting may be postponed by the President and the Executive Board whenever the interests of the organization require that this be done.

**ARTICLE XVI - RULES OF ORDER**

Section 1: Robert's Rules of Order will be the authority of all parliamentary and/or election questions.

Section 2: The President may appoint a sergeant-at-arms and a parliamentarian.



**ARTICLE XVII - AVAILABILITY OF CONSTITUTION**

- Section 1: Three copies of this constitution will be on hand at the Office of the Nashua Teachers' Union at all times.
- Section 2: Copies will be made available to other affiliated organizations upon request.
- Section 3: Copies of a final, ratified version will be available to all members of this local.

**ARTICLE XVIII - AMENDMENTS**

Section 1: Members will be notified of proposed amendments to this Constitution within three weeks of the presentation of the amendments at a membership meeting.

Section 2: The Board of Directors will have the power to adopt such further rules and regulations governing the amendments as it will deem necessary.

Section 3: A two-thirds vote of the members present at such a meeting will adopt an amendment.

**ARTICLE XIX - RATIFICATION**

Section 1: This constitution will be declared adopted upon an affirmative vote of 2/3 of members present and voting thereon at a meeting not less than three weeks after the copies hereof have been posted and made available upon request to all members in good standing.

Section 2: This Constitution will be effective immediately upon its ratification and will supplant any and all previous Constitutions and By-laws.

**CERTIFICATION**

We the undersigned hereby certify this Constitution and any amendments thereto was duly voted on and ratified by the membership of the Nashua Teachers' Union

*On 31<sup>st</sup> day of August, Two-Thousand Sixteen*

*by a vote of*

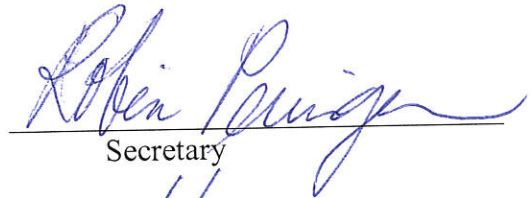
*216 yes*

*2 no*

*2 abstentions*

  
\_\_\_\_\_  
President

*9/1/2016*  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Secretary

*9/1/2016*  
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Date

