

FPSU Committee on the Future

Constitution & Bylaws Summary

Twenty seven of us members from different jobs and different parts of Florida volunteered to serve on this committee. We pledged our commitment to each other and to our union, dedicated our own time on weekends throughout autumn to envision the future and build a new foundation for FPSU. We worked to come up with the best structure for our union and to draft a Constitution and Bylaws for members to vote on at our Constitutional Convention in January.

We worked together to produce the framework for a union that is ***accountable and democratic, advances change through member leadership and ensures stability through dues equity.***

We began by envisioning our FPSU mission:

We are a diverse community of public service employees dedicated to improving the lives of workers and their families today and into the next generation.

We believe that the power of our united voices has the ability to change and improve lives. We are committed to building solidarity in order to raise collective standards for health, safety, and economic equality. We believe in spreading the wealth of knowledge and education through the freedom to participate in a union.

We will fight to empower all working people and to increase recognition and respect for quality public services in our communities and all across Florida. We will work to change laws that are contrary to our mission.

We drafted a Constitution and Bylaws to create a union that is:

Accountable

- FPSU will hold elections every three years for governing officers
- An independent firm will review the union's finances every year and the executive board's approved budget can be reviewed by any member
- All FPSU meetings are open to any member
- Chapter meetings will be held at least every 90 days, Executive Board meetings quarterly, and a statewide membership meeting at least once every three years
- Endorses and elects only politicians accountable to our mission

Democratic

- Members will vote on Constitution and Bylaws at the Convention
- An election committee of unbiased members will oversee our elections
- Members will elect the Executive Board every three years
- A President and five Vice-Presidents will be elected statewide
- Executive Board members are elected by members in four regions (North, East, West, and Central) to represent three job classifications (school districts, municipalities, and other) in each region
- Members can also elect additional executive board members when their units reach thresholds for increased member numbers and density
- Members elect negotiating teams and vote on contracts
- Members will determine which political candidates and legislation that FPSU endorses

Advancing Change Through Member Leadership

- Members will be involved in every facet of the local union
- Chapters are the primary focus for union worksite activity—*where we work and live*
- Five committees—each chaired by an elected Vice President-- will drive the direction of the union and reflect our values
- The Political Education Committee ensures that our political leaders stand up for working families and protect and enhance quality public services for all Floridians.
- The Community Mobilization Committee will work together with community groups on shared, common goals.
- The Organizing Committee will promote growth in membership.
- The Quality Bargaining Standards Committee will make recommendations to the Board to promote quality standards in our contracts for workers.
- The Member Strength Committee will recommend initiatives to maintain existing membership by improving communications and participation.

Advancing Stability

- Members drafted the Constitution and Bylaws—a permanent document that defines how we govern our local union.
- Members will set an equitable dues rate and build towards a stable, self-financing union so members can determine spending priorities and have the resources to implement our mission.