

SUBMITTED BY: Marysville Reformatory Chapter 8010 and Corrections Assembly

SUBJECT: Staff

RATIONALE: Section 1 – To change the control of hiring of the Executive Director from the Board of Directors to the biennial convention delegates. To change the length of the contract for the Executive Director from three years to two years. To change the removal of the Executive Director and Comptroller from a 2/3 vote to a majority vote.

BE IT RESOLVED THAT ARTICLE X, SECTION 1 OF THE OCSEA CONSTITUTION BE AMENDED AS FOLLOWS:

**Article X - Staff**

**Section 1. Executive Director/Comptroller**

~~(A) The Board of Directors shall employ and fix the compensation and tenure of an Executive Director and a Comptroller at the next regular Board of Directors' meeting following the biennial convention for a duration not to exceed three (3) years to take effect at the expiration of present contracts. Both shall be directly and exclusively accountable to the Board of Directors for their performance of their respective duties.~~ **THE DELEGATES TO THE BIENNIAL CONVENTION SHALL EMPLOY THE TENURE OF AN EXECUTIVE DIRECTOR. THE BOARD OF DIRECTORS SHALL FIX THE COMPENSATION OF THE EXECUTIVE DIRECTOR AT THE NEXT REGULAR BOARD OF DIRECTORS' MEETING FOLLOWING THE BIENNIAL CONVENTION FOR A DURATION NOT TO EXCEED TWO (2) YEARS, TO TAKE EFFECT AT THE EXPIRATION OF THE PRESENT CONTRACTS. THE BOARD OF DIRECTORS SHALL EMPLOY AND FIX THE COMPENSATION AND TENURE OF THE COMPTROLLER AT THE NEXT REGULAR BOARD OF DIRECTORS' MEETING FOLLOWING THE BIENNIAL CONVENTION FOR A DURATION NOT TO EXCEED THREE (3) YEARS, TO TAKE EFFECT AT THE EXPIRATION OF PRESENT CONTRACTS. BOTH SHALL BE DIRECTLY AND EXCLUSIVELY ACCOUNTABLE TO THE BOARD OF DIRECTORS FOR THEIR PERFORMANCE OF THEIR RESPECTIVE DUTIES.**

(B) The Executive Director and/or Comptroller shall only be removed by a ~~2/3~~ **MAJORITY** vote of the total State Board of Directors.

23           **(C) IF THE EXECUTIVE DIRECTOR'S POSITION SHOULD BECOME**  
24 **VACANT BY REMOVAL, RESIGNATION, OR ANY OTHER REASON, THEN THE**  
25 **STATE BOARD OF DIRECTORS SHALL EMPLOY AND FIX THE COMPENSATION**  
26 **AND TENURE OF AN EXECUTIVE DIRECTOR FOR THE DURATION OF TIME**  
27 **UNTIL THE NEXT BIENNIAL CONVENTION AT SUCH TIME THE DELEGATES TO**  
28 **THE BIENNIAL CONVENTION SHALL EMPLOY THE TENURE OF ANOTHER**  
29 **EXECUTIVE DIRECTOR.**

30 **Section 2. Responsibilities of the Executive Director**

31           The Executive Director, at the direction of the Board of Directors, shall be responsible for  
32 the general management of the Union except for those duties directly assigned to the Comptroller  
33 or found elsewhere in this Constitution. The Executive Director shall employ, determine the  
34 duties, and fix the compensations of an administrative staff. However, any changes pertinent to  
35 the structure or organization shall be submitted to the Board of Directors for approval prior to  
36 implementation. The compensation of such employees shall be limited to the funds available in  
37 the personnel services item of the budget.

38 **Section 3. Contracting for Services**

39           No officer, Board of Directors' member or employee may contract for the Union for any  
40 service or item of tangible personal property exceeding \$5,000 other than routine salary  
41 arrangements or routine operating expenses, nor endorse any issue or program, excluding  
42 legislative bills, for the Union without the approval of a majority of the Board of Directors. Any  
43 such contracted work required by the Union above \$5,000 is to be put out for bid. Special efforts  
44 shall be made to contract with Union firms or minority firms.

45 **Section 4. Appeal Rights**

46           Each Union non-contract staff member shall have a right to an appeal before a mutually  
47 agreed upon uneven number of members from the Board of Directors, in case of layoff,  
48 demotion, termination, reduction in pay, status, or suspension. This shall also be the final step of  
49 the grievance procedure. Any decision reached shall be final.