



November 1, 2000

# PSF

PROFESSIONAL  
STAFF  
FEDERATION

Mercer County  
Community College  
P.O. Box B  
Trenton, New Jersey  
08690  
(609) 586-4800

AFT/AFL-CIO  
Local 4537



Edward J. McElroy, Secretary/Treasurer  
American Federation of Teachers  
555 New Jersey Avenue  
Washington, DC 20001

Dear Mr. McElroy:

As of October 1, 2000, our Board of Trustees approved two locals from Mercer County Community College to merge into one unit, Professional Staff Federation, Local #4537.

Mercer County Community College Federation of Technical Assistants  
AFT/AFL-CIO Local #4073

Is now included into the membership of

**Professional Staff Federation**  
**AFT/AFL-CIO Local #4537**

All technical assistants' titles have now been changed to professional staff titles. A copy of our new constitution and copies of each local's roster is enclosed. Please have all members' names and information transferred into Local #4537. Any questions may be directed to Susan Busch, President, Professional Staff Federation, at 1-609-586-4800, Ext. 3623.

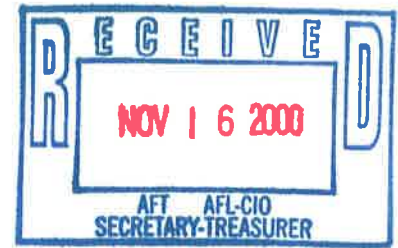
Please let me know the process or status of this request.

Sincerely,

Jeremy Parry  
Former Treasurer  
Local #4073

Enc.

C: S. Nelson, NE Regional Director  
T. Flood, Sr. National Representative



## PROFESSIONAL STAFF FEDERATION (PSF) CONSTITUTION

### ARTICLE 1 - NAME AND INCORPORATION

- Section 1: The name of this organization shall be Professional Staff Federation, hereafter referred to as the Federation.
- Section 2: It is incorporated as a non-profit corporation under Title 15, Sections 1-12 Revised Statutes of the State of New Jersey.

### ARTICLE II - AFFILIATION

The affiliation of the PSF shall have been determined by a majority vote of the membership.

### ARTICLE III - PURPOSES

- Section 1: To develop and promote the adoption of such personnel policies and standards of preparation and participation as mark a professional.
- Section 2: To advance professional rights and status and responsibilities of its members.
- Section 3: To represent its members and other employees in negotiations and grievances with the School Board on all matters of compensation and all other terms and conditions of employment.
- Section 4: To form a representative body to speak with authority for the members.

#### ARTICLE IV - MEMBERSHIP

##### Section 1: Active Members

- a. Active membership in the Federation shall be open to all employees on the Mercer County Community College Professional Staff.

##### Section 2: Rights of Membership

- a. Every active member shall have the equal rights and privileges within the organization to nominate candidates for office: to vote in elections or on referenda of the Federation: to attend membership meetings: to participate in the deliberations and voting upon the business of such meetings except that in voting on contract ratification only members in the appropriate unit of representation shall have the right to vote.
- b. Every member shall have the right to meet and assemble fully with other members: to express any views, arguments or opinions: to express views at meetings upon candidates in an election of the Federation or upon any business properly brought before the meeting.
- c. No member shall be fined, suspended, expelled or otherwise disciplined except for non-payment of dues without being served with specific written charges and given a reasonable time in which to prepare a defense which may be asserted at a full and fair hearing.

## ARTICLE V - OFFICERS

- Section 1: The officers of the Federation shall consist of a president, a vice-president, secretary and a treasurer.
- Section 2: The officers shall be elected at the May general meeting and be installed in June for a term of two years.
- Section 3: Officers of the Federation shall serve their terms so long as they satisfactorily perform the duties of their office. Where an officer is guilty of misconduct, such officer may be removed for cause (shown after notice and a hearing) and by a majority vote of the members of the Federation.
- a. Recommendation for recall can be made by the submission of a petition containing the signatures of 33% of the membership to the Executive Committee.
- b. The Executive Committee shall notify in writing any officer who has been recommended for recall.
- c. Any officer may appeal in writing to the Executive Committee.
- d. The Executive Committee shall schedule hearings, whenever necessary, to review the recommendation of recall of an officer.
- e. The report of those hearing shall be made available to the membership.
- f. A general membership meeting shall be called two weeks after the issuance of the report.
- g. Such recall shall be determined by a majority vote of the membership in attendance at said meeting.
- Section 4: Nothing in this Article shall be construed as precluding officers from succeeding themselves in office, if duly elected.
- Section 5: In the event of vacancy in the office of the President, the Vice President shall become President and serve until the next annual election.

#### ARTICLE VI - EXECUTIVE COMMITTEE

The Executive Committee (the policy-forming body of the Federation shall consist of:

- a. the officers of the Federation
- b. Chairpersons of all Standing Committees

#### ARTICLE VII - AMENDMENTS

Amendments to this Constitution may be made by a two-thirds majority of the active members of the Federation voting in a regular or special election called for this purpose, provided that:

- a. the amendments have been submitted in writing to the Secretary of the Federation
- b. the Secretary of the Federation has distributed copies of the amendment to the members of the Executive Council.
- c. The Executive Council, by a majority vote, proposes to recommend said amendments to the general membership
- d. the Secretary of the Federation has distributed copies of the amendments so proposed to all active members of the Federation at least two calendar weeks in advance of the election.