

# Proposed WSNA Bylaws Amendments

The Bylaws/Resolutions Committee provided notice on April 1, 2025, of 28 amendments to the Washington State Nurses Association (WSNA) bylaws. These amendments were reviewed by the WSNA General Assembly on May 1, 2025, which voted to recommend that these amendments be adopted by the full WSNA membership when it votes May 26 – June 26, 2025.

In the following table, each amendment is first shown formally as a motion. Following this is the effect of the amendment, shown using a three-column format. The first column shows the text as it currently exists, the second column shows the changes—text that will be removed is shown in ~~striketrough~~, and text that will be inserted is underlined. The third column shows the text as it will appear if the bylaw amendment is adopted. After the effect shown in the three columns, a rationale explaining the bylaw amendment is given, the proposing body is listed, and the recommendation of the General Assembly is stated.

When reading these amendments, it is important to remember that the official wording of the motion is given in the motion. The three-column format is designed to aid in visualizing the changes. In particular, there are some places where the same paragraph in the bylaws is being changed by more than one amendment. The three-column format will show the changes for only that one amendment, isolated from the other amendments. The words that are actually changing will be in the statement of the motion above the three-column format; if an earlier amendment is missing from the three-column format, it doesn't mean that the earlier change will be lost.

# Motion from WSNA General Assembly

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The WSNA General Assembly voted on May 1, 2025, to add the following motion to the ballot with the proposed bylaws amendments:

To authorize the Bylaws and Resolutions Committee to correct article and section designations, punctuation, and cross-references and to make such other technical and conforming changes as may be necessary to reflect the intent of the members in connection with adopting these bylaws amendments.

## Proposed Bylaw Amendments

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### Amendment 1: Clarify terms of office and term limits for Board, LEC, PNHCC and LHPC

This amendment is in four parts. Together, these parts form a complete proposal. A single vote should be taken on all of the parts together. The rationale for the entire amendment appears after amendment 1D.

#### **AMENDMENT 1A: CLARIFY TERMS AND TERM LIMITS FOR BOARD OF DIRECTORS**

Amend bylaws Article VI—Board of Directors by substituting the following for Section 8—Terms of Office:

##### **SECTION 8. TERMS OF OFFICE**

- A. Each officer is elected for a term of two years. An individual is ineligible to serve a third consecutive term in the same office.
- B. Each director at-large is elected for a term of two years. An individual is ineligible to serve a third consecutive term as director at-large.
- C. An individual is ineligible to serve a fifth consecutive term on the Board of Directors in any combination of officer, director at-large, or chair of any council, except that an individual may serve a fifth consecutive term on the Board of Directors if that fifth consecutive term is served ex officio as the chair of the Labor Executive Council, the chair of the Professional Nursing and Health Care Council, or the chair of the Legislative and Health Policy Council. An individual is ineligible to serve a sixth consecutive term on the Board of Directors in any capacity.
- D. An individual who has served more than half of a term is considered to have served the full term.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<p><b>SECTION 8. TERMS OF OFFICE</b></p> <p>A. Each officer shall be elected for a two-year term. An officer shall be eligible to serve two consecutive terms or four consecutive years in the same office.</p> <p>B. Directors shall be elected for a two-year term. A Director shall be eligible to serve two consecutive terms or four consecutive years.</p> <p>C. A person who has served more than one-half of a term shall be considered to have served a full term.</p> <p>D. A term of office shall be for two years. A person may serve a maximum of four consecutive terms or eight consecutive years, except for the Chair of the Labor Executive Council who may serve up to an additional two years. After a two-year term out of office, they are eligible to serve again.</p>	<p><b>SECTION 8. TERMS OF OFFICE</b></p> <p>A. Each officer <del>shall be</del> <u>is</u> elected for a <del>two-year term of two years</del>. <del>An officer shall be eligible to serve two consecutive terms or four consecutive years</del>. <u>An individual is ineligible to serve a third consecutive term in the same office.</u></p> <p>B. <del>Directors shall be</del> <u>Each director at-large is</u> elected for a <del>two-year term of two years</del>. <u>A Director shall be eligible to serve two consecutive terms or four consecutive years.</u> <u>An individual is ineligible to serve a third consecutive term as director at-large.</u></p> <p><del>D.C.</del> <u>A term of office shall be for two years. A person may serve a maximum of four consecutive terms or eight consecutive years, except for the Chair of the Labor Executive Council who may serve up to an additional two years. After a two-year term out of office, they are eligible to serve again.</u> <u>An individual is ineligible to serve a fifth consecutive term on the Board of Directors in any combination of officer, director at-large, or chair of any council, except that an individual may serve a fifth consecutive term on the Board of Directors if that fifth consecutive term is served ex officio as the chair of the Labor Executive Council, the chair of the Professional Nursing and Health Care Council, or the chair of the Legislative and Health Policy Council. An individual is ineligible to serve a sixth consecutive term on the Board of Directors in any capacity.</u></p> <p><del>C.D.</del> <u>A person</u> <u>An individual</u> who has served more than <del>one-half</del> <u>half</u> of a term <del>shall be</del> <u>is</u> considered to have served a <u>the</u> full term.</p>	<p><b>SECTION 8. TERMS OF OFFICE</b></p> <p>A. Each officer is elected for a term of two years. An individual is ineligible to serve a third consecutive term in the same office.</p> <p>B. Each director at-large is elected for a term of two years. An individual is ineligible to serve a third consecutive term as director at-large.</p> <p>C. An individual is ineligible to serve a fifth consecutive term on the Board of Directors in any combination of officer, director at-large, or chair of any council, except that an individual may serve a fifth consecutive term on the Board of Directors if that fifth consecutive term is served ex officio as the chair of the Labor Executive Council, the chair of the Professional Nursing and Health Care Council, or the chair of the Legislative and Health Policy Council. An individual is ineligible to serve a sixth consecutive term on the Board of Directors in any capacity.</p> <p>D. An individual who has served more than half of a term is considered to have served the full term.</p>

## AMENDMENT 1B: CLARIFY TERMS AND TERM LIMITS FOR LABOR EXECUTIVE COUNCIL

Amend bylaws Article VIII—Councils, Section 4—Labor Executive Council, Subsection C—Election, term of office and vacancies, by substituting the following for subsections C3 and C4:

3. The term of office for each position on the Council is two years. An individual is ineligible to serve a fifth consecutive term on the Council in any combination of positions, except that an individual may serve a fifth consecutive term on the Council if that individual is the chair during the fifth consecutive term. No individual is eligible to serve a sixth consecutive term on the Council in any capacity. An individual who has served more than half of a term is considered to have served the full term.
4. An individual is eligible to serve as chair, vice-chair, or secretary/treasurer only if they have served on the Council at any time during the three-year period immediately prior to election or appointment. An individual is ineligible to serve as chair of the Council if doing so would violate the term limits for serving on the Board of Directors that are stated in Article VI, Section 8.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>3. A term of office shall be for two years. A person may serve a maximum of four consecutive terms or eight consecutive years on the Council, except for the Chair who may serve up to an additional two years. After a two-year term out of office, they are eligible to serve again.</p> <p>4. The chair, vice-chair, and secretary/treasurer terms shall be two years. The chair, vice-chair, and secretary/treasurer shall have served one term or partial term on the Labor Executive Council within the last three years prior to election as chair, vice-chair or secretary/treasurer.</p>	<p>3. <del>A term of office shall be for two years. A person may serve a maximum of four consecutive terms or eight consecutive years on the Council, except for the Chair who may serve up to an additional two years. After a two-year term out of office, they are eligible to serve again.</del>  <u>The term of office for each position on the Council is two years. An individual is ineligible to serve a fifth consecutive term on the Council in any combination of positions, except that an individual may serve a fifth consecutive term on the Council if that individual is the chair during the fifth consecutive term. No individual is eligible to serve a sixth consecutive term on the Council in any capacity. An individual who has served more than half of a term is considered to have served the full term.</u></p> <p>4. <del>The chair, vice-chair, and secretary/treasurer terms shall be two years. The chair, vice-chair, and secretary/treasurer shall have served one term or partial term on the Labor Executive Council within the last three years prior to election as chair, vice-chair or secretary/treasurer.</del>  <u>An individual is eligible to serve as chair, vice-chair, or secretary/treasurer only if they have served on the Council at any time during the three-year period immediately prior to election or appointment. An individual is ineligible to serve as chair of the Council if doing so would violate the term limits for</u></p>	<p>3. The term of office for each position on the Council is two years. An individual is ineligible to serve a fifth consecutive term on the Council in any combination of positions, except that an individual may serve a fifth consecutive term on the Council if that individual is the chair during the fifth consecutive term. No individual is eligible to serve a sixth consecutive term on the Council in any capacity. An individual who has served more than half of a term is considered to have served the full term.</p> <p>4. An individual is eligible to serve as chair, vice-chair, or secretary/treasurer only if they have served on the Council at any time during the three-year period immediately prior to election or appointment. An individual is ineligible to serve as chair of the Council if doing so would violate the term limits for serving on the board of directors that are stated in Article VI, Section 8.</p>

	serving on the Board of Directors that are stated in Article VI, Section 8.	
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# **AMENDMENT 1C: CLARIFY TERMS AND TERM LIMITS FOR PROFESSIONAL NURSING AND HEALTH CARE COUNCIL**

Amend bylaws Article VIII—Councils, Section 5—Professional Nursing and Health Care Council, Subsection B—Election and term of office, by substituting the following for subsection B2:

2. The term of office for each member of the Council is two years. An individual is ineligible to serve a fifth consecutive term on the Council in any combination of positions, except that an individual may serve a fifth consecutive term on the Council if that individual is the chair during the fifth consecutive term. No individual is eligible to serve a sixth consecutive term on the Council in any capacity. An individual who has served more than half of a term is considered to have served the full term.
3. An individual is ineligible to serve as chair of the Council if doing so would violate the term limits for serving on the Board of Directors that are stated in Article VI, Section 8.

## **EFFECT**

Current Wording	Proposed Amendment	If Adopted, Will Read
2. A term shall be for two years. A member is eligible to serve a maximum of four consecutive terms or eight consecutive years on the council. After a two-year term out of office, they are eligible to serve again.	<p>2. <u>A The term of office for each member of the Council shall be for is two years. A member is eligible to serve a maximum of four consecutive terms or eight consecutive years on the council. After a two-year term out of office, they are eligible to serve again. An individual is ineligible to serve a fifth consecutive term on the Council in any combination of positions, except that an individual may serve a fifth consecutive term on the Council if that individual is the chair during the fifth consecutive term. No individual is eligible to serve a sixth consecutive term on the Council in any capacity. An individual who has served for more than half of a term is considered to have served the full term.</u></p> <p>3. <u>An individual is ineligible to serve as chair of the Council if doing so would violate the term limits for serving on the Board of Directors that are stated in Article VI, Section 8.</u></p>	<p>2. The term of office for each member of the Council is two years. An individual is ineligible to serve a fifth consecutive term on the Council in any combination of positions, except that an individual may serve a fifth consecutive term on the Council if that individual is the chair during the fifth consecutive term. No individual is eligible to serve a sixth consecutive term on the Council in any capacity. An individual who has served for more than half of a term is considered to have served the full term.</p> <p>3. An individual is ineligible to serve as chair of the Council if doing so would violate the term limits for serving on the Board of Directors that are stated in Article VI, Section 8.</p>

## AMENDMENT 1D: CLARIFY TERMS AND TERM LIMITS FOR LEGISLATIVE AND HEALTH POLICY COUNCIL

Amend bylaws Article VIII—Councils, Section 6—Legislative and Health Policy Council, Subsection B—Election and term of office, by substituting the following for subsection B2:

2. The term of office for each member of the Council is two years. An individual is ineligible to serve a fifth consecutive term on the Council in any combination of positions, except that an individual may serve a fifth consecutive term on the Council if that individual is the chair during the fifth consecutive term. No individual is eligible to serve a sixth consecutive term on the Council in any capacity. An individual who has served more than half of a term is considered to have served the full term.
3. An individual is ineligible to serve as chair of the Council if doing so would violate the term limits for serving on the Board of Directors that are stated in Article VI, Section 8.

### EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
2. A term shall be for two years. A member is eligible to serve a maximum of four consecutive terms or eight consecutive years on the council. After a two-year term out of office, they are eligible to serve again.	2. <u>A The term of office for each member of the Council shall be for is two years. A member is eligible to serve a maximum of four consecutive terms or eight consecutive years on the council. After a two-year term out of office, they are eligible to serve again. An individual is ineligible to serve a fifth consecutive term on the Council in any combination of positions, except that an individual may serve a fifth consecutive term on the Council if that individual is the chair during the fifth consecutive term. No individual is eligible to serve a sixth consecutive term on the Council in any capacity. An individual who has served for more than half of a term is considered to have served the full term.</u> 3. <u>An individual is ineligible to serve as chair of the Council if doing so would violate the term limits for serving on the Board of Directors that are stated in Article VI, Section 8.</u>	2. The term of office for each member of the Council is two years. An individual is ineligible to serve a fifth consecutive term on the Council in any combination of positions, except that an individual may serve a fifth consecutive term on the Council if that individual is the chair during the fifth consecutive term. No individual is eligible to serve a sixth consecutive term on the Council in any capacity. An individual who has served for more than half of a term is considered to have served the full term. 3. An individual is ineligible to serve as chair of the Council if doing so would violate the term limits for serving on the Board of Directors that are stated in Article VI, Section 8.

### RATIONALE

These changes provide greater clarity and consistency regarding term limits. They clarify term limits for Board members and officers. In addition, they provide consistency regarding term limits for LEC, PNHCC, and LHPC Chairs; currently, only the LEC Chair is able to serve a fifth term. The Chair positions build upon prior experience on these bodies.

**PROPOSED BY**

Bylaws and Resolutions Committee

**RECOMMENDATION**

The General Assembly voted to recommend that the members ADOPT this amendment.

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**Amendment 2: Add Labor Executive Council chair to Board Executive Committee**

Amend Article VI—Board of Directors, Section 13—Executive Committee, Subsection A—Composition, by striking out “and” and inserting “, and the chair of the Labor Executive Council”.

**EFFECT**

Current Wording	Proposed Amendment	If Adopted, Will Read
A. Composition The president, vice president, and secretary/treasurer shall serve as the Executive Committee.	A. Composition The president, vice president, <del>and</del> secretary/treasurer, <u>and the chair of the Labor Executive Council</u> shall serve as the Executive Committee.	A. Composition The president, vice president, secretary/treasurer, and the chair of the Labor Executive Council shall serve as the Executive Committee.

**RATIONALE**

Ensures that LEC chair, as elected representative of WSNA’s collective bargaining membership, serves on the Executive Committee of the Board.

**PROPOSED BY**

Bylaws and Resolutions Committee

**RECOMMENDATION**

The General Assembly voted to recommend that the members ADOPT this amendment.

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**Amendment 3: Update purposes and functions**

This amendment is in three parts. Together, these parts form a complete proposal. A single vote should be taken on all of the parts together. The rationale for the entire amendment appears after amendment 3C.

**AMENDMENT 3A: UPDATE PURPOSES**

Amend bylaws Article I—Name, Purposes, and Functions, Section 2—Purposes, first paragraph, by striking out clauses B and C and inserting:

- B. fostering high standards of nursing,
- C. promoting the professional development of nurses, and
- D. advancing nurses' economic and general welfare and rights through collective bargaining and collective action.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<b>SECTION 2. PURPOSES</b> The purposes of the WSNA shall be to act and speak for the nursing profession and to promote and enhance the accountability and control of nursing practice by the nursing profession through <ul style="list-style-type: none"> <li>A. working for the improvement of health standards and the availability of health care services for all people,</li> <li>B. fostering high standards of nursing and</li> <li>C. promoting the professional development of nurses and advancing their economic and general welfare.</li> </ul> [continues]	<b>SECTION 2. PURPOSES</b> The purposes of the WSNA shall be to act and speak for the nursing profession and to promote and enhance the accountability and control of nursing practice by the nursing profession through <ul style="list-style-type: none"> <li>A. working for the improvement of health standards and the availability of health care services for all people,</li> <li>B. fostering high standards of nursing, <del>and</del></li> <li>C. promoting the professional development of nurses, <del>and</del></li> <li><u>D. advancing <del>their</del> nurses' economic and general welfare and rights through collective bargaining and collective action.</u></li> </ul> [continues—no further changes]	<b>SECTION 2. PURPOSES</b> The purposes of the WSNA shall be to act and speak for the nursing profession and to promote and enhance the accountability and control of nursing practice by the nursing profession through <ul style="list-style-type: none"> <li>A. working for the improvement of health standards and the availability of health care services for all people,</li> <li>B. fostering high standards of nursing,</li> <li>C. promoting the professional development of nurses, and</li> <li>D. advancing nurses' economic and general welfare and rights through collective bargaining and collective action.</li> </ul> [continues—no further changes]

## AMENDMENT 3B: UPDATE FUNCTIONS

Amend bylaws Article I—Name, Purposes, and Functions, Section 3—Functions, by striking out clauses F through N and inserting:

- F. serve as the exclusive bargaining representative for registered nurses and local unit program members,
- G. provide for the continuing professional development of nurses,
- H. promote research in nursing and encourage the utilization of new knowledge as a basis for nursing,
- I. represent nurses and promote relationships with allied professional, community, and governmental groups and with the public,
- J. assume an active role as consumer advocate in health,
- K. meet the qualification requirements as a constituent of the ANA,
- L. meet the requirements for a local of AFT,
- M. promote relationships with the Nursing Students of Washington State, hereafter referred to as NSWS,
- N. promote racial and gender equity,
- O. provide for representation in the ANA Membership Assembly as provided for in the ANA Bylaws, and
- P. Provide for representation at the AFT Convention as provided for in the AFT Constitution and Bylaws.



## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<b>SECTION 3. FUNCTIONS</b> The functions of the WSNA shall be to ... F. serve as the exclusive bargaining representative for registered nurses bargaining units, G. provide for the continuing professional development of nurses, H. promote research in nursing and encourage the utilization of new knowledge as a basis for nursing, I. represent nurses and promote relationships with allied professional, community, and governmental groups and with the public, J. assume an active role as consumer advocate in health, K. meet the qualification requirements as a constituent of the ANA, L. promote relationships with the Nursing Students of Washington State, hereafter referred to as NSWS, M. promote racial and gender equity and N. provide for representation in the ANA Membership Assembly as provided for in the ANA Bylaws.	<b>SECTION 3. FUNCTIONS</b> The functions of the WSNA shall be to ... F. serve as the exclusive bargaining representative for registered nurses <del>bargaining units</del> <u>and local unit program members</u> , G. provide for the continuing professional development of nurses, H. promote research in nursing and encourage the utilization of new knowledge as a basis for nursing, I. represent nurses and promote relationships with allied professional, community, and governmental groups and with the public, J. assume an active role as consumer advocate in health, K. meet the qualification requirements as a constituent of the ANA, <del>L.</del> <u>meet the requirements for a local of AFT,</u> <del>L.M.</del> <u>promote relationships with the Nursing Students of Washington State, hereafter referred to as NSWS,</u> <del>M.N.</del> <u>promote racial and gender equity, and</u> <del>N.O.</del> <u>provide for representation in the ANA Membership Assembly as provided for in the ANA Bylaws, and</u> <del>P.</del> <u>Provide for representation at the AFT Convention as provided for in the AFT Constitution and Bylaws.</u>	<b>SECTION 3. FUNCTIONS</b> The functions of the WSNA shall be to ... F. serve as the exclusive bargaining representative for registered nurses and local unit program members, G. provide for the continuing professional development of nurses, H. promote research in nursing and encourage the utilization of new knowledge as a basis for nursing, I. represent nurses and promote relationships with allied professional, community, and governmental groups and with the public, J. assume an active role as consumer advocate in health, K. meet the qualification requirements as a constituent of the ANA, L. meet the requirements for a local of AFT, M. promote relationships with the Nursing Students of Washington State, hereafter referred to as NSWS, N. promote racial and gender equity, O. provide for representation in the ANA Membership Assembly as provided for in the ANA Bylaws, and P. Provide for representation at the AFT Convention as provided for in the AFT Constitution and Bylaws.

## AMENDMENT 3C: ADD FOOTNOTE

Amend bylaws Article I—Name, Purposes, and Functions, Section 3—Functions, by adding a footnote reference number to the end of clause L, “meet the requirements for a local of AFT” and adding the footnote text, “AFT is also known as the American Federation of Teachers.”

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
	<u>[Footnote] AFT is also known as the American Federation of Teachers.</u>	[Footnote] AFT is also known as the American Federation of Teachers.

## RATIONALE

These changes reflect WSNA's functions with regard to AFT affiliation. They also clarify purposes regarding collective bargaining. The acronym AFT is now an official name of the union and is used in AFT branding, because its membership is broader than teachers. The footnote is included for clarification.

## PROPOSED BY

Bylaws and Resolutions Committee

## RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

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## Amendment 4: Update nondiscrimination statement

This amendment is in two parts. Together, these parts form a complete proposal. A single vote should be taken on all of the parts together. The rationale for the entire amendment appears after amendment 4B.

### AMENDMENT 4A: EXPAND NONDISCRIMINATION STATEMENT

Amend bylaws Article I—Name, Purposes and Functions, Section 2—Purposes, last paragraph, by striking out “or gender identity” and inserting “gender identity or expression, social, political, or economic status, or any other basis protected under Washington state law.”

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
These purposes shall be unrestricted by consideration of age, color, creed, disability, gender, health status, lifestyle, nationality, race, religion, sexual orientation, or gender identity.	These purposes shall be unrestricted by consideration of age, color, creed, disability, gender, health status, lifestyle, nationality, race, religion, sexual orientation, <del>or gender identity</del> <u>or expression, social, political, or economic status, or any other basis protected under Washington state law.</u>	These purposes shall be unrestricted by consideration of age, color, creed, disability, gender, health status, lifestyle, nationality, race, religion, sexual orientation, gender identity or expression, social, political, or economic status, or any other basis protected under Washington state law.

## AMENDMENT 4B: REFERENCE NONDISCRIMINATION STATEMENT

Amend bylaws Article II—Membership, Section 1—Composition, by striking out “consideration of age, color, creed, disability, gender, health status, lifestyle, nationality, race, religion, sexual orientation, or gender identity” and inserting “any of the considerations identified in Article I, Section 2.”

### EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<b>SECTION 1. COMPOSITION</b> The Washington State Nurses Association shall be composed of a majority of registered nurses and Local Unit Program Members who meet the qualifications stated in these bylaws and shall be unrestricted by consideration of age, color, creed, disability, gender, health status, lifestyle, nationality, race, religion, sexual orientation, or gender identity.	<b>SECTION 1. COMPOSITION</b> The Washington State Nurses Association shall be composed of a majority of registered nurses and Local Unit Program Members who meet the qualifications stated in these bylaws and shall be unrestricted by <del>consideration of age, color, creed, disability, gender, health status, lifestyle, nationality, race, religion, sexual orientation, or gender identity</del> <u>any of the considerations identified in Article I, Section 2.</u>	<b>SECTION 1. COMPOSITION</b> The Washington State Nurses Association shall be composed of a majority of registered nurses and Local Unit Program Members who meet the qualifications stated in these bylaws and shall be unrestricted by any of the considerations identified in Article I, Section 2.

### RATIONALE

Language is expanded to be consistent with AFT Constitution and Bylaws (in addition to ANA Bylaws). Changes in Article II, Section 1 are to avoid redundancy.

### PROPOSED BY

Bylaws and Resolutions Committee

### RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

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## Amendment 5: Add statement of affiliation

Amend Article I—Name, Purposes and Functions by adding a new section as follows:

### SECTION 4. AFFILIATIONS

WSNA is an affiliate of ANA and AFT.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
	<b>SECTION 4. AFFILIATIONS</b> <u>WSNA is an affiliate of ANA and AFT.</u>	<b>SECTION 4. AFFILIATIONS</b> WSNA is an affiliate of ANA and AFT.

## RATIONALE

Adds a provision stating clearly that WSNA is affiliated with both of our national partners.

## PROPOSED BY

Bylaws and Resolutions Committee

## RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

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## Amendment 6: Add description of relationship with AFT

This amendment is in four parts. Together, these parts form a complete proposal. A single vote should be taken on all of the parts together. The rationale for the entire amendment appears after amendment 6D.

### AMENDMENT 6A: CHANGE TITLE OF SECTION

Amend the title of Article XIV—National–International Labor Organizations, Section 1—Delegates, by adding “to AFT convention”.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<b>SECTION 1. DELEGATES</b>	<b>SECTION 1. DELEGATES <u>TO AFT CONVENTION</u></b>	<b>SECTION 1. DELEGATES TO AFT CONVENTION</b>

### AMENDMENT 6B: ADD RELATIONSHIP WITH AFT

Amend bylaws Article XIV—National–International Labor Organizations by inserting two new sections at the beginning of the article as follows, and renumbering the existing section accordingly.

#### SECTION 1. DEFINITION

AFT is a national union representing professionals in education, health care, and public services.

#### SECTION 2. RELATIONSHIP

The WSNA relationship to AFT shall be to

- A. maintain affiliation by remaining in compliance with the AFT Constitution and Bylaws, including but not limited to
  - 1. making timely per capita dues payments
  - 2. remaining in compliance with applicable labor laws
  - 3. establishing and maintaining affiliation with the Washington State Labor Council and central/regional AFL-CIO labor councils
  - 4. submit a current copy of WSNA bylaws
  - 5. submit annual financial audit reports
- B. ensure that AFT/WSNA members have the rights and benefits of AFT membership as provided in the AFT Constitution and Bylaws
- C. actively participate in AFT committees and task forces, including those maintained by the AFT Healthcare Division
- D. submit proposals for consideration by the AFT Convention.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
	<p><b>SECTION 1. DEFINITION</b>  <u>AFT is a national union representing professionals in education, health care, and public services.</u></p> <p><b>SECTION 2. RELATIONSHIP</b>  <u>The WSNA relationship to AFT shall be to</u></p> <p><u>A. maintain affiliation by remaining in compliance with the AFT Constitution and Bylaws, including but not limited to</u></p> <ul style="list-style-type: none"> <li><u>1. making timely per capita dues payments</u></li> <li><u>2. remaining in compliance with applicable labor laws</u></li> <li><u>3. establishing and maintaining affiliation with the Washington State Labor Council and central/regional AFL-CIO labor councils</u></li> <li><u>4. submit a current copy of WSNA bylaws</u></li> <li><u>5. submit annual financial audit reports</u></li> </ul> <p><u>B. ensure that AFT/WSNA members have the rights and benefits of AFT membership as provided in the AFT Constitution and Bylaws</u></p> <p><u>C. actively participate in AFT committees and task forces, including those maintained by the AFT Healthcare Division</u></p> <p><u>D. submit proposals for consideration by the AFT Convention.</u></p>	<p><b>SECTION 1. DEFINITION</b>  AFT is a national union representing professionals in education, health care, and public services.</p> <p><b>SECTION 2. RELATIONSHIP</b>  The WSNA relationship to AFT shall be to</p> <p>A. maintain affiliation by remaining in compliance with the AFT Constitution and Bylaws, including but not limited to</p> <ul style="list-style-type: none"> <li>1. making timely per capita dues payments</li> <li>2. remaining in compliance with applicable labor laws</li> <li>3. establishing and maintaining affiliation with the Washington State Labor Council and central/regional AFL-CIO labor councils</li> <li>4. submit a current copy of WSNA bylaws</li> <li>5. submit annual financial audit reports</li> </ul> <p>B. ensure that AFT/WSNA members have the rights and benefits of AFT membership as provided in the AFT Constitution and Bylaws</p> <p>C. actively participate in AFT committees and task forces, including those maintained by the AFT Healthcare Division</p> <p>D. submit proposals for consideration by the AFT Convention.</p>

## AMENDMENT 6C: PROVIDE FOR AFT RETIREE CHAPTER

Amend bylaws Article XIV—National–International Labor Organizations by adding a new section to the end of the article as follows:

### SECTION 3. AFT RETIREE CHAPTER

- A. WSNA may establish an AFT Retiree Chapter in compliance with Article II, Section 4 of the AFT Constitution and Bylaws. The Retiree Chapter shall include WSNA members who have retired from employment positions in which they were represented by WSNA for collective bargaining.
- B. The purpose of the AFT Retiree Chapter shall be to provide a means to remain informed of AFT priorities and to participate in WSNA and AFT initiatives at the state and national levels.
- C. Members of the AFT Retiree Chapter must maintain membership in WSNA.
- D. The structure of the AFT Retiree Chapter, including election of officers, shall be set by policy adopted by the Labor Executive Council.

### EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
	<b>SECTION 3. AFT RETIREE CHAPTER</b> <u>A. WSNA may establish an AFT Retiree Chapter in compliance with Article II, Section 4 of the AFT Constitution and Bylaws. The Retiree Chapter shall include WSNA members who have retired from employment positions in which they were represented by WSNA for collective bargaining.</u> <u>B. The purpose of the AFT Retiree Chapter shall be to provide a means to remain informed of AFT priorities and to participate in WSNA and AFT initiatives at the state and national levels.</u> <u>C. Members of the AFT Retiree Chapter must maintain membership in WSNA.</u> <u>D. The structure of the AFT Retiree Chapter, including election of officers, shall be set by policy adopted by the Labor Executive Council.</u>	<b>SECTION 3. AFT RETIREE CHAPTER</b> A. WSNA may establish an AFT Retiree Chapter in compliance with Article II, Section 4 of the AFT Constitution and Bylaws. The Retiree Chapter shall include WSNA members who have retired from employment positions in which they were represented by WSNA for collective bargaining. B. The purpose of the AFT Retiree Chapter shall be to provide a means to remain informed of AFT priorities and to participate in WSNA and AFT initiatives at the state and national levels. C. Members of the AFT Retiree Chapter must maintain membership in WSNA. D. The structure of the AFT Retiree Chapter, including election of officers, shall be set by policy adopted by the Labor Executive Council.

## AMENDMENT 6D: CHANGE TITLE OF ARTICLE

Amend the title of Article XIV—National–International Labor Organizations by striking out “National–International Labor Organizations” and inserting “AFT”.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<b>ARTICLE XIV – NATIONAL – INTERNATIONAL LABOR ORGANIZATIONS</b>	<b>ARTICLE XIV – <del>NATIONAL – INTERNATIONAL</del> LABOR ORGANIZATIONS <u>AFT</u></b>	<b>ARTICLE XIV –AFT</b>

## RATIONALE

Adds language describing WSNA’s relationship with AFT, our national labor affiliate. Parallels current language describing WSNA’s relationship with ANA. Authorizes developing an AFT Retiree Chapter to encourage continued activity of retired collective bargaining members.

## PROPOSED BY

Bylaws and Resolutions Committee

## RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

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## Amendment 7: Clarify composition of the membership

Amend bylaws Article II—Membership, Section 1—Composition, by striking out “shall be composed of a majority of registered nurses and Local Unit Program Members who meet the qualifications stated in these bylaws” and insert “shall be composed in its majority of registered nurses and may also include Local Unit Program Members as defined in Article II, Section 7. Members shall meet the qualifications stated in these bylaws”.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<b>SECTION 1. COMPOSITION</b> The Washington State Nurses Association shall be composed of a majority of registered nurses and Local Unit Program Members who meet the qualifications stated in these bylaws and shall be unrestricted by consideration of age, color, creed, disability, gender, health status, lifestyle, nationality, race, religion, sexual orientation, or gender identity.	<b>SECTION 1. COMPOSITION</b> The Washington State Nurses Association shall be composed <del>of a</del> <u>in its</u> majority of registered nurses and <u>may also include</u> Local Unit Program Members <u>as defined in Article II, Section 7. Members shall</u> <del>who</del> meet the qualifications stated in these bylaws and shall be unrestricted by consideration of age, color, creed, disability, gender, health status, lifestyle, nationality, race, religion, sexual orientation, or gender identity.	<b>SECTION 1. COMPOSITION</b> The Washington State Nurses Association shall be composed in its majority of registered nurses and may also include Local Unit Program Members as defined in Article II, Section 7. Members shall meet the qualifications stated in these bylaws and shall be unrestricted by consideration of age, color, creed, disability, gender, health status, lifestyle, nationality, race, religion, sexual orientation, or gender identity.

## RATIONALE

Provides greater clarity regarding composition of WSNA membership.

## PROPOSED BY

Bylaws and Resolutions Committee

## RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

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### Amendment 8: Clarify qualifications for membership

Amend bylaws Article II—Membership, Section 2—Qualifications, by substituting the following for subsections A and B and renumbering the subsequent subsections accordingly:

- A. A regular member is an individual
  - 1. who has been granted a license to practice as a registered nurse in the State of Washington or is licensed in another state, the District of Columbia, or a territory or possession of the United States,
  - 2. who either (a) does not have a license under suspension or revocation in any jurisdiction in the United States, (b) is otherwise entitled by law to practice, including an impaired nurse in recovery who has surrendered a license to practice, or (c) is a nurse who has retired or no longer chooses to practice but whose license was in good standing with their licensing board at the time the nurse retired or chose not to maintain an active license,
  - 3. whose application for membership in the WSNA has been accepted,
  - 4. whose dues are not delinquent, and
  - 5. whose membership is not under revocation.
- B. An individual may also be a regular member if (a) they meet the qualifications for regular membership stated in subsection A of this section, (b) they have paid full dues to a transferring ANA C/SNA, (c) they meet the WSNA membership qualifications, and (d) the transfer has been signed by the secretary of the transferring C/SNA. This member shall not pay additional dues for the period covered by dues paid to the transferring C/SNA. The transferring C/SNA shall not refund dues paid.
- C. A member-at-large is an individual who
  - 1. meets the qualifications for regular membership stated in subsection A of this section and
  - 2. does not reside within the jurisdictional boundaries served by a WSNA constituent association as described in Article IX.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
A. A regular member is one <ul style="list-style-type: none"><li>1. who has been granted a license to practice as a registered nurse in the State of</li></ul>	A. A regular member is <del>one</del> <u>an individual</u> <ul style="list-style-type: none"><li>1. who has been granted a license to practice as a registered nurse in the State of</li></ul>	A. A regular member is an individual <ul style="list-style-type: none"><li>1. who has been granted a license to practice as a registered nurse in the State of</li></ul>



<p>Washington or is licensed in another state, District of Columbia, territory or possession of the United States who does not have a license under suspension or revocation in any state, or is otherwise entitled by law to practice, including an impaired nurse, in recovery, who has surrendered a license to practice, or a nurse who has retired and/or no longer chooses to practice, but whose license was in good standing with his/her licensing board at the time the nurse made the decision not to maintain an active license,</p> <ol style="list-style-type: none"> <li>whose application for membership in the WSNA has been accepted,</li> <li>whose dues are not delinquent, and</li> <li>whose membership is not under revocation, or</li> <li>who meets 1 through 4 above and has paid full dues to a transferring ANA C/SNA and meets WSNA membership qualifications and whose transfer has been signed by the secretary of the transferring C/SNA. This member shall not pay additional dues for the period covered by dues paid to the transferring C/SNA. The transferring C/SNA shall not refund dues paid.</li> </ol> <p>B. A member-at-large is one who</p> <ol style="list-style-type: none"> <li>meets the qualifications stated in A.1 through 4, and</li> <li>does not reside within the jurisdictional boundaries served by a WSNA constituent association as described in Article IX.</li> </ol> <p>C. Secondary membership [Description of secondary membership]</p> <p>D. Life membership [Description of life membership]</p> <p>E. Honorary membership [Description of honorary membership]</p>	<p>Washington or is licensed in another state, <u>the</u> District of Columbia, <u>or a</u> territory or possession of the United States,</p> <ol style="list-style-type: none"> <li>who <u>either (a)</u> does not have a license under suspension or revocation in any <u>state jurisdiction in the United States</u>, <u>or (b)</u> is otherwise entitled by law to practice, including an impaired <del>nurse, in recovery,</del> <u>nurse in recovery</u> who has surrendered a license to practice, or <u>(c)</u> is a nurse who has retired <del>and/or</del> <u>or</u> no longer chooses to <del>practice,</del> <u>practice</u> but whose license was in good standing with <del>his/her</del> <u>their</u> licensing board at the time the nurse <del>made the decision retired or chose</del> not to maintain an active license,</li> <li><del>3.</del> whose application for membership in the WSNA has been accepted,</li> <li><del>4.</del> whose dues are not delinquent, and</li> <li><del>5.</del> whose membership is not under revocation, <u>or</u></li> </ol> <p><u>5-B. An individual may also be a regular member if (a) who meets 1 through 4 above they meet the qualifications for regular membership stated in subsection A of this section, and (b) they have has paid full dues to a transferring ANA C/SNA, (c) and meets they meet the WSNA membership qualifications, and (d) whose the</u> transfer has been signed by the secretary of the transferring C/SNA. This member shall not pay additional dues for the period covered by dues paid to the transferring C/SNA. The transferring C/SNA shall not refund dues paid.</p> <p><del>B-C.</del> A member-at-large is one who</p> <ol style="list-style-type: none"> <li>meets the qualifications stated in A.1 through 4, and</li> <li>does not reside within the jurisdictional boundaries served by a WSNA constituent association as described in Article IX.</li> </ol> <p><del>C-D.</del> Secondary membership [Description of secondary membership—no changes]</p> <p><del>D-E.</del> Life membership [Description of life membership—no changes]</p>	<p>Washington or is licensed in another state, the District of Columbia, or a territory or possession of the United States,</p> <ol style="list-style-type: none"> <li>who either (a) does not have a license under suspension or revocation in any jurisdiction in the United States, (b) is otherwise entitled by law to practice, including an impaired nurse in recovery who has surrendered a license to practice, or (c) is a nurse who has retired or no longer chooses to practice but whose license was in good standing with their licensing board at the time the nurse retired or chose not to maintain an active license,</li> <li>whose application for membership in the WSNA has been accepted,</li> <li>whose dues are not delinquent, and</li> <li>whose membership is not under revocation.</li> </ol> <p>B. An individual may also be a regular member if (a) they meet the qualifications for regular membership stated in subsection A of this section, (b) they have paid full dues to a transferring ANA C/SNA, (c) they meet the WSNA membership qualifications, and (d) the transfer has been signed by the secretary of the transferring C/SNA. This member shall not pay additional dues for the period covered by dues paid to the transferring C/SNA. The transferring C/SNA shall not refund dues paid.</p> <p>C. A member-at-large is an individual who</p> <ol style="list-style-type: none"> <li>meets the qualifications for regular membership stated in subsection A of this section and</li> <li>does not reside within the jurisdictional boundaries served by a WSNA constituent association as described in Article IX.</li> </ol> <p>D. Secondary membership [Description of secondary membership—no changes]</p> <p>E. Life membership [Description of life membership—no changes]</p> <p>F. Honorary membership [Description of honorary membership—no changes]</p>
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	E.F. Honorary membership [Description of honorary membership—no changes]	
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## **RATIONALE**

Changes provide greater clarity regarding qualifications for membership.

## **PROPOSED BY**

Bylaws and Resolutions Committee

## **RECOMMENDATION**

The General Assembly voted to recommend that the members ADOPT this amendment.

## **Amendment 9: Clarify member discipline**

This amendment is in two parts. Together, these parts form a complete proposal. A single vote should be taken on all of the parts together. The rationale for the entire amendment appears after amendment 9B.

### **AMENDMENT 9A: CLARIFY DISCIPLINARY PROCEDURES**

Amend Article II—Membership, by substituting the following for Section 5—Discipline:

#### **SECTION 5. DISCIPLINE**

A member may be disciplined for cause by the WSNA.

- A. Cause for discipline may include violation of
  1. the *ANA Code of Ethics for Nurses*,
  2. the WSNA Bylaws or ANA Bylaws or, for members represented by WSNA for collective bargaining, the AFT Constitution and Bylaws,
  3. WSNA constituent association bylaws,
  4. local unit rules, or
  5. the WSNA policy on Dual Unionism. See policy statement appended to these bylaws.
- B. Disciplinary action
  1. Any member may file a charge for disciplinary action with the WSNA Board of Directors.

2. Within ninety (90) days of receipt of charge, a hearing panel shall be appointed by the WSNA Board of Directors. If the basis of the charge centers on alleged improprieties as a WSNA union member, a hearing panel shall instead be appointed by the WSNA Labor Executive Council.
  3. The hearing panel shall meet and review the charges within sixty (60) days after appointment of the panel.
  4. During the sixty (60) day period following the appointment of the panel, the member against whom the charge was filed will be served with written specific charges, given time to prepare a defense, and offered the opportunity for a full and fair hearing. No disciplinary action will be taken against the member unless they have been afforded this due process.
  5. The hearing panel may dismiss the charges, fine, censure, or expel from membership the member against whom the charges have been filed. The member against whom the charge was filed will be promptly notified in writing of the hearing panel's decision.
- C. Appeal
1. The decision of the hearing panel may be appealed to the full WSNA Board of Directors or the WSNA Labor Executive Council, as applicable. The member must appeal within ninety (90) days of notification of disciplinary action.
  2. The WSNA Board of Directors or the WSNA Labor Executive Council, as applicable, shall issue a decision within ninety (90) days of the appeal. The member who requested the appeal will be promptly notified in writing of the appellate body's decision. The decision will be final and binding.
- D. Reinstatement
- A member expelled from the WSNA may be reinstated by the Board of Directors or the WSNA Labor Executive Council, as applicable, by a vote of two-thirds of the votes cast.
- E. Disciplinary action by other state nurses associations
- Any disciplinary action taken by another C/SNA against one of its members or a member of the WSNA shall be given full recognition and enforcement provided such action was taken in accordance with the law and with the bylaws and disciplinary procedures of the C/SNA.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<p><b>SECTION 5. DISCIPLINE</b></p> <p>A member may be disciplined for cause by the WSNA.</p> <p>A. Cause for discipline may include violation of</p> <ol style="list-style-type: none"> <li>1. the ANA <i>Code of Ethics for Nurses</i>,</li> <li>2. the WSNA Bylaws and ANA Bylaws and, for members represented by WSNA for collective bargaining, the Constitution of any</li> </ol>	<p><b>SECTION 5. DISCIPLINE</b></p> <p>A member may be disciplined for cause by the WSNA.</p> <p>A. Cause for discipline may include violation of</p> <ol style="list-style-type: none"> <li>1. the ANA <i>Code of Ethics for Nurses</i>,</li> <li>2. the WSNA Bylaws <del>and</del> <u>or</u> ANA Bylaws <del>and</del> <u>or</u>, for members represented by WSNA for collective bargaining, the <u>AFT</u> Constitution <del>of any national or international labor</del></li> </ol>	<p><b>SECTION 5. DISCIPLINE</b></p> <p>A member may be disciplined for cause by the WSNA.</p> <p>A. Cause for discipline may include violation of</p> <ol style="list-style-type: none"> <li>1. the ANA <i>Code of Ethics for Nurses</i>,</li> <li>2. the WSNA Bylaws or ANA Bylaws or, for members represented by WSNA for collective bargaining, the AFT Constitution and Bylaws,</li> </ol>

<p>national or international labor organization with which WSNA is affiliated,</p> <ol style="list-style-type: none"> <li>3. WSNA constituent association bylaws,</li> <li>4. local unit rules, and</li> <li>5. the WSNA policy on Dual Unionism. See policy statement appended to these bylaws.</li> </ol> <p>B. Disciplinary action</p> <ol style="list-style-type: none"> <li>1. Any member may file a charge for disciplinary action with the WSNA Board of Directors,</li> <li>2. Within ninety (90) days of receipt of charge, a hearing panel shall be appointed by the WSNA Board of Directors,</li> <li>3. The hearing panel shall meet and review charges within sixty (60) days after appointment of the panel.</li> <li>4. The hearing panel may dismiss the charges, fine, censure, or expel from membership the member against whom the charges have been filed, and</li> <li>5. Disciplinary action shall not be taken unless the member is served with written specific charges, given time to prepare a defense, and offered the opportunity for a full and fair hearing.</li> </ol> <p>C. Appeal</p> <ol style="list-style-type: none"> <li>1. The decision of the hearing panel may be appealed to the WSNA Board of Directors whose decision shall be final. Request for appeal shall be made within ninety (90) days of notification of disciplinary action, and</li> <li>2. The WSNA Board of Directors shall respond to the request for appeal within ninety (90) days.</li> </ol> <p>D. Reinstatement</p> <p>A member expelled from the WSNA may be reinstated by an affirmative vote of two-thirds of the members of the Board of Directors present and voting.</p> <p>E. Disciplinary action by other state nurses associations</p> <p>Any disciplinary action taken by another C/SNA against one of its members or a member of the</p>	<p><del>organization with which WSNA is affiliated and Bylaws,</del></p> <ol style="list-style-type: none"> <li>3. WSNA constituent association bylaws,</li> <li>4. local unit rules, <del>and or</del></li> <li>5. the WSNA policy on Dual Unionism. See policy statement appended to these bylaws.</li> </ol> <p>B. Disciplinary action</p> <ol style="list-style-type: none"> <li>1. Any member may file a charge for disciplinary action with the WSNA Board of Directors,</li> <li>2. Within ninety (90) days of receipt of charge, a hearing panel shall be appointed by the WSNA Board of Directors, <u>If the basis of the charge centers on alleged improprieties as a WSNA union member, a hearing panel shall instead be appointed by the WSNA Labor Executive Council.</u></li> <li>3. The hearing panel shall meet and review charges within sixty (60) days after appointment of the panel.</li> <li>4. <u>During the sixty (60) day period following the appointment of the panel, the member against whom the charge was filed will be served with written specific charges, given time to prepare a defense, and offered the opportunity for a full and fair hearing. No disciplinary action will be taken against the member unless they have been afforded this due process.</u></li> <li>4-5. <u>The hearing panel may dismiss the charges, fine, censure, or expel from membership the member against whom the charges have been filed, and. The member against whom the charge was filed will be promptly notified in writing of the hearing panel's decision.</u></li> <li>5. <del>Disciplinary action shall not be taken unless the member is served with written specific charges, given time to prepare a defense, and offered the opportunity for a full and fair hearing.</del></li> </ol> <p>C. Appeal</p> <ol style="list-style-type: none"> <li>1. The decision of the hearing panel may be appealed to the <u>full</u> WSNA Board of</li> </ol>	<ol style="list-style-type: none"> <li>3. WSNA constituent association bylaws,</li> <li>4. local unit rules, or</li> <li>5. the WSNA policy on Dual Unionism. See policy statement appended to these bylaws.</li> </ol> <p>B. Disciplinary action</p> <ol style="list-style-type: none"> <li>1. Any member may file a charge for disciplinary action with the WSNA Board of Directors.</li> <li>2. Within ninety (90) days of receipt of charge, a hearing panel shall be appointed by the WSNA Board of Directors. If the basis of the charge centers on alleged improprieties as a WSNA union member, a hearing panel shall instead be appointed by the WSNA Labor Executive Council.</li> <li>3. The hearing panel shall meet and review charges within sixty (60) days after appointment of the panel.</li> <li>4. During the sixty (60) day period following the appointment of the panel, the member against whom the charge was filed will be served with written specific charges, given time to prepare a defense, and offered the opportunity for a full and fair hearing. No disciplinary action will be taken against the member unless they have been afforded this due process.</li> <li>5. The hearing panel may dismiss the charges, fine, censure, or expel from membership the member against whom the charges have been filed. The member against whom the charge was filed will be promptly notified in writing of the hearing panel's decision.</li> </ol> <p>C. Appeal</p> <ol style="list-style-type: none"> <li>1. The decision of the hearing panel may be appealed to the full WSNA Board of Directors or the WSNA Labor Executive Council, as applicable. The member must appeal within ninety (90) days of notification of disciplinary action.</li> <li>2. The WSNA Board of Directors or the WSNA Labor Executive Council, as applicable, shall issue a decision within ninety (90)</li> </ol>
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<p>WSNA shall be given full recognition and enforcement provided such action was taken in accordance with the law and with the bylaws and disciplinary procedures of the C/SNA.</p>	<p>Directors <u>or the WSNA Labor Executive Council, as applicable, whose decision shall be final. Request for appeal shall be made</u>  <u>The member must appeal within ninety (90) days of notification of disciplinary action, and</u>  2. The WSNA Board of Directors <u>or the WSNA Labor Executive Council, as applicable,</u> shall <del>respond to the request for appeal</del> <u>issue a decision within ninety (90) days of the appeal. The member who requested the appeal will be promptly notified in writing of the appellate body's decision. The decision will be final and binding.</u></p> <p>D. Reinstatement  A member expelled from the WSNA may be reinstated <u>by the Board of Directors or the WSNA Labor Executive Council, as applicable,</u> <del>by an affirmative</del> <u>a</u> vote of two-thirds of the <del>members of the Board of Directors present and voting</del> <u>votes cast.</u></p> <p>E. Disciplinary action by other state nurses associations  Any disciplinary action taken by another C/SNA against one of its members or a member of the WSNA shall be given full recognition and enforcement provided such action was taken in accordance with the law and with the bylaws and disciplinary procedures of the C/SNA.</p>	<p>days of the appeal. The member who requested the appeal will be promptly notified in writing of the appellate body's decision. The decision will be final and binding.</p> <p>D. Reinstatement  A member expelled from the WSNA may be reinstated by the Board of Directors or the WSNA Labor Executive Council, as applicable, by a vote of two-thirds of the votes cast.</p> <p>E. Disciplinary action by other state nurses associations  Any disciplinary action taken by another C/SNA against one of its members or a member of the WSNA shall be given full recognition and enforcement provided such action was taken in accordance with the law and with the bylaws and disciplinary procedures of the C/SNA.</p>
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#### AMENDMENT 9B: UPDATE BOARD RESPONSIBILITIES

Amend bylaws Article VI—Board of Directors, Section 4—Responsibilities, clause L, by adding “as described in these bylaws”.

#### EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<p><b>SECTION 4. RESPONSIBILITIES</b>  Within the limits of the Washington State Nurses Association bylaws and policies, each board member has the responsibility and authority to accomplish the following:  ...</p>	<p><b>SECTION 4. RESPONSIBILITIES</b>  Within the limits of the Washington State Nurses Association bylaws and policies, each board member has the responsibility and authority to accomplish the following:  ...</p>	<p><b>SECTION 4. RESPONSIBILITIES</b>  Within the limits of the Washington State Nurses Association bylaws and policies, each board member has the responsibility and authority to accomplish the following:  ...</p>

L. establish procedures for disciplinary action and appoint hearing panels and serve as the final board of appeal for a member charged with disciplinary action; ...	L. establish procedures for disciplinary action and appoint hearing panels and serve as the final board of appeal for a member charged with disciplinary action <u>as described in these bylaws</u> ; ...	L. establish procedures for disciplinary action and appoint hearing panels and serve as the final board of appeal for a member charged with disciplinary action as described in these bylaws; ...
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## RATIONALE

These changes clarify process for member discipline; language outlines procedure, due process, and appeal rights. Language also tightens current requirements on removal from office by adding reference to bylaws as a source of authority.

## PROPOSED BY

Bylaws and Resolutions Committee

## RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

## Amendment 10: Removal of officers and board members

This amendment is in three parts. Together, these parts form a complete proposal. A single vote should be taken on all of the parts together. The rationale for the entire amendment appears after amendment 10C.

### AMENDMENT 10A: REMOVAL OF WSNA OFFICERS OR BOARD MEMBERS

Amend bylaws Article VI—Board of Directors by adding a new section as follows:

#### SECTION 16. REMOVAL FROM OFFICE, SUSPENSION, OR CENSURE

- A. A member of the Board of Directors, including an officer but not the chair of the Labor Executive Council, may be suspended from office or censured for
  1. an inability to perform the duties of the office,
  2. violating these bylaws or adopted policies, including the Code of Conduct adopted by the Board, or
  3. fiscal malfeasance.
- B. Only the WSNA Executive Committee or a hearing panel appointed by the WSNA Executive Committee may suspend or censure a Board member. Two thirds of the votes cast are required to suspend or censure a Board member.

- C. The affected member will be notified of the suspension or censure following the procedures stated in Article II, Section 5B. The affected member may appeal the suspension or censure to the Board of Directors following the procedure stated in Article II, Section 5C.
- D. The Board of Directors may remove a suspended Board member from office if either the suspended individual did not appeal or the appeal is completed. Two thirds of the votes cast by secret ballot are required for removal. If removed, the position becomes vacant.
- E. During any of the procedures described in Section 5 of this article, a member of the Board of Directors or Executive Committee cannot debate or vote on (a) their own censure, suspension, appeal, or removal; (b) whether to create a hearing panel when they are the subject of the hearing; or (c) appointing the members of the hearing panel.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
	<p><b><u>SECTION 16. REMOVAL FROM OFFICE, SUSPENSION, OR CENSURE</u></b></p> <p><u>A. A member of the Board of Directors, including an officer but not the chair of the Labor Executive Council, may be suspended from office or censured for</u></p> <ol style="list-style-type: none"> <li><u>1. an inability to perform the duties of the office,</u></li> <li><u>2. violating these bylaws or adopted policies, including the Code of Conduct adopted by the Board, or</u></li> <li><u>3. fiscal malfeasance.</u></li> </ol> <p><u>B. Only the WSNA Executive Committee or a hearing panel appointed by the WSNA Executive Committee may suspend or censure a Board member. Two thirds of the votes cast are required to suspend or censure a Board member.</u></p> <p><u>C. The affected member will be notified of the suspension or censure following the procedures stated in Article II, Section 5B. The affected member may appeal the suspension or censure to the Board of Directors following the procedure stated in Article II, Section 5C.</u></p> <p><u>D. The Board of Directors may remove a suspended Board member from office if either the suspended individual did not appeal or the appeal is completed. Two thirds of the votes</u></p>	<p><b><u>SECTION 16. REMOVAL FROM OFFICE, SUSPENSION, OR CENSURE</u></b></p> <p>A. A member of the Board of Directors, including an officer but not the chair of the Labor Executive Council, may be suspended from office or censured for</p> <ol style="list-style-type: none"> <li>1. an inability to perform the duties of the office,</li> <li>2. violating these bylaws or adopted policies, including the Code of Conduct adopted by the Board, or</li> <li>3. fiscal malfeasance.</li> </ol> <p>B. Only the WSNA Executive Committee or a hearing panel appointed by the WSNA Executive Committee may suspend or censure a Board member. Two thirds of the votes cast are required to suspend or censure a Board member.</p> <p>C. The affected member will be notified of the suspension or censure following the procedures stated in Article II, Section 5B. The affected member may appeal the suspension or censure to the Board of Directors following the procedure stated in Article II, Section 5C.</p> <p>D. The Board of Directors may remove a suspended Board member from office if either the suspended individual did not appeal or the appeal is completed. Two thirds of the votes</p>

	<p><u>cast by secret ballot are required for removal. If removed, the position becomes vacant.</u></p> <p><u>E. During any of the procedures described in Section 5 of this article, a member of the Board of Directors or Executive Committee cannot debate or vote on (a) their own censure, suspension, appeal, or removal; (b) whether to create a hearing panel when they are the subject of the hearing; or (c) appointing the members of the hearing panel.</u></p>	<p>cast by secret ballot are required for removal. If removed, the position becomes vacant.</p> <p>E. During any of the procedures described in Section 5 of this article, a member of the Board of Directors or Executive Committee cannot debate or vote on (a) their own censure, suspension, appeal, or removal; (b) whether to create a hearing panel when they are the subject of the hearing; or (c) appointing the members of the hearing panel.</p>
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#### **AMENDMENT 10B: REMOVAL OF MEMBERS OF LABOR EXECUTIVE COUNCIL**

Amend bylaws Article VIII—Councils, Section 4, Labor Executive Council, by inserting a new subsection before Subsection E—Labor Nominations/Search Committee as follows and renumbering the subsequent sections accordingly:

##### **SECTION 5. REMOVAL FROM OFFICE, SUSPENSION, AND CENSURE**

- A. A member of the Labor Executive Council, including one of its officers, may be removed from office, suspended from office, or censured for
  1. an inability to perform the duties of the office,
  2. violating these bylaws or adopted policies, including the Code of Conduct adopted by the Board, or
  3. fiscal malfeasance.
- B. Any Council member accused of an allegation listed in Section 5A of this article will be notified promptly in writing of the specific charges, given time to prepare a defense, and offered the opportunity for a full and fair hearing. No disciplinary action will be taken against the Council member unless they have been afforded this due process.
- C. The hearing body may be either
  1. the Executive Committee of the Labor Executive Council or
  2. a hearing panel, appointed by the Labor Executive Council, and composed of WSNA members who are represented for collective bargaining.
- D. The hearing body will convene a fair and open hearing within sixty (60) days after sending the notice of charges to the accused Council member. The hearing will comply with the requirements of the Labor Management Reporting and Disclosure Act. The accused Council member will be notified in writing of the outcome of the hearing within thirty (30) days of the close of the hearing.
- E. The accused Council member has the right to appeal—as stated in Article II, Section 5C—and also has all rights granted by the Labor Management Reporting and Disclosure Act.
- F. During any of the procedures described in Section 5 of this article, a member of the Labor Executive Council or its Executive Committee cannot debate or vote on (a) their own censure, suspension, appeal, or removal; (b) whether to create a hearing panel when they are the subject of the hearing; or (c) appointing the members of the hearing panel.



## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
	<p><b><u>SECTION 5. REMOVAL FROM OFFICE, SUSPENSION, AND CENSURE</u></b></p> <p>A. A member of the Labor Executive Council, including one of its officers, may be removed from office, suspended from office, or censured for</p> <ol style="list-style-type: none"> <li>1. an inability to perform the duties of the office,</li> <li>2. violating these bylaws or adopted policies, including the Code of Conduct adopted by the Board, or</li> <li>3. fiscal malfeasance.</li> </ol> <p>B. Any Council member accused of an allegation listed in Section 5A of this article will be notified promptly in writing of the specific charges, given time to prepare a defense, and offered the opportunity for a full and fair hearing. No disciplinary action will be taken against the Council member unless they have been afforded this due process.</p> <p>C. The hearing body may be either</p> <ol style="list-style-type: none"> <li>1. the Executive Committee of the Labor Executive Council or</li> <li>2. a hearing panel, appointed by the Labor Executive Council, and composed of WSNA members who are represented for collective bargaining.</li> </ol> <p>D. The hearing body will convene a fair and open hearing within sixty (60) days after sending the notice of charges to the accused Council member. The hearing will comply with the requirements of the Labor Management Reporting and Disclosure Act. The accused Council member will be notified in writing of the outcome of the hearing within thirty (30) days of the close of the hearing.</p> <p>E. The accused Council member has the right to appeal—as stated in Article II, Section 5C—and also has all rights granted by the Labor Management Reporting and Disclosure Act.</p>	<p><b><u>SECTION 5. REMOVAL FROM OFFICE, SUSPENSION, AND CENSURE</u></b></p> <p>A. A member of the Labor Executive Council, including one of its officers, may be removed from office, suspended from office, or censured for</p> <ol style="list-style-type: none"> <li>1. an inability to perform the duties of the office,</li> <li>2. violating these bylaws or adopted policies, including the Code of Conduct adopted by the Board, or</li> <li>3. fiscal malfeasance.</li> </ol> <p>B. Any Council member accused of an allegation listed in Section 5A of this article will be notified promptly in writing of the specific charges, given time to prepare a defense, and offered the opportunity for a full and fair hearing. No disciplinary action will be taken against the Council member unless they have been afforded this due process.</p> <p>C. The hearing body may be either</p> <ol style="list-style-type: none"> <li>1. the Executive Committee of the Labor Executive Council or</li> <li>2. a hearing panel, appointed by the Labor Executive Council, and composed of WSNA members who are represented for collective bargaining.</li> </ol> <p>D. The hearing body will convene a fair and open hearing within sixty (60) days after sending the notice of charges to the accused Council member. The hearing will comply with the requirements of the Labor Management Reporting and Disclosure Act. The accused Council member will be notified in writing of the outcome of the hearing within thirty (30) days of the close of the hearing.</p> <p>E. The accused Council member has the right to appeal—as stated in Article II, Section 5C—and also has all rights granted by the Labor Management Reporting and Disclosure Act.</p>

	F. <u>During any of the procedures described in Section 5 of this article, a member of the Labor Executive Council or its Executive Committee cannot debate or vote on (a) their own censure, suspension, appeal, or removal; (b) whether to create a hearing panel when they are the subject of the hearing; or (c) appointing the members of the hearing panel.</u>	F. During any of the procedures described in Section 5 of this article, a member of the Labor Executive Council or its Executive Committee cannot debate or vote on (a) their own censure, suspension, appeal, or removal; (b) whether to create a hearing panel when they are the subject of the hearing; or (c) appointing the members of the hearing panel.
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## AMENDMENT 10C: UPDATE BOARD RESPONSIBILITIES

Amend bylaws Article VI—Board of Directors, Section 4—Responsibilities, clause K, by inserting “in these bylaws, and” before “in policy”.

### EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<b>SECTION 4. RESPONSIBILITIES</b> Within the limits of the Washington State Nurses Association bylaws and policies, each board member has the responsibility and authority to accomplish the following: ... K. shall remove appointed and/or elected members from office who fail to attend meetings or fulfill requirements of the office as defined in policy established by the Board of Directors; ...	<b>SECTION 4. RESPONSIBILITIES</b> Within the limits of the Washington State Nurses Association bylaws and policies, each board member has the responsibility and authority to accomplish the following: ... K. shall remove appointed and/or elected members from office who fail to attend meetings or fulfill requirements of the office as defined <u>in these bylaws, and</u> in policy established by the Board of Directors; ...	<b>SECTION 4. RESPONSIBILITIES</b> Within the limits of the Washington State Nurses Association bylaws and policies, each board member has the responsibility and authority to accomplish the following: ... K. shall remove appointed and/or elected members from office who fail to attend meetings or fulfill requirements of the office as defined in these bylaws, and in policy established by the Board of Directors; ...

### RATIONALE

These changes provide a process for disciplining Board or LEC members; language outlines procedure, due process, and appeal rights. Language also tightens current requirements on removal from office by adding reference to bylaws as a source of authority.

### PROPOSED BY

Bylaws and Resolutions Committee

### RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

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## Amendment 11: Add election oversight responsibility to WSNA Nominations/Search Committee

Amend bylaws Article VII—Standing Committees, Section 3—Nominations/Search Committee, Subsection B—Responsibilities, by substituting the following:

**B. Responsibilities**

The Nominations/Search Committee shall

1. research and request names of candidates and propose a slate according to procedures adopted by the Board of Directors and
2. provide oversight of election procedures and the conduct of WSNA elections.

### EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<b>B. Responsibilities</b> The Nominations/Search Committee shall research and request names of candidates and propose a slate according to procedures adopted by the Board of Directors.	<b>B. Responsibilities</b> The Nominations/Search Committee shall <ol style="list-style-type: none"><li>1. research and request names of candidates and propose a slate according to procedures adopted by the Board of Directors <u>and</u></li><li>2. <u>provide oversight of election procedures and the conduct of WSNA elections.</u></li></ol>	<b>B. Responsibilities</b> The Nominations/Search Committee shall <ol style="list-style-type: none"><li>1. research and request names of candidates and propose a slate according to procedures adopted by the Board of Directors and</li><li>2. provide oversight of election procedures and the conduct of WSNA elections.</li></ol>

### RATIONALE

Provides for oversight of elections by a membership body.

### PROPOSED BY

Bylaws and Resolutions Committee

### RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

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## Amendment 12: Change meeting requirement for Legislative and Health Policy Council

Amend bylaws Article VIII—Councils, Section 6—Legislative and Health Policy Council, Subsection D—Meetings, by striking out “three times a year and” and inserting “at least monthly during the legislative session and otherwise as needed, and it”.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
D. Meetings The council shall meet three times a year and shall report to the Board of Directors.	D. Meetings The council shall meet <del>three times a year and</del> <u>at least monthly during the legislative session and otherwise as needed, and it</u> shall report to the Board of Directors.	D. Meetings The council shall meet at least monthly during the legislative session and otherwise as needed, and it shall report to the Board of Directors.

## RATIONALE

Provides a more accurate description of Legislative and Health Policy Council activity and expectations. The Council meets regularly during legislative sessions to evaluate legislative proposals and guide WSNA positions.

## PROPOSED BY

Bylaws and Resolutions Committee

## RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

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## Amendment 13: Vacancy on Labor Nominations/Search Committee when no alternate is available

Amend bylaws Article VIII—Councils, Section 4—Labor Executive Council, Subsection E—Labor Nominations/Search Committee, Paragraph 2—Term of office and vacancies, Subparagraph B, by adding “If an alternate is not available, the Labor Executive Council shall appoint a member to fill the vacancy.”

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
B. If a vacancy occurs on the Labor Nominations/Search Committee, such vacancy shall be filled by an alternate.	B. If a vacancy occurs on the Labor Nominations/Search Committee, such vacancy shall be filled by an alternate. <u>If an alternate is not available, the Labor Executive Council shall appoint a member to fill the vacancy.</u>	B. If a vacancy occurs on the Labor Nominations/Search Committee, such vacancy shall be filled by an alternate. If an alternate is not available, the Labor Executive Council shall appoint a member to fill the vacancy.

## RATIONALE

Provides for filling Labor Nominations/Search Committee vacancy be LEC appointment if no alternate is available.

**PROPOSED BY**

Bylaws and Resolutions Committee

**RECOMMENDATION**

The General Assembly voted to recommend that the members ADOPT this amendment.

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**Amendment 14: Authorize pilot membership categories**

Amend bylaws Article II—Membership, Section 2—Qualifications, by adding a new subsection as follows:

- F. The Board of Directors is authorized to establish pilot membership categories for the purpose of evaluating their potential for membership expansion.

**EFFECT**

Current Wording	Proposed Amendment	If Adopted, Will Read
	<u>F. The Board of Directors is authorized to establish pilot membership categories for the purpose of evaluating their potential for membership expansion.</u>	F. The Board of Directors is authorized to establish pilot membership categories for the purpose of evaluating their potential for membership expansion.

**RATIONALE**

Allows for pilot membership categories to evaluate their potential for expanding WSNA membership.

**PROPOSED BY**

Bylaws and Resolutions Committee

**RECOMMENDATION**

The General Assembly voted to recommend that the members ADOPT this amendment.

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**Amendment 15: Remove member-at-large category**

Amend bylaws Article II—Membership, Section 2—Qualifications, by striking out the subsection immediately before Subsection C—Secondary membership and renumbering the subsequent subsections accordingly.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
B. A member-at-large is one who 1. meets the qualifications stated in A.1 through 4, and 2. does not reside within the jurisdictional boundaries served by a WSNA constituent association as described in Article IX.	<del>B. A member-at-large is one who 1. meets the qualifications stated in A.1 through 4, and 2. does not reside within the jurisdictional boundaries served by a WSNA constituent association as described in Article IX.</del>	

## RATIONALE

This is not a current WSNA membership category.

## PROPOSED BY

Bylaws and Resolutions Committee

## RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

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## Amendment 16: Clarify which members vote on which dues

This amendment is in two parts. Together, these parts form a complete proposal. A single vote should be taken on all of the parts together. The rationale for the entire amendment appears after amendment 16B.

### AMENDMENT 16A: WHICH MEMBERS VOTE ON WHICH DUES

Amend bylaws Article III—Dues, Section 1—Authority, by substituting the following:

#### SECTION 1. AUTHORITY

- A. The rate of dues for members of the WSNA shall be approved by a majority vote of the members voting through secret mail or electronic ballot.
- B. Only collective bargaining members in good standing may vote on dues for collective bargaining members. Only non-collective bargaining members in good standing may vote on dues for non-collective bargaining members.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
SECTION 1. AUTHORITY	SECTION 1. AUTHORITY	SECTION 1. AUTHORITY

The rate of dues for members of the WSNA shall be approved by a majority vote of the members voting through secret mail or electronic ballot.	<p>A. The rate of dues for members of the WSNA shall be approved by a majority vote of the members voting through secret mail or electronic ballot.</p> <p>B. <u>Only collective bargaining members in good standing may vote on dues for collective bargaining members. Only non-collective bargaining members in good standing may vote on dues for non-collective bargaining members.</u></p>	<p>A. The rate of dues for members of the WSNA shall be approved by a majority vote of the members voting through secret mail or electronic ballot.</p> <p>B. Only collective bargaining members in good standing may vote on dues for collective bargaining members. Only non-collective bargaining members in good standing may vote on dues for non-collective bargaining members.</p>
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#### **AMENDMENT 16B: COLLECTIVE BARGAINING DUES BASED ON STRUCTURE ESTABLISHED BY THOSE MEMBERS**

Amend the footnote text that is referenced in bylaws Article III—Dues, Section 3—Categories of Membership, by striking out “The schedule is based on the WSNA dues rate established by the membership” and inserting “For members represented by WSNA for collective bargaining, this schedule is based on the dues structure established by the collective bargaining membership”.

#### **EFFECT**

<b>Current Wording</b>	<b>Proposed Amendment</b>	<b>If Adopted, Will Read</b>
[Footnote] The schedule is based on the WSNA dues rate established by the membership.	[Footnote] <del>The schedule is based on the WSNA dues rate established by the membership.</del> <u>For members represented by WSNA for collective bargaining, this schedule is based on the dues structure established by the collective bargaining membership.</u>	[Footnote] For members represented by WSNA for collective bargaining, this schedule is based on the dues structure established by the collective bargaining membership.

#### **RATIONALE**

Clarifies that collective bargaining and non-collective bargaining members vote only on dues structures that apply to their respective categories.

#### **PROPOSED BY**

Bylaws and Resolutions Committee

#### **RECOMMENDATION**

The General Assembly voted to recommend that the members ADOPT this amendment.

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#### **Amendment 17: Pass-through for ANA dues increases**

Amend bylaws Article III—Dues, Section 2—Dues, Subsection C, by inserting “ANA or” before “any national or international”.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
C. Any increase in the present rate of assessment paid by WSNA to any national or international labor organization with which WSNA is affiliated shall be automatically incorporated into the annual dues paid by each member required to pay such dues.	C. Any increase in the present rate of assessment paid by WSNA to <u>ANA or</u> any national or international labor organization with which WSNA is affiliated shall be automatically incorporated into the annual dues paid by each member required to pay such dues.	C. Any increase in the present rate of assessment paid by WSNA to ANA or any national or international labor organization with which WSNA is affiliated shall be automatically incorporated into the annual dues paid by each member required to pay such dues.

## RATIONALE

The ANA dues escalator clause allows a dues increase reflecting increases in the Consumer Price Index every 5 years. The proposed language reflects current practice.

## PROPOSED BY

Bylaws and Resolutions Committee

## RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

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## Amendment 18: Use correct term for dues

Amend bylaws Article III—Dues, Section 2—Dues, Subsection C, by striking out “assessment” and inserting “dues”.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
C. Any increase in the present rate of assessment paid by WSNA to any national or international labor organization with which WSNA is affiliated shall be automatically incorporated into the annual dues paid by each member required to pay such dues.	C. Any increase in the present rate of <del>assessment</del> <u>dues</u> paid by WSNA to any national or international labor organization with which WSNA is affiliated shall be automatically incorporated into the annual dues paid by each member required to pay such dues.	C. Any increase in the present rate of dues paid by WSNA to any national or international labor organization with which WSNA is affiliated shall be automatically incorporated into the annual dues paid by each member required to pay such dues.

## RATIONALE

This clarifies language regarding dues payment to AFT.



## PROPOSED BY

Bylaws and Resolutions Committee

## RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

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### Amendment 19: Clarify member votes on dues

This amendment is in three parts. Together, these parts form a complete proposal. A single vote should be taken on all of the parts together. The rationale for the entire amendment appears after amendment 19C.

#### AMENDMENT 19A: CHANGE TEXT TO “STRUCTURE”

Amend the bylaws by striking out “rate” and inserting “structure” in the following locations:

- Article II—Membership, Section 4—Membership rights and obligations, Subsection A, Clause 5
- Article III—Dues, Section 1—Authority
- Article V—General Assembly, Section 6—Eligibility for voting, Subsection B

#### AMENDMENT 19B: SPECIFY “STRUCTURE”

Amend bylaws Article III—Dues, Section 2—Dues, Subsection A, by inserting “structure” after “dues”.

#### EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
A. The dues of a member of the WSNA shall be for the membership year of twelve (12) consecutive months.	A. The dues <u>structure</u> of a member of the WSNA shall be for the membership year of twelve (12) consecutive months.	A. The dues structure of a member of the WSNA shall be for the membership year of twelve (12) consecutive months.

#### AMENDMENT 19C: ADD “STRUCTURE”

Amend bylaws Article VI—Board of Directors, Section 4—Responsibility, clause F, by inserting “structure and” before “rate”.

#### EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<b>SECTION 4. RESPONSIBILITIES</b> Within the limits of the Washington State Nurses Association bylaws and policies, each board	<b>SECTION 4. RESPONSIBILITIES</b> Within the limits of the Washington State Nurses Association bylaws and policies, each board	<b>SECTION 4. RESPONSIBILITIES</b> Within the limits of the Washington State Nurses Association bylaws and policies, each board

member has the responsibility and authority to accomplish the following: ... F. define categories of membership and notify the members of the rate of dues for each category; ...	member has the responsibility and authority to accomplish the following: ... F. define categories of membership and notify the members of the <u>structure and</u> rate of dues for each category; ...	member has the responsibility and authority to accomplish the following: ... F. define categories of membership and notify the members of the structure and rate of dues for each category; ...
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## RATIONALE

Members vote on the structure of WSNA dues; rates may change from year to year based on that structure.

## PROPOSED BY

Bylaws and Resolutions Committee

## RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

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## Amendment 20: Remove conflicting provision

Amend bylaws Article III—Dues, by striking out Section 5—Failure to Pay Dues, and renumbering the subsequent section accordingly.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<b>SECTION 5. FAILURE TO PAY DUES</b> Failure to pay dues shall cause membership rights to be forfeited.	<del><b>SECTION 5. FAILURE TO PAY DUES</b></del> <del>Failure to pay dues shall cause membership rights to be forfeited.</del>	

## RATIONALE

Current Article II, Sections 3 (Good Standing) and 4 (Membership Rights and Obligations) provide more detailed language on non-payment of dues, when loss of membership rights occurs, and how they can be restored.

## PROPOSED BY

Bylaws and Resolutions Committee

## RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

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## Amendment 21: Clarify composition of the Professional Nursing and Health Care Council

Amend bylaws Article VIII—Councils, Section 5—Professional Nursing and Health Care Council, Subsection A—Composition, by striking out “Five of the seven elected positions are designated research, education, practice, administration, and ethics and human rights, one at-large and one as chair” and inserting “The elected positions are designated research, education, practice, administration, ethics and human rights, one at-large, and one as chair”.

### EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
A. Composition There shall be at least eleven members on the Council. Seven are elected and four appointed. Five of the seven elected positions are designated research, education, practice, administration, and ethics and human rights, one at-large and one as chair. The chair also serves on the WSNA Board of Directors. Additional seats on the Council may be appointed by the WSNA Board of Directors from the membership of the organizational affiliates.	A. Composition There shall be at least eleven members on the Council. Seven are elected and four appointed. <del>Five of the seven</del> The elected positions are designated research, education, practice, administration, <del>and</del> ethics and human rights, one at-large, and one as chair. The chair also serves on the WSNA Board of Directors. Additional seats on the Council may be appointed by the WSNA Board of Directors from the membership of the organizational affiliates.	A. Composition There shall be at least eleven members on the Council. Seven are elected and four appointed. The elected positions are designated research, education, practice, administration, ethics and human rights, one at-large, and one as chair. The chair also serves on the WSNA Board of Directors. Additional seats on the Council may be appointed by the WSNA Board of Directors from the membership of the organizational affiliates.

### RATIONALE

Clarifies current language.

### PROPOSED BY

Bylaws and Resolutions Committee

### RECOMMENDATION

The Bylaws and Resolutions Committee recommends that the members ADOPT this amCendment.

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## Amendment 22: LEC Chair as ranking AFT delegate if elected

Amend bylaws Article XIV—National–International Labor Organizations, Section 1—Delegates, Subsection B, clause 2, by striking out “when” and inserting “if”.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
B. WSNA Delegates and Alternates to the governing body of any national or international labor organization shall ... 2. be elected by members of bargaining units represented by WSNA, and the WSNA ballot will provide that, when elected, the WSNA Labor Executive Council Chair will also serve as WSNA's Ranking Delegate; ...	B. WSNA Delegates and Alternates to the governing body of any national or international labor organization shall ... 2. be elected by members of bargaining units represented by WSNA, and the WSNA ballot will provide that, <del>when</del> if elected, the WSNA Labor Executive Council Chair will also serve as WSNA's Ranking Delegate; ...	B. WSNA Delegates and Alternates to the governing body of any national or international labor organization shall ... 2. be elected by members of bargaining units represented by WSNA, and the WSNA ballot will provide that, if elected, the WSNA Labor Executive Council Chair will also serve as WSNA's Ranking Delegate; ...

## RATIONALE

Clarifies current language—LEC Chair serves as ranking delegate only if elected as a delegate.

## PROPOSED BY

Bylaws and Resolutions Committee

## RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

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## Amendment 23: Accessing WSNA publications

Amend bylaws Article II—Membership, Section 4—Membership Rights and Obligations, Subsection A, clause 2, by striking out “receive” and inserting “access”.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
A. A member in good standing has the right to ... 2. receive <i>The Washington Nurse</i> and other official publications of WSNA, ...	A. A member in good standing has the right to ... 2. <del>receive access</del> <i>The Washington Nurse</i> and other official publications of WSNA, ...	A. A member in good standing has the right to ... 2. access <i>The Washington Nurse</i> and other official publications of WSNA, ...

## RATIONALE

*The Washington Nurse* is no longer a print publication; it is now an on-line monthly newsletter. Other official publications are accessible on-line.

**PROPOSED BY**

Bylaws and Resolutions Committee

**RECOMMENDATION**

The General Assembly voted to recommend that the members ADOPT this amendment.

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**Amendment 24: Clarify that the LEC establishes policies for collective bargaining**

Amend bylaws Article VI—Board of Directors, Section 12—Executive Director, Subsection A, clause 2, by inserting a comma after “Board of Directors,” moving the remainder of the clause to a new clause 3, and renumbering the remaining clauses accordingly.

**EFFECT**

Current Wording	Proposed Amendment	If Adopted, Will Read
A. The Executive Director, employed by and accountable to the Board of Directors, is the executive administrator for the WSNA and is delegated the authority to: ... 2. execute policies determined by the Board of Directors and policies established by the Labor Executive Council relating to collective bargaining, ...	A. The Executive Director, employed by and accountable to the Board of Directors, is the executive administrator for the WSNA and is delegated the authority to: ... 2. execute policies determined by the Board of Directors, 3. <u>execute policies established by the Labor Executive Council relating to collective bargaining,</u> ...	A. The Executive Director, employed by and accountable to the Board of Directors, is the executive administrator for the WSNA and is delegated the authority to: ... 2. execute policies determined by the Board of Directors, 3. execute policies established by the Labor Executive Council relating to collective bargaining, ...

**RATIONALE**

Clarifies that the LEC establishes collective bargaining policies.

**PROPOSED BY**

Bylaws and Resolutions Committee

**RECOMMENDATION**

The General Assembly voted to recommend that the members ADOPT this amendment.

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## Amendment 25: Reference AFT instead of generic national/international labor organization

This amendment is in 11 parts, presented as a single motion.

Amend the bylaws as follows:

- 25A. in Article II—Membership, Section 7—Local Unit Program Members, Subsection A—Qualifications, strike out “any national or international organization with which WSNA is affiliated” and insert “AFT”
- 25B. in Article II—Membership, Section 7—Local Unit Program Members, Subsection B—Rights and obligations, paragraph 2, strike out “any national or international labor organization with which WSNA is affiliated in accordance with the constitution and bylaws of that organization” and insert “the AFT Convention in accordance with the AFT Constitution and Bylaws”
- 25C. in Article III—Dues, Section 2—Dues, Subsection C, strike out “any national or international labor organization with which WSNA is affiliated” and insert “AFT”
- 25D. in Article V—General Assembly, Section 6—Eligibility for Voting, Subsection E, strike out “appropriate governing body of any national or international labor organization with which WSNA is affiliated” and insert “AFT Convention”
- 25E. in Article V—General Assembly, Section 7—Elections, Subsection A—Elections, paragraph 7, strike out “governing body of any national or international labor organization with which WSNA is affiliated shall be in accordance with the constitution and bylaws of that labor organization” and insert “AFT Convention shall be in accordance with the AFT Constitution and Bylaws”
- 25F. in Article VI—Board of Directors, Section 12—Executive Director, Subsection A, clause 6, strike out “any national or international organization with which WSNA is affiliated” and insert “AFT”
- 25G. in Article VII—Standing Committees, Section 2—Bylaws/Resolutions Committee, Subsection B—Responsibilities, clause 3, strike out “Constitution of any national or international labor organization with which WSNA is affiliated” and insert “AFT Constitution or Bylaws”
- 25H. in Article VIII—Councils, Section 4—Labor Executive Council, Subsection E—Labor Nominations/Search Committee, paragraph 3—Responsibilities, strike out “governing body of any national or international labor organization with which WSNA is affiliated” and insert “AFT Convention”
- 25I. in Article XIV—National–International Labor Organizations, Section 1—Delegates, Subsection A, strike out “governing body of any national or international labor organization with which WSNA is affiliated shall be in accordance with the constitution and bylaws of that labor organization” and insert “AFT Convention shall be in accordance with the AFT Constitution and Bylaws”
- 25J. in Article XIV—National–International Labor Organizations, Section 1—Delegates, Subsection B, strike out “governing body of any national or international labor organization” and insert “AFT Convention”
- 25K. in Article XVIII—Amendments, Section 3—Conformity, strike out “a national or international labor organization with which WSNA is affiliated” and insert “AFT”

## EFFECT

Part	Current Wording	Proposed Amendment	If Adopted, Will Read
25A	<p><b>ARTICLE II—MEMBERSHIP</b>  <b>Section 7. Local Unit Program Members</b>  A. Qualifications</p> <p>Local Unit Program members are non-supervisory, non-Registered Nurses who are covered by a WSNA collective bargaining agreement and pay dues to WSNA and any national or international organization with which WSNA is affiliated.</p>	<p>Local Unit Program members are non-supervisory, non-Registered Nurses who are covered by a WSNA collective bargaining agreement and pay dues to WSNA and <del>any national or international organization with which WSNA is affiliated</del> <u>AFT</u>.</p>	<p>Local Unit Program members are non-supervisory, non-Registered Nurses who are covered by a WSNA collective bargaining agreement and pay dues to WSNA and AFT.</p>
25B	<p><b>ARTICLE II—MEMBERSHIP</b>  <b>Section 7. Local Unit Program Members</b>  B. Rights and obligations</p> <p>2. Local Unit Program Members are eligible to vote for, be elected to, and attend any national or international labor organization with which WSNA is affiliated in accordance with the constitution and bylaws of that organization.</p>	<p>2. Local Unit Program Members are eligible to vote for, be elected to, and attend <del>any national or international labor organization with which WSNA is affiliated</del> <u>the AFT Convention</u> in accordance with the <del>constitution and bylaws of that organization</del> <u>AFT Constitution and Bylaws</u>.</p>	<p>2. Local Unit Program Members are eligible to vote for, be elected to, and attend the AFT Convention in accordance with the AFT Constitution and Bylaws.</p>
25C	<p><b>ARTICLE III—DUES</b>  <b>Section 2. Dues</b></p> <p>C. Any increase in the present rate of assessment paid by WSNA to any national or international labor organization with which WSNA is affiliated shall be automatically incorporated into the annual dues paid by each member required to pay such dues.</p>	<p>C. Any increase in the present rate of assessment paid by WSNA to <del>any national or international labor organization with which WSNA is affiliated</del> <u>AFT</u> shall be automatically incorporated into the annual dues paid by each member required to pay such dues.</p>	<p>C. Any increase in the present rate of assessment paid by WSNA to AFT shall be automatically incorporated into the annual dues paid by each member required to pay such dues.</p>
25D	<p><b>ARTICLE V—GENERAL ASSEMBLY</b>  <b>Section 6. Eligibility for Voting</b></p> <p>E. Only WSNA members who are members of a WSNA bargaining unit shall vote for delegates and alternates to the appropriate governing body of any national or international labor organization with which WSNA is affiliated.</p>	<p>E. Only WSNA members who are members of a WSNA bargaining unit shall vote for delegates and alternates to the <del>appropriate governing body of any national or international labor organization with which WSNA is affiliated</del> <u>AFT Convention</u>.</p>	<p>E. Only WSNA members who are members of a WSNA bargaining unit shall vote for delegates and alternates to the AFT Convention.</p>

25E	<p><b>ARTICLE V—GENERAL ASSEMBLY</b>  <b>Section 7. Elections</b>  A. Elections</p> <p>7. Terms of office for WSNA elected positions shall begin on declaration of election. The terms of office for Representatives/Alternates to the ANA Membership Assembly shall begin according to ANA Bylaws, and the terms of office for Delegates and Alternates to the governing body of any national or international labor organization with which WSNA is affiliated shall be in accordance with the constitution and bylaws of that labor organization.</p>	<p>7. Terms of office for WSNA elected positions shall begin on declaration of election. The terms of office for Representatives/Alternates to the ANA Membership Assembly shall begin according to ANA Bylaws, and the terms of office for Delegates and Alternates to the governing body of any national or international labor organization with which WSNA is affiliated AFT Convention shall be in accordance with the constitution and bylaws of that labor organization <u>AFT Constitution and Bylaws.</u></p>	<p>7. Terms of office for WSNA elected positions shall begin on declaration of election. The terms of office for Representatives/Alternates to the ANA Membership Assembly shall begin according to ANA Bylaws, and the terms of office for Delegates and Alternates to the AFT Convention shall be in accordance with the AFT Constitution and Bylaws.</p>
25F	<p><b>ARTICLE VI—BOARD OF DIRECTORS</b>  <b>Section 12. Executive Director</b></p> <p>A. The Executive Director, employed by and accountable to the Board of Directors, is the executive administrator for the WSNA and is delegated the authority to:</p> <p>...</p> <p>6. serve as the official WSNA Chief Staff Officer representative to any national or international organization with which WSNA is affiliated.</p>	<p>A. The Executive Director, employed by and accountable to the Board of Directors, is the executive administrator for the WSNA and is delegated the authority to:</p> <p>...</p> <p>6. serve as the official WSNA Chief Staff Officer representative to any national or international organization with which WSNA is affiliated <u>AFT.</u></p>	<p>A. The Executive Director, employed by and accountable to the Board of Directors, is the executive administrator for the WSNA and is delegated the authority to:</p> <p>...</p> <p>6. serve as the official WSNA Chief Staff Officer representative to AFT.</p>



25G	<p><b>ARTICLE VII—STANDING COMMITTEES</b>  <b>Section 2. Bylaws/Resolutions Committee</b>  B. Responsibilities</p> <p>The Bylaws/Resolutions Committee shall:  ...  3. review any bylaws changes of ANA and/or changes to the Constitution of any national or international labor organization with which WSNA is affiliated and recommend to the WSNA Board of Directors editorial or other non-substantive changes to bring the WSNA Bylaws into harmony. Any changes shall be in compliance with Article XVIII, Section 3 of these bylaws;</p>	<p>The Bylaws/Resolutions Committee shall:  ...  3. review any bylaws changes of ANA and/or changes to the <del>Constitution of any national or international labor organization with which WSNA is affiliated</del> <u>AFT Constitution or Bylaws</u> and recommend to the WSNA Board of Directors editorial or other non-substantive changes to bring the WSNA Bylaws into harmony. Any changes shall be in compliance with Article XVIII, Section 3 of these bylaws;</p>	<p>The Bylaws/Resolutions Committee shall:  ...  3. review any bylaws changes of ANA and/or changes to the AFT Constitution or Bylaws and recommend to the WSNA Board of Directors editorial or other non-substantive changes to bring the WSNA Bylaws into harmony. Any changes shall be in compliance with Article XVIII, Section 3 of these bylaws;</p>
25H	<p><b>ARTICLE VIII—COUNCILS</b>  <b>Section 4. Labor Executive Council</b>  E. Labor Nominations/Search Committee  3. Responsibilities</p> <p>The responsibilities of the Labor Nominations/Search Committee shall be to research and request names of candidates and prepare a slate for election to the, Labor Executive Council, Labor Nominations/Search Committee, and delegates and alternates to the governing body of any national or international labor organization with which WSNA is affiliated, according to procedures adopted by the Labor Executive Council.</p>	<p>The responsibilities of the Labor Nominations/Search Committee shall be to research and request names of candidates and prepare a slate for election to the, Labor Executive Council, Labor Nominations/Search Committee, and delegates and alternates to the <del>governing body of any national or international labor organization with which WSNA is affiliated</del> <u>AFT Convention</u>, according to procedures adopted by the Labor Executive Council.</p>	<p>The responsibilities of the Labor Nominations/Search Committee shall be to research and request names of candidates and prepare a slate for election to the, Labor Executive Council, Labor Nominations/Search Committee, and delegates and alternates to the AFT Convention, according to procedures adopted by the Labor Executive Council.</p>
25I	<p><b>ARTICLE XIV—NATIONAL—INTERNATIONAL LABOR ORGANIZATIONS</b>  <b>Section 1. Delegates</b></p> <p>A. The number of delegates to represent the WSNA at the governing body of any national or international labor organization with which WSNA is affiliated shall be in accordance with the constitution and bylaws of that labor organization.</p>	<p>A. The number of delegates to represent the WSNA at the <del>governing body of any national or international labor organization with which WSNA is affiliated</del> <u>AFT Convention</u> shall be in accordance with the <del>constitution and bylaws of that labor organization</del> <u>AFT Constitution and Bylaws</u>.</p>	<p>A. The number of delegates to represent the WSNA at the AFT Convention shall be in accordance with the AFT Constitution and Bylaws.</p>

25J	<b>ARTICLE XIV—NATIONAL—INTERNATIONAL LABOR ORGANIZATIONS</b> <b>Section 1. Delegates</b>  B. WSNA Delegates and Alternates to the governing body of any national or international labor organization shall 1. ...	B. WSNA Delegates and Alternates to the <del>governing body of any national or international labor organization</del> <u>AFT Convention</u> shall 1. ...	B. WSNA Delegates and Alternates to the AFT Convention shall 1. ...
25K	<b>ARTICLE XVIII—AMENDMENTS</b> <b>Section 3. Conformity</b>  If at any time an amendment to these bylaws is required for conformity by Law, or as a constituent member of the ANA or a national or international labor organization with which WSNA is affiliated, the Board of Directors shall, and is hereby authorized to amend these articles to conform and/or bring into harmony with these requirements.	If at any time an amendment to these bylaws is required for conformity by Law, or as a constituent member of the ANA or <del>a national or international labor organization with which WSNA is affiliated</del> <u>AFT</u> , the Board of Directors shall, and is hereby authorized to amend these articles to conform and/or bring into harmony with these requirements.	If at any time an amendment to these bylaws is required for conformity by Law, or as a constituent member of the ANA or AFT, the Board of Directors shall, and is hereby authorized to amend these articles to conform and/or bring into harmony with these requirements.

## RATIONALE

Updates current language to clearly reflect ANA’s affiliation with AFT. (Current language predates that 2013 affiliation).

## PROPOSED BY

Bylaws and Resolutions Committee

## RECOMMENDATION

The General Assembly voted to recommend that the members ADOPT this amendment.

## Amendment 26: Use gender-neutral language

Amend the bylaws by striking out “his/her” wherever it appears and inserting “their” in its place.

## EFFECT

“His/her” appears in the following locations:

- Article II—Membership, Section 2—Qualifications, Subsection D—Life membership

- Article VI—Board of Directors, Section 10—Vacancies, Subsection C
- Article X— WSNA Constituent Representative Council, Section 6—Voting

This amendment would replace “his/her” with “their” in each of these locations.

### **RATIONALE**

Provides clarity and reflects current usage.

### **PROPOSED BY**

Bylaws and Resolutions Committee

### **RECOMMENDATION**

The General Assembly voted to recommend that the members ADOPT this amendment.

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## **Amendment 27: Fix editing and typographical errors**

Amend the bylaws as follows:

- 27A. in Article VI—Board of Directors, Section 14—Meetings, Subsection A—Board of Directors, paragraph 1, strike out the space that appears after the hyphen in “odd-year”
- 27B. in Article VIII—Councils, Section 4—Labor Executive Council, Subsection A—Composition, paragraph 1, strike out the space that appears after the hyphen in “vice-chair”
- 27C. in Article VIII—Councils, Section 4—Labor Executive Council, Subsection B—Qualifications, insert a comma after “collective bargaining by WSNA”
- 27D. in Article VIII—Councils, Section 4—Labor Executive Council, Subsection E—Labor Nominations/Search Committee, paragraph 3—Responsibilities, strike out the comma after “election to the”

## EFFECT

Part	Current Wording	Proposed Amendment	If Adopted, Will Read
27A	<b>ARTICLE VI—BOARD OF DIRECTORS</b> <b>Section 14. Meetings</b> A. Board of Directors  1. Regular meetings of the Board of Directors shall be held preceding each odd- year meeting of the General Assembly, and at such other times as determined by the Board of Directors. The Board of Directors shall determine the time and place for regular meetings of the Board of Directors.	1. Regular meetings of the Board of Directors shall be held preceding each <del>odd-year</del> <u>odd-year</u> meeting of the General Assembly, and at such other times as determined by the Board of Directors. The Board of Directors shall determine the time and place for regular meetings of the Board of Directors.	1. Regular meetings of the Board of Directors shall be held preceding each odd-year meeting of the General Assembly, and at such other times as determined by the Board of Directors. The Board of Directors shall determine the time and place for regular meetings of the Board of Directors.
27B	<b>ARTICLE VIII—COUNCILS</b> <b>Section 4. Labor Executive Council</b> A. Composition  1. There shall be ten members on the Labor Executive Council, including the chair, vice- chair, and secretary/treasurer, all of whom shall be elected by secret ballot. The chair shall also serve on the WSNA Board of Directors.	1. There shall be ten members on the Labor Executive Council, including the chair, <del>vice-chair</del> <u>vice-chair</u> , and secretary/treasurer, all of whom shall be elected by secret ballot. The chair shall also serve on the WSNA Board of Directors.	1. There shall be ten members on the Labor Executive Council, including the chair, vice-chair, and secretary/treasurer, all of whom shall be elected by secret ballot. The chair shall also serve on the WSNA Board of Directors.
27C	<b>ARTICLE VIII—COUNCILS</b> <b>Section 4. Labor Executive Council</b> B. Qualifications  To be eligible for election or appointment to the Labor Executive Council or the Labor Nominations/Search Committee, a person shall hold current membership in the WSNA, be represented for collective bargaining by WSNA and meet the definition of staff nurse.	To be eligible for election or appointment to the Labor Executive Council or the Labor Nominations/Search Committee, a person shall hold current membership in the WSNA, be represented for collective bargaining by <del>WSNA</del> <u>WSNA</u> , and meet the definition of staff nurse.	To be eligible for election or appointment to the Labor Executive Council or the Labor Nominations/Search Committee, a person shall hold current membership in the WSNA, be represented for collective bargaining by WSNA, and meet the definition of staff nurse.

27D	<p><b>ARTICLE VIII—COUNCILS</b>  <b>Section 4. Labor Executive Council</b>  E. Labor Nominations/Search Committee  3. Responsibilities</p> <p>The responsibilities of the Labor Nominations/Search Committee shall be to research and request names of candidates and prepare a slate for election to the, Labor Executive Council, Labor Nominations/Search Committee, and delegates and alternates to the governing body of any national or international labor organization with which WSNA is affiliated, according to procedures adopted by the Labor Executive Council.</p>	<p>The responsibilities of the Labor Nominations/Search Committee shall be to research and request names of candidates and prepare a slate for election to <del>the</del>, <u>the</u> Labor Executive Council, Labor Nominations/Search Committee, and delegates and alternates to the governing body of any national or international labor organization with which WSNA is affiliated, according to procedures adopted by the Labor Executive Council.</p>	<p>The responsibilities of the Labor Nominations/Search Committee shall be to research and request names of candidates and prepare a slate for election to the Labor Executive Council, Labor Nominations/Search Committee, and delegates and alternates to the governing body of any national or international labor organization with which WSNA is affiliated, according to procedures adopted by the Labor Executive Council.</p>
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#### **RATIONALE**

Correcting editing and typographical errors.

#### **PROPOSED BY**

Bylaws and Resolutions Committee

#### **RECOMMENDATION**

The General Assembly voted to recommend that the members ADOPT this amendment.

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### **Amendment 28: Move LEC provisions to their own article**

This amendment is in four parts. Together, these parts form a complete proposal. A single vote should be taken on all of the parts together. The rationale for the entire amendment appears after amendment 28D.

The overall effect of this amendment is to remove the section on the LEC from Article VIII and move it to its own new Article VII. There are some provisions related to the LEC in other sections in Article VIII, so those are removed. Finally, the title of Article VIII is changed to make it clear that it only applies to the PNHCC and LHPC.

#### **AMENDMENT 28A: REVISE STATEMENT ON COUNCIL ACCOUNTABILITY**

Amend bylaws Article VIII—Councils, Section 2—Authority, by striking out “except for the Labor Executive Council whose membership shall be accountable to their electorate and report to the Board of Directors”.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<b>Section 2. Authority</b> The Councils shall be established by the General Assembly and shall be accountable to the Board of Directors, except for the Labor Executive Council whose members shall be accountable to their electorate and report to the Board of Directors. The Councils shall report to the General Assembly.	<b>Section 2. Authority</b> The Councils shall be established by the General Assembly and shall be accountable to the Board of Directors, <del>except for the Labor Executive Council whose members shall be accountable to their electorate and report to the Board of Directors.</del> The Councils shall report to the General Assembly.	<b>Section 2. Authority</b> The Councils shall be established by the General Assembly and shall be accountable to the Board of Directors. The Councils shall report to the General Assembly.

## AMENDMENT 28B: REMOVE STATEMENT ON LEC MEETINGS

Amend bylaws Article VIII—Councils, Section 3—Meetings, by substituting the following:

### SECTION 3. MEETINGS

- A. Regular meetings of the Professional Nursing and Health Care Council and the Legislative and Health Policy Council will be scheduled on a routine basis and special meetings may be called upon approval of the WSNA President.

## EFFECT

Current Wording	Proposed Amendment	If Adopted, Will Read
<b>SECTION 3. MEETINGS</b> A. Regular meetings of the Professional Nursing and Health Care Council and the Legislative and Health Policy Council will be scheduled on a routine basis and special meetings may be called upon approval of the WSNA President. B. Regular meetings of the Labor Executive Council will be scheduled on a routine basis and special meetings may be called upon approval of the Council Chair.	<b>SECTION 3. MEETINGS</b> <del>A. Regular meetings of the Professional Nursing and Health Care Council and the Legislative and Health Policy Council will be scheduled on a routine basis and special meetings may be called upon approval of the WSNA President.</del> <del>B. Regular meetings of the Labor Executive Council will be scheduled on a routine basis and special meetings may be called upon approval of the Council Chair.</del>	<b>SECTION 3. MEETINGS</b> Regular meetings of the Professional Nursing and Health Care Council and the Legislative and Health Policy Council will be scheduled on a routine basis and special meetings may be called upon approval of the WSNA President.

## AMENDMENT 28C: MOVE LEC PROVISIONS

Amend the bylaws by striking out Article VIII—Councils, Section 4—Labor Executive Council, and inserting it as an article immediately before existing Article VII—Standing Committees, renumbering all of the bylaws appropriately.

## **EFFECT**

This amendment will move the entire Article VIII, Section 4, into a new Article VII. All of the provisions of the new LEC article will be renumbered, all articles will be renumbered starting with the article on Standing Committees, and the sections in the article on the other councils will be renumbered.

## **AMENDMENT 28D: CHANGE TITLE OF ARTICLE ON COUNCILS**

Amend bylaws Article VIII by striking out “Councils” and inserting “Professional Nursing and Health Care Council and Legislative and Health Policy Council”.

## **EFFECT**

<b>Current Wording</b>	<b>Proposed Amendment</b>	<b>If Adopted, Will Read</b>
<b>ARTICLE VIII—COUNCILS</b>	<b><u>ARTICLE VIII—<del>COUNCILS</del> PROFESSIONAL NURSING AND HEALTH CARE COUNCIL AND LEGISLATIVE AND HEALTH POLICY COUNCIL</u></b>	<b>ARTICLE VIII—PROFESSIONAL NURSING AND HEALTH CARE COUNCIL AND LEGISLATIVE AND HEALTH POLICY COUNCIL</b>

## **RATIONALE**

The LEC is WSNA’s governing body for collective bargaining and should be set out in a separate Article. Doing so also requires retitling and revising current Article on Councils. References to the LEC are removed from Article VIII, Sections 2 and 3 because that Article no longer includes the LEC.

## **PROPOSED BY**

Bylaws and Resolutions Committee

## **RECOMMENDATION**

The General Assembly voted to recommend that the members ADOPT this amendment.