



# MFPE Annual Conference

April 5-6, 2024

Helena—Delta Colonial Hotel

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# 2024 MFPE Annual Conference



## Tentative Schedule of Events

*\*All events at the Delta Colonial unless otherwise noted.*

### Friday, April 5

10:00 am – 1:00 pm	Delegate Registration
9:00 am	Board of Directors convenes
1:00 pm	Annual Conference convenes
6:00 pm	Hall of Fame dinner at Great Northern Hotel

*Lunch will not be provided on Friday. Delegates can request up to \$20 reimbursement for lunch with an itemized receipt. Dinner will be provided as part of the Hall of Fame celebration on Friday evening. Breakfast and lunch will be provided on Saturday.*

### Saturday, April 6

7:00 – 8:00 am	Breakfast	
7:00 – 9:00 am	Delegate Registration— <i>delegates must be registered no later than 9:00 am</i>	
8:00 – 9:30 am	<b>District Caucuses</b>	
	District 1	
	District 2	
	District 3	
	District 4	
	District 5	
	District 6	
	Districts 7, 8	
	District 9	
	District 10 (MFPE-R)	
	MFPE Student Members	
9:00-9:45 am	Voting in Natatorium	
9:45 am	Conference reconvenes	
12:00 pm	Lunch	
4:00 pm	Estimated Time of Adjournment	

# 2024 MFPE Annual Conference

## Tentative Order of Business

### Friday, April 5

- Call to Order Amanda Curtis
- Invocation and Pledge of Allegiance
- Land Acknowledgement
- Welcome and Introductions Amanda Curtis, Erik Burke
- Senator Jon Tester (invited)
- Delegate Orientation
- Standing Rules and Amendments Omega Esquivel
- Nominations Moffie Funk
- Public Policy and Professional Development Kim Popham
- NEA Director Report KaCee Ballou

### Saturday, April 6

- District Caucuses (8:00 – 9:30 am) District Chairs
  - Election of Board Chair and Vice Chair – Districts 2, 4, 6, 8, 10
  - Election of 1 District Delegate and 1 Alternate to NEA RA—Districts 2, 4, 6, 8, 10
- Voting in Natatorium (9:30 or upon adjournment of district caucus)
- Conference Reconvenes (9:45 am)
- Organizing Morgan Smith
- Constitutional Amendments Eric Matthews
- Jason Small, MT AFL-CIO Executive Secretary
- Election Results Moffie Funk
  - Statewide officers
  - Even-numbered district chairs and vice chairs
  - Delegates to NEA Representative Assembly
- New Business Items  
(Deadline for NBI's is 9:00 am Saturday, April 6)
- Dues/Budget Omega Esquivel
- Adjournment

*\*During the conference, we will suspend business for several informational and celebratory events.*



## 2023-24 Calendar

### February

1	1 <sup>st</sup> Thursday Presidents Meeting	Virtual, 5:30 pm
15	Helena Spring Meeting	5:30 pm, Helena College
20	Butte Spring Meeting	5:30 pm, Carpenters Hall
26	Bozeman Spring Meeting	5:30 pm, BW Grantree
26	MFPE-R	Virtual
28	Billings Spring Meeting	5:30 pm, BEA Office
29	Miles City Spring Meeting	5:30 pm, Town and Country

### March

4	Great Falls Spring Meeting	5:30 pm, Hampton Inn
5	Havre Spring Meeting	5:30 pm, Char's
6	Glasgow Spring Meeting	5:30 pm, Busted Knuckle
7	Wolf Point Spring Meeting	5:30 pm, Sherman Inn
8	Deadline for Eric Feaver Nominations	
7	1 <sup>st</sup> Thursday Presidents Meeting	Virtual, 5:30 pm
11	Missoula Spring Meeting	5:30 pm, Missoula College
12	Kalispell Spring Meeting	5:30 pm, location TBD
13	Lewistown Spring Meeting	5:30 pm, Calvert Inn
14	Virtual Spring Meeting	5:30 pm
25	MFPE-R	Virtual

### April

1	Award for Teaching Excellence Application Deadline	
4	1 <sup>st</sup> Thursday Presidents Meeting	Virtual, 5:30 pm
5	MFPE Board Meeting	Helena
5-6	MFPE Annual Conference	Helena
29	MFPE-R	Virtual

### May

2	1 <sup>st</sup> Thursday Presidents Meeting	Virtual, 5:30 pm
27	MFPE-R	Virtual

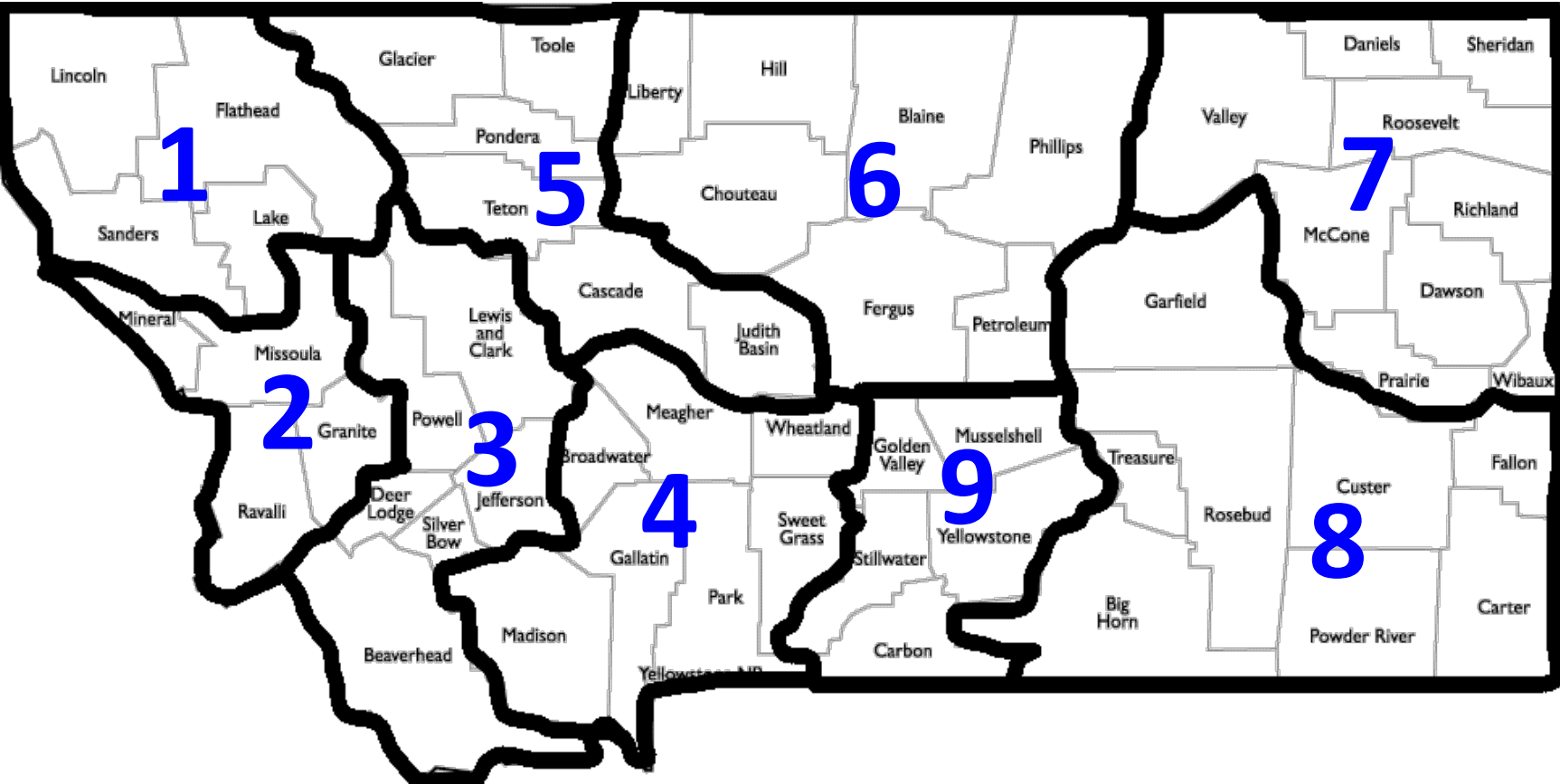
**June**

6	1 <sup>st</sup> Thursday Presidents Meeting	Virtual, 5:30 pm
20-22	MT AFL-CIO Convention	Helena
24	MFPE-R	Virtual

**July**

3-7	NEA Representative Assembly	Philadelphia
22-25	AFT Convention	Houston
29	MFPE-R	Virtual

# MFPE Governance Districts



\*MFPE Governance District 10 consists of all members of MFPE Retired.

# MFPE Board of Directors

	Name/Address	Work	Personal	E-Mail Address
President	Amanda Curtis, Butte Teachers Union	442-4250	533-9300	acurtis@mfpe.org
1st Vice President	Eric Matthews, Bozeman Education Association	522-6322	600-1550	ematthews74@gmail.com
2nd Vice President	Michelle Wheat, MT Department of Transportation	444-6333	461-6693	mwheat0019@gmail.com
Treasurer	Omega Esquivel, MT Mental Health Nursing Care Center	538-7451	366-2199	esquivelomega@hotmail.com
NEA Director	KaCee Ballou, Missoula Education Association	207-3140	207-3140	kcbunionstrong@gmail.com
<b>Governance District #1</b>				
Chair	Lynne Rider, Kalispell Education Association	751-3844	253-0670	lynne.rider@gmail.com
Vice Chair	Eden Dias, Whitefish Classified Education Association	862-8620	261-5297	edendias@yahoo.com
<b>Governance District #2</b>				
Chair	Christine Kolczak, Missoula Education Association	728-2402	546-1811	christinekolczak2004@msn.com
Vice Chair	Britt Postma, Federation of Classified University Staff-Univ. of MT		396-0986	britten.postma@gmail.com
<b>Governance District #3</b>				
Chair	Mike Kenison, Butte Teachers Union	533-2600	491-2654	mkenison@yahoo.com
Vice Chair	Jill Cohenour, Fed. of Public Health and Human Service Employees	444-5261	431-0912	jillcohenour@gmail.com
<b>Governance District #4</b>				
Chair	Kathy Rutherford, Three Forks Education Association	285-3224	581-5233	rktr29plustax@gmail.com
Vice Chair	Colette Campbell, Federation of Classified University Staff-MSU	994-6254	599-0751	only1tigriss@gmail.com
<b>Governance District #5</b>				
Chair	Tom Cubbage, Great Falls Education Association	727-4233	799-1096	cubbage.gfea@gmail.com
Vice Chair	Lissy Shaffer, Centerville Education Association	736-5188	899-6536	lissy.shaffer@gmail.com
<b>Governance District #6</b>				
Chair	Mark Seiffert, MSU-Northern Federation of Teachers	570-6968	265-5844	drmarkseiffert@gmail.com
Vice Chair	Luke Brandon, Lewistown Education Association		366-3651	alebrewer312@gmail.com
<b>Governance District #7</b>				
Chair	Laurie Enebo, Glasgow Education Association	228-8268	228-4238	laurie.enebo@gmail.com
Vice Chair	Jim Johnson, Montana Federation of Motor Carrier Services		987-6067	twitchy67mt@gmail.com
<b>Governance District #8</b>				
Chair	Karla Clark, Big Horn Education Association	638-2252	665-4226	karla.clark@hardin.k12.mt.us clarkk195@
Vice Chair	Bryan Blair, Pine Hills Corrections Employees	232-1377	209-5942	bblair381@gmail.com
<b>Governance District #9</b>				
Chair	Doug Robison, Billings Education Association	248-9812	850-5562	president@bebillings.org
Vice Chair	Katie Cosby, Yellowstone County Courthouse Employees		530-4630	catherine.shelton88@gmail.com
<b>Governance District #10</b>				
Chair	Moffie Funk, retired teacher	N/A	461-6785	moffiefunk@gmail.com
Vice Chair	Joe Cohenour, retired Trooper	N/A	431-1144	joecohenour@gmail.com



The Montana Federation of Public Employees (MFPE) Foundation exists to recognize and promote the work of Montana public employees and to provide support for their continued growth and development.

**Bring an auction item with you to the 2024  
Annual Conference!**

**All proceeds from the live and silent  
auctions will benefit the MFPE Foundation!**





**Montana Federation of Public Employees  
presents  
Hall of Fame Celebration**

~ ~ ~ ~

Please Accept Our Invitation to Honor

**DEEDE BAKER  
MARCO FERRO  
RENNE'T SARBU**

Friday, April 5, 2024  
Great Northern Hotel, Ballroom  
5:30pm No Host Bar, 6:00pm Dinner & Awards

**111 Hall of Fame**

1. The MFPE board of directors shall at its sole discretion celebrate outstanding past and present active, retired, and staff members of MFPE and induct them into the MFPE Hall of Fame.
2. Criteria for induction into the MFPE Hall of Fame shall include
  - Career-long membership in MFPE
  - Proven local, state, and national union leadership
  - Demonstrable contribution to the workplace and members MFPE represents
  - Civic and political commitment and action
  - Other distinguishing characteristics as the board of directors may conclude

## **MPEA Morey/Bukvich Award Recipients**

- |                                                 |                                                        |
|-------------------------------------------------|--------------------------------------------------------|
| 1990 – Bea Steen, MDT Helena                    | 2005 – Darrel Gilliam, Dept. of Labor Helena           |
| 1991 – Gwen Kight, MPEA Staff                   | 2006 – Travis Ross, Missoula City/County Health Dept.  |
| 1992 – No award                                 | 2007 – Clint Ohman, DPHHS Helena                       |
| 1993 – Terri Hutton, City of Great Falls        | 2008 – Dennis Small, MT State Fund Helena              |
| 1994 – Nancy Harris, MSU-Billings               | 2009 – Dave Loewen, FWP Helena                         |
| 1995 – Darcy Halpin, MSU-Bozeman                | 2010 – Mike Burman, MT Highway Patrol Helena           |
| 1996 – Cheryl Valdez, DPHHS Billings            | 2011 – Robyn Trott, DPHHS Missoula                     |
| 1997 – Dee Topp, MSU-Billings                   | 2012 – Cal Janes, Dept. of Justice Helena              |
| 1998 – Patty Gunderson, MSU-Bozeman             | 2013 – Brookelyn Conner, Yellowstone County Courthouse |
| 1999 – Deb Chard, MSU-Bozeman                   | 2014 – Dave Willson, Pine Hills Correctional           |
| 2000 – Chris Anderson, FWP Townsend             | 2015 – Nicole Thuotte, OPI Helena                      |
| 2001 – Deb Brown, MSU-Billings                  | 2016 – Courtney Hartman, Dept. of Labor Helena         |
| 2002 – Alan Harbaugh, DEQ Helena                | 2017 – Colette Campbell, MSU-Bozeman                   |
| 2003 – Sharold Buerkle, Bozeman School District |                                                        |
| 2004 – Rosemarie Roseland, MT State Fund Helena |                                                        |

## **MEA-MFT Hall of Fame**

2014	John C. Board	Jim McGarvey	Pat Williams
2015	David Smith	Dick Barrett	Marilyn Ryan
2016	Joe Brookshier	Nancy Keenan	Patty Myers
2017	Tom Gigstad	Linda McCulloch	Wanda Grinde
2018	Denise Juneau	Mary Sheehy Moe	Bernie Olson

## **MFPE Hall of Fame**

2018	Tom Schneider		
2019	Bob Brown	John Fleming	Raymond Berg
2020	Sharon Carroll	Karin and Wayne Stanford	Jerry Rukavina
2021	<i>Canceled due to covid-19 pandemic</i>		
2022	Eric Feaver		
2023	Bill Dwyer	Sheri Postma	Tom Facey
2024	Marco Ferro	Renne't Sarbu	Dee Dee Baker

## **200 Standing Rules**

**(As amended and adopted 2022 Annual Conference)**

### **201 Purpose and Effect**

The following standing rules govern preparations for and conduct of business at the Montana Federation of Public Employees (MFPE) Annual Conference hereafter referred to as the "conference."

### **202 Delegates**

1. Delegates to the conference are state officers; members of the board of directors; and representatives from local affiliates, MFPE Retired, and student program.
2. Local affiliates that fail to send delegates shall enjoy no representation and no vote at the conference.

### **203 Minimum Standards of Affiliation**

To register and seat delegates, local affiliates must meet minimum standards of affiliation with MFPE and NEA and AFT.

### **204 Registration**

1. Delegates and guests must register before being admitted to the conference.
2. Delegates and guests shall wear identification at conference meetings.
3. Delegates must register by the district in which they live or work.
4. Pre-registered delegates and guests must check in to confirm registration and receive necessary credentials and conference information.

### **205 Seating**

1. Delegates shall be seated in seats reserved for delegates.
2. Alternates and guests shall be seated separately.
3. The president may grant conference floor privileges to alternates and guests.

### **206 Sergeants-at-Arms**

The president shall appoint sergeants-at-arms to assist in the conduct of business.

### **207 Motions**

1. Main motions (including but not limited to dues, budget, constitutional amendments, legislative program, new business items) must be submitted as described in these standing rules.
2. Amendments to main motions must be submitted in writing to the president before they are moved on the floor.

### **208 Debate**

1. No member shall speak in debate more than twice to the same question nor longer than five minutes at one time.
2. No member speaking on a question may move the previous question.

### **209 Voting**

1. Delegates must be present to vote.
2. No delegate or local affiliate shall be represented or voted by proxy.
3. Delegates have one vote each.
4. The president or one-third of delegates present may call for a roll call vote.
5. In the event of a roll call vote, the president shall close the conference hall. Delegates not present shall have no vote.

### **210 Parliamentarian**

The executive director or his designee shall serve as the parliamentarian to whom delegates may direct questions through the president.

## **211 Schedule of Events and Order of Business**

1. The president shall prepare the schedule of events and order of business.
2. The order of business shall in no absolute order include but not be limited to:
  - Standing Rules
  - Nominations and Elections
  - Constitutional Amendments
  - New Business Items
  - Dues
  - Budget
  - Political Action
  - Special Events

## **212 Nominations and Elections – State Officers**

1. For purposes of state officer (president, vice presidents, treasurer, and NEA director) nominations and elections, the president shall appoint a nominations and elections committee of at least three retired members, one of whom the president shall appoint as chair.
2. No member of the committee shall hold state office.
3. On or before February 1 of the election year, the committee shall notify members and local affiliates of positions open for nominations and the nominations deadline.
4. The committee shall accept eligible nominees and report to the conference.
5. Active members running for state offices shall affirm or declare their candidacies in writing to the nominations and elections committee no later than March 1 of the election year.
6. The chair of the nominations committee shall preside over the nomination and election process at the conference.
7. Nominations and elections shall proceed as follows: president, 1st vice president, 2nd vice president, treasurer, and NEA director.
8. To be elected, candidates must receive a majority (50%+ 1) of votes cast.
9. The conference may elect by acclamation unopposed candidates.

## **213 Nominations and Elections – District Officers**

Districts shall conduct nominations and elections in their caucuses one position at a time: First, chair, and then vice chair. Candidates losing a district election may run for the next available position. To be elected, a district officer candidate must receive a majority (50% + 1) of votes cast. Acclamation is in order. Districts may choose to conduct a secret ballot.

## **214 New Business Items**

1. To be considered by the conference, new business items must be submitted in writing to the president no later than 9:00 am of the last day of the conference.
2. A delegate, local affiliate, committee, district council, and board of directors may submit new business items.
3. New business items direct MFPE in specific and general ways of policy, program, and action.

## **215 Dues and Constitutional Amendments**

1. Dues proposals and constitutional amendments must be submitted in writing to the president at least 60 calendar days before the first day of the conference.
2. The board of directors shall recommend proposed dues and may propose constitutional amendments.

## **216 Budget**

The board of directors shall recommend a proposed budget.

**217   Caucuses**

1. Districts shall caucus to consider business matters before the conference and to nominate and elect officers and delegates and alternates to the NEA Representative Assembly.
2. Available conference room space may require districts to combine for meeting purposes.

**218   Miscellaneous**

1. Tobacco, marijuana, alcohol, newspapers, cell phones, and any other electronic communication devices are out of order in conference meetings.
2. At the direction of the president, cell phones and other electronic communication devices may be utilized in the conduct of business.

# Nominations and Elections

## 2024 MFPE Annual Conference

### Nominations and Elections Committee

Moffie Funk, Chair  
Judy Byrne  
Ron Kimmett

### Statewide Offices

- President (2-year term beginning June 15, 2024)  
Nominees: Amanda Curtis
- 1<sup>st</sup> Vice President (2-year term beginning June 15, 2024)  
Nominees: Eric Matthews  
Trevor Newman
- 2<sup>nd</sup> Vice President (2-year term beginning June 15, 2024)  
Nominees: Michelle Wheat
- Treasurer (2-year term beginning June 15, 2024)  
Nominees: Omega Esquivel
- NEA Director (3-year term beginning September 1, 2024)  
Nominees: KaCee Ballou

### Delegates to NEA Representative Assembly

- 5 State Delegates
  - Even-numbered districts will elect one delegate and one alternate.  
Nominees:
- 1 Student Program Delegate (1-year term)
  - The MFPE Student delegation to the Annual Conference will elect one delegate and one alternate to the NEA RA.  
Nominees: Camille Sampley  
Rebecca Cross

### District Chairs and Vice Chairs

- Even-numbered districts (districts 2, 4, 6, 8, 10) will elect a chair and vice chair to a 2-year term beginning June 15, 2024. Chairs and vice chairs are the district's representatives on the MFPE board of directors.

Nominees:

District 2 Chair: Britt Postma, UM-FOCUS

District 2 Vice Chair:

District 4 Chair: Colette Campbell, MSU-FOCUS

Becky Croghan, Belgrade EA

District 4 Vice Chair:

District 6 Chair: Mark Seiffert, MSU-Northern Faculty

District 6 Vice Chair: Luke Brandon, Lewistown EA

District 8 Chair: Valerie Pachl, Miles City EA

Bryan Blair, Pine Hills Corrections

District 8 Vice Chair: Will Wilson, Pine Hills Corrections

District 10 Chair: Moffie Funk

District 10 Vice Chair: Joe Cohenour

Debbie Willis

MFPE is committed to elevating native people and people of colors' voices and fostering leadership opportunities for these members. MFPE is committed to electing governance that reflects the racial and ethnic demographics of Montana and the professional and geographical diversity of MFPE membership.



# AFT Convention

Houston, Texas

July 22-25, 2024

Individual locals can elect one or more delegates to attend the AFT Convention, occurring only in even-numbered years. Several thousand members from across America gather to chart the course for the 1.5-million-member union. Just like the MFPE Annual Conference, the AFT Convention will deliberate, discuss, and adopt the AFT's dues and budget, and elect a new Executive Committee.

The biennial AFT convention is the most important policymaking body of the federation. The vitality and democracy of the union depend upon participation in the convention by delegates from all affiliates in good standing. Each affiliate should take part in the election and in all other important convention business.

MFPE will fund travel expenses for five delegates to the AFT Convention, to be determined by a lottery. In order to be entered in the lottery, the local must meet affiliation requirements. Contact MFPE president Amanda Curtis at [acurtis@mfpe.org](mailto:acurtis@mfpe.org) to learn more.



# **NEA Representative Assembly**

Philadelphia, PA

July 3-7, 2024

At the Saturday morning district caucuses, even-numbered districts will elect a delegate and an alternate delegate to attend the NEA RA July 3-7 in Philadelphia, Pennsylvania. All expenses will be paid for the elected delegate to attend the in-person event. Virtual attendance is not an option. The elected delegate must be present for all RA meetings.

The NEA RA is the largest elected deliberative body in the world and has met since 1886. Nearly 8,000 members from every state gather to chart the course for the 3-million-member union. Just like the MFPE Annual Conference, the NEA RA will deliberate, discuss, and adopt the NEA's dues and budget, legislative program, new business items, and constitution.

# **Montana Federation of Public Employees**

## **Constitution – As amended 2023 Annual Conference**

### **1. NAME**

There shall be a union of members and local affiliates working in public and private schools; state, county, and local government; and public and private health care, called Montana Federation of Public Employees, hereafter referred to as the Union.

### **2. ORIGIN**

The Union shall be a continuation and successor of MEA-MFT and Montana Public Employees Association.

### **3. AFFILIATION**

#### **A. National Education Association and American Federation of Teachers**

1. The Union shall be affiliated with NEA and AFT.
2. The Union's constitution shall be consistent with NEA and AFT governing documents.

#### **B. American Federation of Labor - Congress of Industrial Organizations**

The Union shall be affiliated with the Montana State AFL-CIO.

#### **C. Local Affiliates**

Local Union affiliates shall adopt governing documents consistent with this constitution and comply with standards of affiliation the annual conference may adopt.

### **4. COMPLIANCE**

If any provision of this constitution is found to be in violation of federal or state law or NEA and AFT governing documents, it shall be amended to ensure compliance at the next annual conference.

### **5. PURPOSE**

The Union shall represent and advocate for its members, local affiliates, and the work they do.

### **6. AFFIRMATIVE ACTION**

The Union shall not discriminate in membership, governance, program, and staff.

### **7. MEMBERSHIP**

#### **A. Categories**

Membership shall consist of dues paying active, retired, substitute teacher, student, and staff members.

1. **Active membership** shall be open to employees eligible for bargaining unit status to include:
  - a. Prek-12 public and private school certified and classified personnel.
  - b. Public and private postsecondary school professional and classified personnel.
  - c. State, county, and municipal employees.
  - d. Public and private health care employees.

2. **Retired membership** shall be open to former active members who have retired from active membership eligibility.
3. **Substitute membership** shall be open to persons who are substitute teaching and not eligible for active membership.
4. **Student membership** shall be open to students enrolled in accredited colleges or universities who are not eligible for active membership.
5. **Staff membership** shall be open to all regularly employed staff.

#### **B. Membership Year**

The membership year shall be September 1 through August 31.

#### **C. Continuing Membership**

Membership shall be continuous from year to year unless revoked in writing to the president during the annual termination period, September 1 – September 30.

#### **D. Unified Membership**

Membership shall be unified - local, state, and national affiliates.

#### **E. Governance Rights**

1. Active members shall have full governance rights including the right to vote and run for local affiliate, district, and state offices.
2. Retired members may be nominated and elected from their membership to serve as delegates to the annual conference and directors to the board of directors.
3. Student members may be nominated and elected from their membership to serve as delegates to the annual conference.
4. Staff and substitute members shall have no governance rights.

### **8. FISCAL YEAR**

The fiscal year shall be September 1 – August 31.

### **9. DUES AND ASSESSMENTS**

#### **A. Annual conference**

The annual conference shall establish active member dues and may require special assessments.

#### **B. Proposed Changes in Dues**

1. Proposed changes in active member dues shall be presented in writing to the president at least 60 calendar days before the annual conference.
2. The president shall notify members and local affiliates of proposed changes in active member dues at least 30 calendar days before the next annual conference.

#### **C. Board of Directors**

The board of directors shall establish dues for all non-active members.

#### **D. State Assumption of Dues Collection**

1. In the event a local affiliate is unable or unwilling to collect state and national affiliate dues and/or fees and submit those dues and fees to the Union, the Union shall assume administrative control of that local

affiliate and collect local, state, and national dues and fees and rebate local affiliate dues and fees back to the local affiliate.

2. A local affiliate may request the Union assume all local affiliate dues and fees collection responsibilities.

## **10. STATE OFFICERS**

### **A. Positions**

State officers shall be president, 1<sup>st</sup> vice president, 2<sup>nd</sup> vice president, treasurer, and NEA director.

### **B. Terms**

With the exception of the NEA Director, state officers shall serve two-year terms beginning June 15 of the election year.

### **C. Limitations**

1. State officers shall not simultaneously hold other state offices in the Union.
2. The president shall not simultaneously hold any local affiliate or district office in the Union.

### **D. Eligibility**

1. Candidates for state president, 1<sup>st</sup> and 2<sup>nd</sup> vice presidents, treasurer, and NEA director shall be active members.
2. An incumbent president is an active member.

### **E. Elections**

1. Active members running for state offices shall affirm or declare their candidacies in writing to the nominations and elections committee no later than March 1 of the election year.
2. Should the sole candidate for state office become ineligible to run for their declared office between March 1 and the annual conference, nominations shall be opened for that office until 9 am on the first day of the annual conference.
3. State officers shall be elected at the annual conference.

### **F. Duties**

1. The president shall
  - a. Be full-time.
  - b. Reside within 30 miles of Helena.
  - c. Serve as the chief governance officer.
  - d. Serve as chief spokesperson on matters of governance, program, and policy.
  - e. Supervise, evaluate, and direct management.
  - f. Serve on and preside over meetings of the board of directors and annual conference.
  - g. Prepare the agenda for meetings of the board of directors and annual conference.
  - h. Schedule regional membership meetings.
  - i. Review policies, positions, programs, dues, and budget and make recommendations to the appropriate governance entity.
  - j. Sign contracts and other instruments connected with the business, legal, and professional affairs of the Union.

- k. Appoint chairpersons and members of committees.
  - l. Serve ex-officio without vote on committees.
  - m. Administer communication vehicles and publications.
  - n. Serve as a delegate to the NEA representative assembly and AFT convention.
  - o. Perform duties stipulated in the constitution, delegated by governing bodies, and as are customarily assumed by a chief governance officer.
  - p. Delegate duties to other officers and management.
  - q. Report on a regular basis to the board of directors.
  - r. Serve as alternate NEA director.
2. The 1<sup>st</sup> vice president shall
    - a. Preside in the absence of the president or when the president is unable to perform the duties of the office.
    - b. Succeed to the presidency should a vacancy occur and serve the unexpired term.
    - c. Serve as a delegate to the NEA representative assembly.
    - d. Serve as alternate NEA director.
    - e. Serve as vice chair of the board of directors and delegate to the annual conference.
    - f. Accept duties as may be assigned by the president.
  3. The 2<sup>nd</sup> vice president shall
    - a. Succeed to the 1<sup>st</sup> vice presidency should a vacancy occur and serve the unexpired term.
    - b. Serve as a delegate to the NEA representative assembly.
    - c. Serve as alternate NEA director.
    - d. Serve as vice chair of the board of directors and delegate to the annual conference.
    - e. Accept duties as may be assigned by the president.
  4. The treasurer shall
    - a. Assist in financial management and operations of the Union.
    - b. Serve on the board of directors and as a delegate to the annual conference.
    - c. Serve as a delegate to the NEA representative assembly.
    - d. Serve as alternate NEA director.
    - e. Accept duties as may be assigned by the president.
  5. The NEA director shall
    - a. Serve a term of office pursuant to NEA governing documents.
    - b. Serve as a director on the board of directors and delegate to the annual conference.
    - c. Accept duties as may be assigned by the president.

**G. Unresolved Vacancy**

Should a vacancy occur in a state office to which there is no designated successor, the board of directors may elect a successor to fulfill the unexpired term.

**H. Nominations and Elections**

State officer and district nominations and elections shall be conducted according to the standing rules of the annual conference.

## **11. DISTRICTS**

### **A. Organization**

1. Subject to the approval of the annual conference, the board of directors shall organize active members and local affiliates into districts that reflect Montana's expansive geography and diverse membership.
2. Retired members shall be organized into one statewide district.
3. Districts shall be numbered consecutively.

### **B. Governance and Duties**

1. Each district shall be governed by a district council composed of active members living or working in that district. No member may represent two districts at the same time.

#### **2. Officers and Directors**

- a. Each district council shall elect at the annual conference a chair who shall preside over council meetings and serve as a district director to the board of directors and delegate to the annual conference.
- b. Each district shall elect at the annual conference a vice chair who shall preside over council meetings in the absence of the chair, succeed to the chair should a vacancy occur, and serve as a district director to the board of directors and delegate to the annual conference.
- c. Odd-numbered districts shall elect chairs and vice chairs in odd-numbered years. Even-numbered districts shall elect in even-numbered years.
- d. District chairs and vice chairs shall come from different local affiliates and job descriptions.
- e. District chairs and vice chairs shall serve two-year terms beginning June 15.
- f. Nomination and election of district chairs and vice chairs shall be open to all district members.

#### **3. Vote**

- a. The chair and vice chair of a district council shall have one vote each.
- b. Each local affiliate shall have as many votes as it has properly credentialed delegates present and voting.
- c. Delegates must be present to vote.
- d. The chair, vice chair, and local affiliate delegates must be present to vote.

#### **4. Meetings**

Each district shall officially meet at the annual conference and may meet informally at scheduled regional membership meetings.

#### **5. Vacancies**

- a. Should a district chair resign or be absent without notice from two consecutive district meetings or two consecutive board of director meetings the president shall declare that position vacant and the district vice chair shall become chair. The district council shall at its next meeting elect a successor vice chair to serve the unexpired term.
- b. Should a district vice chair resign or be absent without notice from two consecutive district meetings the president shall declare that position vacant. The president may nominate a candidate for board approval to serve until the next district meeting. The district council shall at its next meeting elect a vice chair to serve the unexpired term.

c. In the event the district chair and vice chair positions are both vacated the president shall name an acting chair and vice chair from that district to govern the district council until the next district meeting.

**6. Duties**

District councils shall

- a. Preview and review actions of the board of directors and annual conference.
- b. Make recommendations to the board of directors and annual conference.
- c. Nominate members to serve on committees.
- d. Serve as an information conduit to and from local affiliates to the board of directors and annual conference.

**12. BOARD OF DIRECTORS**

**A. Composition**

The board of directors shall be composed of state officers, district chairs, and vice chairs.

**B. Vote**

- 1. State officers and district directors shall have one vote each.
- 2. State officers and directors must be present to vote.

**C. Duties**

The board of directors shall

- 1. Implement the actions of the annual conference.
- 2. Make recommendations to the annual conference.
- 3. Give directions to the president.
- 4. As approved by the annual conference, create, dissolve, or reorganize districts.
- 5. Prepare a budget for the consideration of the annual conference.
- 6. Determine how dues are collected and disbursed.
- 7. Direct financial affairs.
- 8. Employ management staff and approve contracts with the same.
- 9. Negotiate with organized staff and ratify contracts with the same.
- 10. Adopt policies, positions, and programs.
- 11. May elect successors to vacancies in state offices or the directorship-at-large.
- 12. Create and dissolve committees.
- 13. Accept duties as may be assigned by the president.

**D. Meetings**

- 1. The board of directors shall meet three times annually at a time and place established by the president.
- 2. The president or a majority of the board of directors may convene a special meeting of the board of directors.

**13. ANNUAL CONFERENCE**

**A. Composition**



1. The annual conference shall be composed of state officers, directors to the board of directors, and delegates representing local affiliates, retired, and student members.

## **2. Local Affiliate Delegates**

- a. Local affiliate delegates shall be nominated and elected by and from their local affiliate.
- b. Each local affiliate may elect at least one delegate.
- c. Each local affiliate having more than 25 members may elect additional delegates on the basis of one delegate for each additional 25 members or major fraction thereof.

## **3. Retired and Student Delegates**

Retired and student members may elect delegates by and from their memberships on the basis of one delegate for each 25 members or major fraction thereof.

## **B. Duties**

The annual conference shall

- 1. Amend this constitution.
- 2. Serve as the final authority in governance matters.
- 3. Elect state officers.
- 4. Adopt policies, positions, and programs.
- 5. Adopt the budget.
- 6. Establish active member dues and assessments.
- 7. Establish standards of local affiliation.
- 8. Approve creation, reorganization, or dissolution of districts.
- 9. Create and dissolve committees.

## **C. Vote**

- 1. State officers, district directors, and student delegates shall have one vote each.
- 2. Each local affiliate shall have as many votes as it has properly credentialed delegates present and voting.
- 3. Delegates must be present to vote.

## **D. Meetings**

- 1. The annual conference shall meet at a time and place established by the board of directors.
- 2. Upon at least 30 calendar days' notice to members and local affiliates the board of directors may convene a special annual conference.

# **14. COMMITTEES**

## **A. Creation**

The president, board of directors and annual conference may create committees to review and recommend policies, positions, and programs.

## **B. Accountability**

Committees are accountable to the president and governance entity that creates them.

## **15. Standards of Affiliation and Trusteeship**

### **A. Standards of Affiliation**

Local affiliates, regardless of membership size, shall:

1. Comply with MFPE, AFT, and NEA constitutions and policies.
2. Remit state and national dues per policy.
3. Annually return to MFPE a corrected continuous membership roster.
4. Annually provide MFPE a copy of
  - a. Most recently adopted budget,
  - b. Most recently completed financial report, audit, or audit review,
  - c. Current local constitution,
  - d. List of officers by name, position, phone, mail, and email addresses,
  - e. A copy of the local affiliate's Form 990, 990-EZ, or 990-N,
  - f. If applicable, a copy of the local affiliate's Form LM-3 or LM-4 filed with the US Department of Labor, and
  - g. Official meeting minutes and/or election results indicating the date, time, and result of most recently held nomination and election of officers, and
5. Elect officers not less than once every three years.

### **B. Trusteeship**

1. In the event a local affiliate fails to comply with standards of affiliation, institute and maintain lawful and transparent financial practices, adhere to democratic procedures, and implement the legitimate objectives of the union pursuant to Section 302 of the Labor-Management Reporting and Disclosure Act of 1959 as amended, the MFPE board of directors may by a 2/3 vote authorize an investigation.
2. The president may invite NEA or AFT to conduct the investigation.
3. Should an investigation reveal serious noncompliance and evidence that a local affiliate cannot adopt and implement remedial measures on its own initiative, the MFPE board of directors may by a 2/3 vote establish a temporary trusteeship to restore and maintain the local affiliate's ability to comply with standards of affiliation and/or correct demonstrated financial malpractice, misappropriation of funds, or other violations as specified in policy.

## **16. DISPUTE RESOLUTION**

### **A. Board of Directors**

Should a dispute arise over the interpretation of this constitution, implementation of an annual conference action, or election of officers, a member, local affiliate, or district may seek resolution at the next meeting of the board of directors.

### **B. Annual conference**

If not satisfied at the board of directors the member, local affiliate, or district may seek resolution at the next meeting of the annual conference.

### **C. National Affiliates**

If not satisfied at the annual conference, the member, local affiliate, or district council may seek resolution from NEA or AFT, but not both.

## **17. PARLIAMENTARY AUTHORITY**

### **A. Self-Governance**

Local affiliates, districts, board of directors, and the annual conference shall adopt rules of procedure consistent with this constitution and national affiliate governing documents.

### **B. Roberts' Rules of Order -- Latest Edition**

In the absence of adopted rules of procedure, Roberts' Rules of Order -- Latest Edition shall govern governance meetings.

## **18. AMENDMENTS**

A. The annual conference may amend this constitution by a  $2/3$  vote.

B. A member, local affiliate, district, or board of directors may propose amendments.

C. Proposed amendments shall be presented in writing to the president at least 60 calendar days before the next annual conference.

D. The president shall notify members and local affiliates of proposed amendments at least 30 calendar days before the next annual conference.

## **New Business Items – Standing Rule 214**

1. To be considered by the assembly, new business items must be submitted in writing to the president no later than 9:00 a.m. of the last day of the conference.
2. A new business item calls for MFPE to do something in the immediate future.
3. A new business item shall include an estimate of its budgetary impact.
4. A delegate, local affiliate, committee, district council (caucus), and board of directors may submit a new business item.

-----  
**New Business Item # \_\_\_\_\_**

**Action:**

**Rationale:**

**Estimated Budget Impact:**

**Submitted By:**

**Date Submitted:**



The 2021 Annual Conference established the Eric Feaver Distinguished Leadership award to honor founding President Eric Feaver's contributions to the labor movement and to recognize the MFPE members' contributions to the betterment of their communities and our union.

Some union members have a profound impact on their communities, their local and MFPE through their volunteerism. Their passion inspires others to join and strengthen our cause. The Eric Feaver Distinguished Leadership Award is given to recognize such individuals or teams.



Please send nominations to [acurtis@mfpe.org](mailto:acurtis@mfpe.org) before March 8.

Nominations should include:

1. Your name and local
2. Name and local of nominee
3. Brief (**fewer** than 750 words) narrative describing nominee's contributions to MFPE, their local, and/or the labor movement.
4. Picture of the nominee



Like everything MFPE does, **MFPE's Political Action Committee (PAC) is member led and member run. MFPE PAC strengthens our ability to defend our workplace freedoms, secure better wages & benefits, fund the public services we provide, and protect our pensions.**

Members interview political candidates to find out which politicians support us and the important work we do, regardless of party affiliation. Then, MFPE PAC helps elect these quality candidates - at the school district, city, county, and state levels.

**By contributing to MFPE's Political Action Committee (PAC), you hold elected officials accountable. By donating, you can elect leaders who will be good faith partners to us and the critical work we do every day.**

When MFPE members donate, MFPE members win. Scan the QR to contribute to MFPE PAC.

