

## Member Discipline Policy

### Discipline Process:

- a. The union may take action against a member in good standing for actions contrary to this Constitution or to the interests of the union or its membership. Such action may only be initiated by the presentation of written and signed charges to the Executive Board by two or more members of the local.
- b. These charges must include a specific and detailed accounting, including any evidence of the allegations against the member.
- c. Upon receipt of such charges, the Executive Board shall determine whether said charges have merit and evidence to hold a hearing. Should the Executive Board determine that merit exists, the Executive Board shall deliver the charges to the member and set a date for a hearing. The member shall be given at least ten (10) days written notice of the hearing.
- d. At the hearing, the member shall have the right to be represented by a person of his/her choice and shall have the right to question the charges and present evidence and witnesses to support their defense.
- e. At the conclusion of the hearing, a two-thirds (2/3) vote of the Executive Board shall be required for action to be taken. If the charging party is a member of the Executive Board, that Board member shall recuse him/herself from the hearing. Action taken may range from reprimand to suspension or expulsion of the member depending upon the seriousness of the offense. The determination of action will require a majority vote of the Executive Board members present and voting.
- f. Any action taken by the Executive Board may be appealed at the next Representative Council upon request of the member. A majority vote of the members present and voting shall be required to overrule the decision of the Executive Board.
- g. If the action of the Executive Board is upheld by the Representative Council, no further appeal is available, and the action taken against the member shall stand. If the Rep Council overrules the Executive Board, no action shall be taken against the member and the accusations being considered shall be considered null and void and no further action may be taken against the member relating to the specific accusations.

(Adopted by Rep Council Oct. 23, 2018)