

# MEA-Retired

THE COMMITMENT CONTINUES

## MICHIGAN EDUCATION ASSOCIATION-RETIRED

### CONSTITUTION

#### ARTICLE I NAME

The name of this membership body shall be Michigan Education Association-Retired/National Education Association-Retired.

#### ARTICLE II PURPOSE

This Association shall be dedicated to the promotion of retirement with dignity, happiness, and adequate income through:

- A. promoting the social, professional and economic status, and the general welfare of retired school employees.
- B. furnishing a practical basis for united action with others who are devoted to the cause of education and the general welfare of retirees.
- C. promoting voluntary participation by its members in civic and educational affairs.
- D. encouraging members to exercise their rights and privileges as citizens, and to willingly accept leadership in civic affairs.

#### ARTICLE III MEMBERSHIP

**SECTION I.** Any person who is or has been an:

- A. Active or Associate member of the MEA and was in good standing five (5) consecutive years immediately prior to retirement, if available; or
- B. Active or Associate member of an education association of any state other than Michigan; or

- C. Employee of an education agency, including United Teaching Profession staff members; or
- D. Annuitant of a public-school employees' retirement system or a retirement system of a college or university

may become a member of MEA-Retired/NEA-Retired upon payment of appropriate lifetime fees.

## **SECTION II.**

### **A. Retired Members.**

Upon the effective date of his or her retirement benefits, an MEA-Retired member may vote and hold elective office in MEA-Retired.

### **B. Pre-retired Members.**

A person eligible in SECTION I. above, who has paid the appropriate lifetime fees and who is not yet retired shall be considered an MEA-Retired pre-retired member. A Pre-retired member has no voting rights. Pre-retired members may not be nominated for or hold any governance position in MEA-Retired. Pre-retired members are not eligible to receive MEA membership benefits (e.g. access to MEA Financial Services, legal, and MEA Advantage, etc.) until they become fully retired members.

## **SECTION III. Associate Members.**

Associate membership of this Association shall be open to spouses of members, spouses of former members, and all other persons interested in the purposes and programs of this Association. An Associate Member has no voting rights. Associate Members may not be nominated for or hold any governance position in MEA-Retired.

## **SECTION IV. Honorary membership.**

Honorary membership of this Association shall be awarded only by a vote of the Board of Directors. Honorary members have no voting rights. Honorary members may not be nominated for or hold any governance position in MEA-Retired.

**SECTION V.** No member may be censured, suspended or expelled from membership without the right to a due process hearing which shall also include the right to appellate review.

## **ARTICLE IV OFFICERS**

**SECTION I.** The officers of this Association shall be President, Vice President, and Secretary/Treasurer. The President and Vice President shall be limited to two elected three-year terms. The number of three-year terms of the Secretary/Treasurer shall not be limited. The President of MEA-Retired shall be the first delegate, the Vice-President shall be the second delegate, and the Secretary/Treasurer shall be the third delegate to the MEA Representative Assembly, the NEA-Retired Annual Meeting/NEA Representative Assembly. The delegate term for the officers shall correspond with their term of office (September 1 thru August 31).

**SECTION II.** The new officers shall take office on September 1 following their elections. If necessary, any officers shall remain in office until a successor is duly elected or appointed.

## **ARTICLE V BOARD OF DIRECTORS AND ADMINISTRATION**

### **SECTION I. BOARD OF DIRECTORS**

The Board of Directors shall be the governing body of this Association and shall be composed of the elected officers, the immediate Past President, the Region Directors and elected At-Large Directors. All Board of Director members shall be voting members. The non-voting ex-officio members are: the MEA-Retired Staff Director; the liaison to the MEA Board of Directors; the MEA Executive Director; a liaison to the Michigan Public School Employees Retirement System; a liaison to the Educational Support Personnel Board of Directors; a liaison from Michigan Association of Higher Education; a liaison from MEA Financial Services; a liaison from the MEA; MEA-Retired members of the NEA Board, NEA-Retired Executive Council, and NEA Resolutions Committee residing in Michigan.

### **SECTION II. EXECUTIVE COMMITTEE.**

The Executive Committee shall be the ad interim committee of the Board of Directors and shall be composed of the President, the Vice President and the Secretary/Treasurer of the MEA-Retired, and three members elected by and from the MEA-Retired Board for two-year terms: one member to be elected in the odd numbered years and two members in the even numbered years. In addition, a first and second alternate will be elected by and from the MEA-Retired Board for two-year terms; one elected in the odd numbered years and the other in the even numbered years. The alternate will have the full rights and privileges as a member when serving for an absent member. The immediate Past President or designated former officer shall be a voting ex-officio member of the Executive Committee for the first year after completing his/her term as an officer. Non-voting ex-officio members shall be: Michigan NEA-Retired members who are NEA-Retired Officers; NEA Board of Directors' members representing retirees; NEA-Retired Executive Council members; and elected members of the NEA Resolutions Committee. Additional non-voting members shall be the MEA-

Retired Staff Director and the MEA Executive Director. All proceedings of the Executive Committee shall be subject to review by the MEA-Retired Board of Directors.

### **SECTION III. EXECUTIVE DIRECTOR**

The Executive Director of the MEA shall:

- A. Be the chief executive officer of MEA-Retired,
- B. Appoint the Staff Director of MEA-Retired,
- C. Be responsible for the effectuation of all policies of the Board,
- D. Be an ex-officio member of all committees,
- E. Be invited to attend all meetings of members and the Board,
- F. Cause minutes of said meetings to be preserved,
- G. Cause all required notices to be given, and
- H. Have such other duties as may be delegated to him or her by the Board.

### **SECTION IV. STAFF DIRECTOR**

The Staff Director shall:

- A. Serve as the principal operating officer of the Association supervising the day-to-day affairs of MEA-Retired,
- B. Be responsible for MEA-Retired growth and service to membership,
- C. Be responsible for the operating budget and investments of the Association, subject to the control and direction of the Executive Director of the MEA; and,
- D. Shall perform such other duties as may be delegated by the Executive Director of the MEA.

If the position of Staff Director has not been filled or has been vacated, the duties of Staff Director stated in Section IV above will be the responsibility of the MEA Executive Director.

## **ARTICLE VI CHAPTERS - THEIR POWERS AND DUTIES**

Chapters may be established by the retired members as provided below. Chapters shall have the responsibility for implementing the policies of the organization.

**SECTION I.** Five or more retired MEA-Retired lifetime members may establish a Chapter of MEA-Retired. MEA-Retired will charter Chapters which are affiliated only with MEA-Retired/NEA-Retired. The State Association will assist in the organization of these Chapters.

**SECTION II.** An MEA-Retired Chapter shall maintain a working relationship with an active member Local Coordinating Council or Region of the MEA for the purpose of political action, special services, organization and membership promotion.

**SECTION III.** Officers of a Chapter shall be MEA-Retired/NEA-Retired lifetime members.

**SECTION IV.** To be chartered as a Chapter, an approved Chapter Constitution, Bylaws and a list of the officers shall be submitted to the MEA-Retired President to be acted upon by the Chartering and Affiliation Committee.

**SECTION V.** Chapters' Constitution and Bylaws shall be reviewed by the MEA-Retired Constitution and Bylaws Committee initially and every five years.

**SECTION VI.** MEA-Retired Chapters formed out-of-state will be referred to as associate Chapters with the Chapter's MEA-Retired governance rights remaining in Michigan.

**SECTION VII.** Procedures for merging two or more Chapters: Two or more Chapters wishing to merge into one Chapter shall complete a verification of the following steps (A 2/3 vote will be by those lifetime members present and voting at a regularly called Chapter meeting providing that a quorum is present.):

- A. Take a 2/3 affirmative vote to merge,
- B. Take a 2/3 affirmative vote on an agreement to merge funds,
- C. Take a 2/3 affirmative vote to determine the Chapter name,
- D. Take a 2/3 affirmative vote to approve the new Chapter's Constitution and Bylaws,
- E. Attach the Chapter MEA-Retired membership list to the completed "Intent to Merge" letter, and
- F. Submit an "Intent to Merge" letter to the President of MEA-Retired to be approved by the Chartering and Affiliations Committee within 30 days. Officers of all MEA-Retired Chapters involved must sign the letter.

**SECTION VIII.** Newly organized Chapters shall be recognized at the Annual Meeting. They shall receive a charter conferring all the benefits and privileges of membership in the State Association.

**SECTION IX.** Procedures for dissolving an existing Chapter:

- A. Submit an "Intent to Dissolve" letter to the MEA-Retired President to be approved by the Chartering and Affiliation Committee 30 days prior to a membership vote to dissolve, and
- B. Take a 2/3 affirmative vote to dissolve. A 2/3 vote will be by those present and voting at a regularly called Chapter meeting providing that a quorum is present.
- C. The following items must be addressed:
  1. All monies, records and supplies (paper, computer supplies, stamps, envelopes, etc.) shall come to MEA-Retired,
  2. All financial institutions must be listed with closing documentation, and
  3. State and Federal government non-profit registration status needs to be revoked with accompanying documentation.

This information will be retained by MEA-Retired for at least seven (7) years.

- D. Submit results to the President of MEA-Retired to be approved by the Chartering and Affiliations Committee within 30 days.

**SECTION X.** Procedures for the disaffiliation of an existing Chapter:

- A. A formal written complaint regarding the action(s) of a Chapter will be filed with the President of MEA-Retired for an investigation and action by the Chartering and Affiliation Committee. The Chapter will be notified of the complaint and the steps of this procedure.
- B. Chapters that do not meet the Governing Authority and Standards set by the NEA-Bylaws, the MEA-Retired or the Chapter's Constitution and/or the Bylaws shall be subject to disaffiliation by action of the MEA-Retired Board of Directors.
- C. The Chartering and Affiliations Committee will present a disaffiliation motion to the MEA-Retired Board of Directors with at least 30-day notice.
- D. The MEA-Retired Board of Directors will notify the Chapter that it has 60 days to respond before the Board can act to disaffiliate a Charter.

## **ARTICLE VII REGION AND AT-LARGE DIRECTORS**

**SECTION I.** MEA-Retired members from each MEA Region shall elect a Region Director and an Alternate Region Director for a two-year term, who must live in or have worked for the major part of their careers in the Region they represent and be a retired member of MEA-Retired/NEA-Retired. The Regions with odd numbers shall elect their Directors in the odd-numbered years; those with even numbers shall elect in even-numbered years. The length of service of Region Directors shall not be limited.

**SECTION II.** The Region Director and Alternate Region Director shall be elected by retired MEA-Retired members in their Region. A lottery will be used to determine the winner if a tie vote occurs during that election.

**SECTION III.** If, during the Region elections, no retired minority person(s) is elected to the MEA-Retired Board of Directors then minority persons who are retired members of MEA-Retired shall be provided representation through an at-large election which shall take place during the Annual Meeting of MEA-Retired. The At-Large Directors and Alternates shall serve a complete term of two years commencing on September 1 following the election. The number of At-Large Directors and the procedure for electing them shall be in the Bylaws.

**SECTION IV.** If, during the Region elections, no retired ESP/MEA-Retired member is elected to the MEA-Retired Board of Directors then ESP/MEA persons who are retired members of MEA-Retired shall be provided representation through an at-large election which shall take place during the Annual Meeting of MEA-Retired. The At-Large Directors and Alternates shall serve a complete term of two years commencing on September 1 following the election. The number of At-Large Directors and the procedure for electing them shall be in the Bylaws.

**SECTION V.** If, during the Region elections, no retired MAHE-Retired member is elected to the MEA-Retired Board of Directors then MAHE persons who are retired members of MEA-Retired shall be provided representation through an at-large election which shall take place during the Annual Meeting of MEA-Retired. The At-Large Directors and Alternates shall serve a complete term of two years commencing on September 1 following the election. The number of At-Large Directors and the procedure for electing them shall be in the Bylaws.

**SECTION VI.** The Alternate Director shall assist the Director and shall serve in case of the temporary or permanent absence of the Director. If an alternate Director position becomes vacant, the Director shall appoint with approval of the MEA-Retired Board of Directors an Alternate Director for the remainder of the term.

**SECTION VII.** The Region Director shall work with the Vice President in promoting membership and in developing programs and in promoting services.

**ARTICLE VIII  
MEA-RA DELEGATES AND NEA-RA DELEGATES**

**SECTION I.** Allocation of delegates to the MEA Representative Assembly shall be based on one delegate per 1,000 retired MEA-Retired members but shall be otherwise in accordance with MEA Bylaws.

**SECTION II.** Allocation of delegates to the NEA Representative Assembly shall be in accordance with NEA Bylaws.

**ARTICLE IX  
ANNUAL MEETING**

**SECTION I.** There shall be an Annual Meeting of the Association.

**SECTION II.** The voting body of the Association, at the Annual Meeting, shall be the Board of Directors, including the ex-officio members, and approved delegates. The number and how they are to be selected will be determined by rules set forth in the Bylaws.

**ARTICLE X  
DIRECT LEGISLATION**

**INITIATIVE AND REFERENDUM.** The rights of popular initiative and referendum shall rest with the retired membership of the Association. To invoke the initiative or referendum, petitions signed by at least 10% of the retired members in at least one half (1/2) of the total number of Regions shall be required, provided that the total number of signatures represents at least ten percent (10%) of the total retired membership. Any measure proposed by initiative or referendum petition shall be either adopted or rejected without amendment at the next Annual Meeting following publication of the measure, provided an Annual Meeting is scheduled within sixty (60) days of such publication. If a regular Annual Meeting does not occur within that sixty (60) day period, or if the measure is rejected by the Annual Meeting, the measure proposed by initiative or referendum shall be submitted to the retired membership of the Association.

**ARTICLE XI  
AUTHORITY**

Any part of this Constitution and/or Bylaws that conflicts with the Constitution and Bylaws of the MEA, NEA, or NEA-Retired Bylaws shall be declared null and void.



## **ARTICLE XII AMENDMENTS AND REVISIONS**

**SECTION I.** Amendments and revisions to this Constitution may be made at the Annual Meeting provided a quorum of official delegates is present and that such amendments and revisions are approved by two-thirds majority vote of the registered delegates.

**SECTION II.** Proposed amendments or revisions must be in writing and must be presented to the Board of Directors at least 60 days prior to the Annual Meeting and sent to the delegates at least 30 days prior to the Annual Meeting.

**SECTION III.** The Board of Directors may initiate amendments or revisions. They shall present all proposals at the Annual Meeting with or without Board recommendation.

**SECTION IV.** Effective Date: Amendments to the Constitution adopted at the Annual Meeting shall take effect on September 1 following their adoption or as soon thereafter as the Board of Directors can set up guidelines to make the changes proposed in the amendments.

**SECTION V.** Amendments to this Constitution must be consistent with the Constitution and Bylaws of the MEA, NEA and NEA-Retired.

***Adopted as amended by MEA-Retired Annual Meeting Delegates April 29, 2019.***