

**UNIVERSITY OF PITTSBURGH AT BRADFORD  
STAFF ASSOCIATION BY - LAWS**

**ARTICLE I: NAME**

**Section 1.** The name of the total body shall be the University of Pittsburgh at Bradford Staff Association (hereafter referred to as "UPBSA").

**Section 2.** The elected body of UPBSA shall be the Bradford Staff Association Council (hereafter referred to as "Council").

**ARTICLE II: PURPOSE**

**Section 1.** UPBSA addresses philosophical and operational issues affecting the welfare of the staff and the University.

**Section 2.** UPBSA shall act as a communication channel between staff and: Faculty, the President, Cabinet, the Advisory Board, and students.

**ARTICLE III: UPBSA MEMBERSHIP**

**Section 1.** The voting membership of UPBSA shall consist of all full-time and part-time regular staff and those not represented by Faculty Senate. Not included in UPBSA: all temporary employees, student employees and work-study employees (coordinated through the Student Employment Program/Financial Aid Office).

**ARTICLE IV: GOVERNANCE**

The governing body of UPBSA shall be the COUNCIL (Council).

**Section 1. Structure of COUNCIL.**

**a. COUNCIL - Elected members**

The COUNCIL shall be composed of the President, President-Elect, Immediate Past President, Recording/Corresponding Secretary, Treasurer, five Staff Representatives, and the chairs of the Communications, Elections, Events, Professional Development and Staff Welfare committees.

**b. Emeritus Members**

Any member of COUNCIL who has completed their regular term of service shall have the honorary title of Emeritus. The President shall appoint Emeritus members to serve on a particular committee or assignment for COUNCIL in the same manner, and with the same rights and responsibilities, as appointed members.

## **Section 2. Responsibilities of COUNCIL**

- a.** COUNCIL shall meet bimonthly with the Pitt-Bradford President, and as necessary, with the Faculty Senate President and Vice-President and other appropriate University officers, to discuss issues and concerns which affect the welfare of the staff and the University.
- b.** COUNCIL shall make recommendations to the Pitt-Bradford President and other appropriate University officials on issues and concerns that affect the welfare of the staff and the University.
- c.** COUNCIL shall participate in the selection of University senior administrative officers by serving on search committees, interviewing candidates, and submitting evaluations and recommendations.
- d.** COUNCIL shall consider matters brought to it by staff members or other members of the University community.
- e.** COUNCIL shall provide input on, and monitor adherence to, University policies and procedures.
- f.** COUNCIL shall oversee the operating budget of UPBSA, including 1) ensuring a balanced budget each fiscal year, 2) approving requests for new funds or fund reallocations, and 3) when required, submitting appropriate budget requests to the Pitt-Bradford Planning and Budget Committee.
- g.** COUNCIL, its members, its committees, and its chairpersons shall uphold the purpose of UPBSA by performing all duties as specified in these By-Laws and in the Code of Conduct for Members of the University of Pittsburgh at Bradford Staff Association Council as found at <https://www.hr.pitt.edu/handbook>
- h.** COUNCIL shall review the By-Laws every two years (during the spring term of an even year).

## **Section 3. Individual responsibilities of COUNCIL members**

- a.** COUNCIL members shall regularly attend the COUNCIL and UPBSA monthly meetings. Members shall be prepared to actively participate in each meeting by having read the agenda, minutes and any other relevant materials.
- b.** COUNCIL Staff Representatives shall be appointed by the Council President to at least one COUNCIL standing committee or community liaison.
- c.** COUNCIL members shall make every effort to attend UPBSA functions.
- d.** Any COUNCIL member who leaves the University or experiences a change in status within the University which may affect their UPBSA and/or COUNCIL membership status shall notify the Council promptly.

e. No member of COUNCIL shall serve as an official spokesperson for the organization unless specifically authorized by the COUNCIL President to do so. The President or their designee must approve all official announcements or comments.

f. All COUNCIL members shall behave in accordance with all provisions of these By-Laws and with the Code of Conduct for Members of the University of Pittsburgh at Bradford Staff Association Council.

g. COUNCIL members who fail to fulfill these responsibilities and expectations are subject to review by Council, which may, by unanimous vote (excluding the person concerned, if applicable), revoke the person's COUNCIL privileges.

#### **Section 4. Representation on Staff Association Council (SAC) in Oakland**

a. UPBSA is represented on the University of Pittsburgh Staff Association Council (in Oakland) with one voting seat. It is at the discretion of COUNCIL each year whether that seat shall be filled by one COUNCIL member only, or by rotating COUNCIL members throughout the year.

### **ARTICLE V: OFFICERS**

**Section 1.** The officers of the COUNCIL shall be the President, President-Elect, Immediate Past President, Recording/Corresponding Secretary, and Treasurer.

#### **Section 2. Terms of Office:**

a. President, President-Elect, and Past-President shall have a one-year term of service.

b. Secretary and Treasurer positions shall have a one-year term of service and shall not hold the same office for more than three consecutive years.

#### **Section 3. The duties of the President shall be:**

a. Coordinate the operation of UPBSA with the committee chairs, staff representatives, and Council in accordance with these By-Laws and Code of Conduct.

b. Preside at all UPBSA and COUNCIL meetings.

c. Serve as an advocate for the welfare of all UPBSA members.

d. Serve as the official spokesperson for COUNCIL.

e. Coordinate the scheduling of speakers for all COUNCIL and UPBSA meetings and assemblies.

f. Act as the contact person for the other regional campuses and Oakland as well as represent the campus at the annual Council of the Campuses.

- g.** Submit an annual report to the COUNCIL, UPBSA and the Pitt-Oakland SAC and the Pitt-Bradford President at the end of the year.
- h.** Hold an annual retreat for all of COUNCIL including committee members.
- i.** Chancellor's Award Representative at the award ceremony (when applicable).
- j.** Coordinate the scheduling of facilities for all regular COUNCIL and UPBSA meetings and assemblies.
- k.** Serve as a voting member of the Planning and Budgeting Committee of the University of Pittsburgh at Bradford.
- l.** Succeed to the office of Immediate Past President at the termination of the one-year term as President.
- m.** Notify all new Council members of job duties, as well as provide the bylaws with job duties listed.
- n.** Other duties as assigned by Council or Pitt-Bradford President

**Section 4. The duties of the President-Elect shall be:**

- a.** Serve as parliamentarian for COUNCIL and UPBSA meetings.
- b.** Assume the President's duties in their absence.
- c.** Assist committee chairs, providing advice and direction and monitoring committee participation and activities.
- d.** Succeed to the office of President at the conclusion of the one-year term as President-Elect.
- e.** Serve as a voting member of the Planning and Budgeting Committee of the University of Pittsburgh at Bradford.
- f.** Serve as a voting member of the President's Award for Staff Excellence Committee.

**Section 5. The duties of the Immediate Past President shall be:**

- a.** Serve as chairperson of the Elections Committee.
- b.** Serve on the Council, providing advice on relevant experiences and practices.
- c.** Serve as a member of the President's Award for Staff Excellence committee/

**Section 6. The duties of the Recording/Corresponding Secretary shall be:**

- a. Record and distribute assembly minutes to all staff prior to the next meeting via email; maintain current, accurate copies of all organizational documents, including membership lists; issue meeting notices and agendas; as directed by Council, issue notices of certain motions.
- b. Preserve consistency for all COUNCIL documents released to the University community regarding grammar, tone, and style, and ensure that all documents are routed appropriately.
- c. In the absence of both the President and the President-elect, assume both officers' duties.
- d. Post UPBSA minutes on the Staff Association shared drive.

**Section 7. The duties of the Treasurer shall be:**

- a. Maintain the UPBSA budget records. All deposits and receipts shall be prepared by the Treasurer, then shall be forwarded to the President for signature, and then returned to the Treasurer for posting and processing.
- b. Deliver budget status reports at all regularly scheduled Council and General Assembly meetings.
- c. In the absence of the Recording/Corresponding Secretary, perform that officer's duties.
- d. In the absence of the President-Elect, the Treasurer shall assume the Planning and Budget Committee seat as a representative of the COUNCIL.

**ARTICLE VI: STAFF REPRESENTATIVES and COMMUNITY LIAISON**

**Section 1.** For the purposes of organization and representation of the full membership, four staff representatives and one Community Liaison to COUNCIL shall be elected.

- a. Staff representatives and the Community Liaison to COUNCIL shall have a two-year term of service.

**Section 2.** Each representative shall serve as a liaison between COUNCIL and the rest of the general assembly for the exchange of information and concerns.

**Section 3.** Four of the COUNCIL Staff Representatives shall be appointed by the President to at least one COUNCIL standing committee, attend the committee meetings and participate in the committee's activities.

Section 4. The Community Liaison shall be elected to serve and will work with the Director of Leadership Development and Community Engagement to be sure that staff are aware of community service opportunities available.

## **ARTICLE VII: COMMITTEES**

### **Section 1: Standing Committees**

**a.** The following committees shall be considered permanent standing committees of the COUNCIL with a term of one year: Communications, Elections, Events, Professional Development and Staff Welfare.

**b.** Each standing committee shall consist of at least four staff members and an appointed staff representative, except the Elections Committee. Once the committee is formed, a chairperson will be chosen.

**c.** Each standing committee, except Elections (Past-President is chair), shall elect a chair, and announce at the summer retreat for Council.

**d.** Standing committees shall meet as necessary to accomplish business as assigned by COUNCIL. Standing committees are also encouraged to bring issues forward to COUNCIL.

**e.** Each committee chair shall submit written meeting reports to the COUNCIL President by the end of May each Fiscal Year which will be submitted to the President of the University in June.

**g.** Any member of the University community may be asked to serve as a non-voting member of a standing committee to provide expertise or satisfy other recognized committee needs.

**h.** Standing committees shall maintain open lines of communication with appropriate university offices and officials, and with comparable committees within the Bradford Campus Faculty Senate on policies and decisions affecting the health and welfare of staff.

**i.** Standing committees may appoint ad hoc committees, which may include members of UPBSA, as working groups to accomplish or address short-term projects. Any group so formed shall be given a specific charge and shall be abolished upon completion of that charge.

### **Section 2. The duties of the Communications Committee shall be:**

**a.** Assist Events Committee as requested with the promotion of Staff Association-sponsored events.

**b.** Disseminate information of general interest from UPBSA and COUNCIL meetings to the campus community in consultation with Council.

**c.** Identify story ideas about staff members and staff issues and, when appropriate and possible, and with the permission of the members involved, produce them for college publications, including social media.

- d. With the approval of Council, prepare and submit articles to the SAC in Oakland newsletter.

**Section 3. The Elections Committee shall be chaired by the Immediate Past President and shall have the following duties:**

- a. Secure an eligible slate of candidates per the university's Community Standards Policy.
- b. Initiate, publicize, conduct, and tally results for UPBSA elections.

**Section 4. The duties of the Events Committee shall be:**

- a. Promote goodwill among staff, faculty and students via university-wide events, as approved by COUNCIL.
- b. Coordinate welcoming activities in August of each year for all staff members new to the University since the previous welcoming activity.

**Section 5. The duties of the Staff Welfare Committee shall be:**

- a. Promote the health, safety and security of all members of the University community.
- b. Identify needs; monitor; make recommendations regarding the University's Affirmative Action/Equal Opportunity, Non-Discrimination, and Anti-Harassment Policy guidelines.
- c. Support staff members throughout the staff grievance procedure, providing guidance to ensure that due process is provided to all staff.
- d. Make recommendations regarding employee benefits and compensation scales.
- e. Will meet with the Manager of Human Resources or a representative as needed to obtain updates on policies, procedures, and general staff updates.

**Section 6. The duties of the Professional Development Committee shall be:**

- a. Promote the staff professional development of all members of the University community.
- b. Meet with the Director of Human Resources to ensure that staff has adequate training resources at the beginning of each fiscal year as necessary.

**Section 7. Ad-hoc Committee Appointments**

- a. COUNCIL may establish ad hoc committees to address topics that are beyond the scope of a single standing committee. Ad hoc committee chairs shall be members of the Council for the duration of the committee's existence. After an ad hoc committee has submitted its report and recommendations to COUNCIL, the committee shall be abolished.
- b. COUNCIL may establish working groups to address short-term projects. Any group formed shall elect its own chair, be given a specific charge, and shall be abolished upon completion of that charge.

**ARTICLE VIII: ELECTIONS**

**Section 1. Eligibility**

- a. All full-time and part-time regular employees are considered members of the Staff Association (UPBSA).
- b. All UPBSA Members shall be eligible to nominate and vote for regular elections.
- c. All UPBSA Members shall be eligible to be nominated for all elections.

**Section 2. Terms of Office**

- a. Officers elected through a regular election shall have a one-year term of service. No person shall hold the same office within Council for more than three consecutive years.
- b. Staff representatives to COUNCIL shall have a two-year term of service with staggered terms so that three representatives shall end concurrently, and the other two shall end concurrently.
- c. Standing Committee members shall have a one-year term of service.

**Section 3. Nominations**

- a. Nomination of candidates shall be requested of the UPBSA voting membership in March/April and the slate of candidates shall be presented at the UPBSA March/April meeting.
- b. Members may nominate themselves or another person. A member may not appear more than once on any ballot.

**c.** Members of the Elections Committee, including the chair, who are candidates during the election process shall not count or calculate election ballots.

**d.** For each nominee, the Elections Committee shall verify that the nominee is eligible for election, has received appropriate information about the duties and responsibilities of the position for which they have been nominated, has permission from their supervisor and has accepted the nomination.

#### **Section 4. Elections Procedures**

**a.** Elections shall take place during the first week of April.

**b.** If a candidate wishes to address the membership prior to an election, the elections committee will establish (or provide) a time.

**c.** Each voting member shall be provided a ballot listing every eligible nominated member along with his or her job title. Each voting member shall be able to vote for all UPBSA officers and all staff representatives to Council and the standing committees.

**d.** Elections shall be conducted by secret ballot using an approved method of voting that insures confidentiality, consistency and fairness including electronic voting, paper ballot, etc.

**e.** The Elections Committee shall tally the votes, complete any run-off elections and announce the results of the election no later than the third week of April. The total votes received by each candidate shall not be released.

**f.** Run-Off Elections: In case of a tie between the top two or more candidates for most votes for an office, another vote shall be conducted. Any other candidates for that office who received fewer votes shall be dropped from the second and subsequent elections. This shall continue until the tie is broken. In the case of a tie for committee membership, the tie would result in an additional member on the committee as opposed to a runoff.

**g.** Induction of officers shall take place at the June UPBSA meeting with an official July start date. New committees shall elect their committee chairs and set their first meeting date by the summer retreat.

#### **Section 5. Mid-Term Vacancies**

**a.** When a Council or Standing Committee member leaves UPBSA, the President shall appoint the member with the next highest votes who ran against the exiting member to serve the remainder of the position's term. If the vacant position cannot be filled in this manner, the President, with the approval of Council, shall call for a special election or shall appoint an eligible voting member to fill the vacancy for the remainder of the term. The exception shall be that the President-Elect may not be appointed.

**b.** If the President leaves, the Past-President will co-president with the President Elect for a maximum of 4 months or a minimum of until the special election is completed.

**c.** Special elections shall be completed within a maximum period of 2 months.

## **ARTICLE IX : CONDUCT OF BUSINESS**

### **Section 1. Meetings**

**a.** COUNCIL shall meet at least ten times each year, in the second week of the month. Staff members may participate in COUNCIL meetings by submitting a written request to Council in advance of the meeting. Meetings will follow Robert's Rules of Order, Newly Revised, unless otherwise agreed.

**b.** UPBSA assembly meetings shall occur during the fourth week of the month unless otherwise notified. UPBSA meetings shall follow Robert's Rules of Order, Newly Revised unless otherwise decided by COUNCIL.

### **Section 2. Quorum**

**a.** Fifty percent rounded up, plus one person of the elected COUNCIL members shall constitute a quorum at any COUNCIL meeting.

**b.** Ten percent of the voting members of UPBSA shall constitute a quorum for the transaction of business.

### **Section 3. Agenda**

The agenda for COUNCIL meetings shall be as follows:

**a.** Approval of previous meeting's minutes

**b.** Welcome New Staff Members

**c.** Treasurer's Report

**d.** President's Report

**e.** Committee/group/individual reports

**f.** Old Business

**g.** New Business

**h.** Announcements

**i.** Adjournment

## **ARTICLE X : AMENDMENTS**

**Section 1.** These By-Laws may be amended, repealed, or replaced in the following manner:

- a.** A proposal for a By-Laws change may be placed on the COUNCIL agenda by submission to Council for circulation to each Council member at least ten days prior to the regular COUNCIL monthly meeting;
- b.** By-Laws proposals endorsed by COUNCIL shall be presented by COUNCIL to UPBSA members at an Assembly meeting and must be approved by two-thirds of the voting membership present at the UPBSA meeting.

## **ARTICLE XI: DISSOLUTION AND PROHIBITED ACTIVITIES**

**Section 1.** On the dissolution of the Council or UPBSA, the elected members, will pay or make provision of all the liabilities of the organization. No part of the net earnings of the organization shall inure to the benefit of or be distributable to its members, officers, or other private persons except that the organization shall be authorized and empowered to make payments and distributions in furtherance of the purpose set forth in Article II (Purpose) of this document.

**Section 2.** UPBSA and COUNCIL, its members, its committees, and its chairpersons shall uphold the purpose of UPBSA by performing all duties specified in these By-Laws and in the Code of Conduct for Members of the University of Pittsburgh at Bradford Staff Association Council.