

The
By-Laws
of the
**Fraternal Order of Police, Ohio Labor
Council, Inc. Bargaining Unit**



Representing Members of the
**Youngstown State University
Police Department**

Adopted June 21, 2022 by Affirmative Vote of the Bargaining Unit

Table of Contents

Article 1 – Introduction	2
Article 2 – Resolution of Conflicting Language	2
Article 3 – Purpose	3
Article 4 – Membership	3
Article 5 – Conduct of Elections	3
Article 6 – Voting Procedures	3
Article 7 – Associate and Alternate	4
Article 8 – Representatives to University Committees	5
Article 9 – Collective Bargaining Agreement Voting	5
Article 10 – Amendments	6
Article 11 – Overtime Aggregate Roster Procedures	6
Appendix A – Modification History	7

Article 1
Introduction

These By-Laws govern the local bargaining unit of the Fraternal Order of Police, Ohio Labor Council, Inc. (FOP/OLC) representing members of the Youngstown State University Police Department.

Article 2
Resolution of Conflicting Language

2.1 – In case of conflict, the Fraternal Order of Police, Ohio Labor Council, Inc. Code of Regulations and Constitution and Fraternal Order of Police, Ohio Labor Council, Inc. Rules Manual will take precedence over these by-laws,

2.2 – In case of conflict, Ohio Revised Code, Ohio Administrative Code, or Code of Federal Regulations will take precedence over these by-laws.

2.3 – In case of conflict, the current collective bargaining agreement between the Fraternal Order of Police, Ohio Labor Council, Inc. and Youngstown State University will take precedence over these by-laws.

Article 3
Purpose

The local bargaining unit of the Fraternal Order of Police, Ohio Labor Council, Inc. representing members of the Youngstown State University Police Department is dedicated to the betterment of law enforcement personnel through representation of its members in collective bargaining and other labor relations matters. This organization shall:

1. Act as collective bargaining agent for members and member units.
2. Engage in collective bargaining, mediation, and arbitration, if necessary, for the purpose of improving wages, hours, and conditions of employment and advancing the rights and promoting the security of the members.
3. Unite, represent, defend, and promote the interest of all members.
4. Cooperate with other organizations interested in promoting the efficiency, professionalism and well-being of its members.

Article 4 Membership

Membership in the bargaining unit is governed by the Fraternal Order of Police, Ohio Labor Council, Inc. Code of Regulations and Constitution.

Article 5 Conduct of Elections

5.1 - Election of the bargaining committee is governed by the Fraternal Order of Police, Ohio Labor Council, Inc. Code of Regulations and Constitution. Election of the FOP/OLC Associate and FOP/OLC Alternate will also take place during this election. All bargaining unit members in good standing are able to hold office and vote in elections. An affirmative vote of 50% +1 of members voting is needed to elect.

5.2 - Within the time period prescribed in the Fraternal Order of Police, Ohio Labor Council, Inc. Code of Regulations and Constitution the FOP/OLC Associate will seek nominations for members of the bargaining committee, FOP/OLC Associate, and FOP/OLC Alternate. A separate vote will be taken for each position. Any bargaining unit member can nominate a candidate for any of the elected positions. Bargaining unit members cannot nominate themselves. Those nominated will accept or decline their nomination. The nomination period will be announced and open for 5 calendar days. Within 48 hours of the closing of the nomination period, voting will begin. The voting period will be 48 hours.

5.3 - The bargaining committee shall consist of one sergeant, one officer, one dispatcher, the FOP/OLC Associate (ex-officio), and the FOP/OLC alternate (ex-officio). The FOP/OLC Associate will serve as the chair.

Article 6 Voting Procedures

6.1 – The voting period shall be of sufficient duration to allow each member ample opportunity to vote.

6.2 - All voting will be by secret ballot. Official ballots shall be furnished by the FOP/OLC Associate to bargaining unit members and will be collected in a ballot box located in the dispatch center.

6.3 - At the conclusion of the voting period the current FOP/OLC Associate, the current FOP/OLC Alternate, and a bargaining unit member not holding/running for any office will open the ballot box and compile the votes. The results of the election will be posted on the Fraternal Order of Police board in the roll call room.

6.4 – Completed ballots will be kept for 7 days by the FOP/OLC Associate if any bargaining unit member wants to inspect them. At the end of the 7 days, the FOP/OLC Associate will destroy the ballots.

6.5 - In the event of a tie for an elected position, the winner will be decided by coin toss by a bargaining unit member not running for office with the current FOP/OLC Associate, the current FOP/OLC Alternate, and the candidates who have tied present.

6.6 – There shall be no mail or proxy voting.

6.7 – The bargaining unit may use any electronic voting system furnished by the FOP/OLC central office provided it meets the requirement of being a secret ballot.

Article 7 Associate and Alternate

7.1 - The FOP/OLC Associate will act as the day to day representative of the local bargaining unit, uphold the Fraternal Order of Police, Ohio Labor Council, Inc. Code of Regulations and Constitution and these by-laws, call meetings, administer elections, etc. They will also serve as a delegate at the annual Fraternal Order of Police, Ohio Labor Council, Inc. annual meeting.

Should the FOP/OLC Associate vacate the position for any reason the FOP/OLC Alternate will be elevated to FOP/OLC Associate and an election will be held for a new FOP/OLC Alternate in accordance with Articles 5 and 6.

The FOP/OLC Staff Representative assigned to the bargaining unit may relieve the FOP/OLC Associate of their duties should they be acting in a manner that is not in the best interest of the bargaining unit. At such time the FOP/OLC Alternate will be elevated to FOP/OLC Associate and an election will be held for a new FOP/OLC Alternate in accordance with Articles 5 and 6 or the FOP/OLC Staff Representative will appoint a new FOP/OLC Associate.

7.2 - The FOP/OLC Alternate will assist the FOP/OLC Associate in their duties and act as the FOP/OLC Associate in their absence. They will also serve as a delegate at the annual Fraternal Order of Police, Ohio Labor Council, Inc. annual meeting.

Should the FOP/OLC Alternate vacate the position for any reason an election will be held for a new FOP/OLC Alternate in accordance with Articles 5 and 6.

The FOP/OLC Staff Representative assigned to the bargaining unit may relieve the FOP/OLC Alternate of their duties should they be acting in a manner that is not in the best interest of the bargaining unit. At such time an election will be held for a new FOP/OLC Alternate in accordance with Article 5 or the FOP/OLC Staff Representative will appoint a new FOP/OLC Alternate.

Article 8 Representatives to University Committees

8.1 - When a representative from the bargaining unit is needed on a committee formed by the University in the collective bargaining agreement or otherwise, the FOP/OLC Associate will seek volunteers for such positions in accordance with the regulations of the committee.

8.2 - If more than one bargaining unit member volunteers for a committee position, an election will be held in accordance with Articles 5 and 6. If there are no volunteers, the FOP/OLC Associate and/or FOP/OLC Alternate will represent the bargaining unit on the committee.

8.3 – The FOP/OLC Associate or the FOP/OLC Staff Representative assigned to the bargaining unit may relieve the committee representative of their duties should they be acting in a manner that is not in the best interest of the bargaining unit.

8.4 – Should a committee representative position become open for any reason a new representative will be selected in accordance with Sections 1 and 2 of this article.

Article 9 Collective Bargaining Agreement Voting

9.1 - When a tentative agreement is reached by the bargaining committee through negotiations with the employer, the tentative agreement shall be taken to the membership for a ratification vote.

9.2 - The membership will be notified of the voting period 4 calendar days in advance at which time they will also be provided with a copy of the tentative agreement. The voting period will last 48 hours. An affirmative vote of 50% +1 of members voting is needed to ratify the tentative agreement.

9.3 - The bargaining committee will cast “yes” ballots on all ratification votes unless it is a “last, best, and final offer”. In that case, the bargaining committee can vote as they choose.

9.4 - The voting process will be done in accordance with voting procedures set forth in Article 6.

9.5 – The process in this article will also apply to Memorandums of Understanding, Letter of Interpretation, etc.

Article 10 Amendments

10.1 - Amendments can be proposed in writing by any bargaining unit member(s) to the FOP/OLC Associate. The FOP/OLC Associate shall then confer with the bargaining unit for any input on the proposed amendment.

10.2 - Once a final draft of the amendment is created, the FOP/OLC Associate will submit the proposed amendment(s) to the FOP/OLC assigned staff representative and assigned general counsel.

10.3 - Once approved, the amendment(s) will be brought before the bargaining unit for review 4 calendar days prior to the voting period. Voting will be open for 48 hours. An affirmative vote of 50% + 1 of the total members in the bargaining unit regardless of the number of members voting is required to pass any amendments to these by-laws. The voting process will be done in accordance with voting procedures set forth in Article 6.

Article 11 Overtime Aggregate Roster Procedures

11.1 - On the first Sunday of January, all bargaining unit members aggregate overtime roster total will reset to zero.

**Appendix A
Modification History**

Date	Modification
12/6/22	Addition of Article 11 Overtime Aggregate Roster Procedures and 11.1