

BY-LAWS

STATE EMPLOYEES BARGAINING AGENT COALITION

1. **NAME:** State Employees Bargaining Agent Coalition ("SEBAC" or the Coalition).
2. **PURPOSE:** The Coalition will act as a steering committee to:
 - (a) act as, or name, the coalition committee referred to in Connecticut Public Act 86-411, which committee will bargain with the State on issues concerning the State Employees Retirement System;
 - (b) carry out other related functions as needed, including, but not limited to, establishing bargaining positions and priorities for said negotiations, establishing a budget for the Coalition, determining any special assessments, authorizing the hiring of any staff, consultants, counsel, etc.
3. **MEMBERSHIP:** Each bargaining agent representing Connecticut state employees shall be a member of the Coalition. Each such agent shall be entitled to name one representative who shall be authorized to vote on behalf of that agent at meetings of the Coalition. Alternatively, two or more bargaining agents may elect to name the same representative, and shall thereby be considered a single unit relative to the Coalition for purposes of assessment and voting. A bargaining agent, or group of agents acting as a unit, may designate an alternate, standing or ad-hoc, who shall act as its representative if the regular representative is unable to attend a meeting. In addition, member bargaining agents may send non-voting participants to any meeting of the Coalition.
4. **FEES:** Each bargaining agent, or group of bargaining agents acting as a unit, shall be assessed a membership fee equal to that fraction of the agreed upon budget which is proportional to the following number: ten (10) times the number of state employee members represented up to 1000 members, plus nine (9) times the number represented from 1001 to 2000, plus eight (8) times the number represented from 2001 to 3000 members, etc., up to 9000 members, plus the number represented in excess of 9000 members. Membership fees shall be due monthly, at the beginning of the month.
5. **STANDING:** Only if a bargaining agent, or group of bargaining agents acting as a unit, has paid its appropriate fees will its representative be considered in good standing.
6. **BOTTOM-LINE ISSUES:** In any negotiations and/or discussions with the employer conducted under the authority of SEBAC, every bargaining unit in SEBAC with fewer than 3000 members is entitled to declare one issue as bottom-line; those with over 3000 may declare two issues. These issues shall be clearly stated. Bottom-line means that: (1) no settlement of this issue(s) can be

made without the assent of the authorized bargaining unit representative to SEBAC; or (2) the issue(s) must be submitted to binding arbitration by SEBAC.

7. **VOTING:** Any issue other than those identified in paragraph 6 above which comes before the Coalition shall be determined by consensus of the representatives present and in good standing. Failing consensus, or on request, any representative in good standing may call for a formal vote. The issue shall be clearly formulated as a motion, moved and seconded by representatives in good standing. Each representative in good standing shall cast the per capita vote of the organization of that representative. The motion must carry by a majority of the per capita votes cast on the issue. If a bargaining agent in good standing does not have a representative present at a meeting where a per capita vote is taken, that bargaining agent shall have three working days to register its vote.
8. **FINANCIAL RESPONSIBILITY:** SEBAC will be financially responsible for the negotiation process pertaining only to those issues which have been approved by the procedure detailed in Article 7.
9. **AMENDMENT:** These by-laws may be amended provided all member units have been given written notice of the proposed amendments at least thirty days prior to the meeting at which the proposed amendments are voted on. Amendment of Article 6 or of this provision of this Article shall require unanimous consent of all representatives in good standing; amendment of any other article shall follow the process of Article 7 and shall require a two-thirds majority.
10. **REOPENING AGREEMENTS:** The following provision applies to a decision to engage in discussions which might reasonably lead to modifications of one or more the terms of a SEBAC agreement during the term of the agreement.
 - (a) A vote to engage in the discussions shall require an 80% vote of all SEBAC voting unions in good standing with the votes being counted per capita, and not more than 20% of the SEBAC voting unions voting in opposition.
 - (b) Additionally, if discussions begin pursuant to 10(a), above, a vote to reach a tentative agreement shall require an 80% vote of all SEBAC voting unions in good standing with the votes being counted per capita, and not more than 20% of the SEBAC voting unions voting in opposition.
 - (c) Additionally, if a tentative agreement is reached pursuant to 10(b), above, finalizing that agreement shall require a 2/3rds vote of all SEBAC voting unions in good standing with the votes being counted per capita, and not more than 1/3 of the SEBAC voting unions voting in opposition.
 - (d) A Union in good standing which chooses to abstain or otherwise doesn't cast its votes under paragraphs (a)-(c) above shall not be counted in any way towards the percentage requirements in those paragraphs.

(e) Nothing in this section shall be considered a basis for interim bargaining or interest arbitration under Chapter 67 of the Statutes without the unanimous written consent of all SEBAC voting unions.

(f) The above paragraphs may not be amended or changed except by at least the vote required to undertake an action under the particular paragraph changed.

11. **EXPENDITURES OR ASSESSMENTS FOR OTHER THAN EXPERT WITNESSES, NEGOTIATORS, ACTUARIES, AND ARBITRATOR COSTS FOR PENSION AND HEALTH INSURANCE NEGOTIATIONS:** (a) 75% of the total per capita votes of bargaining agents in good standing shall be required for approval of expenditures or assessments for other than expert witnesses, negotiators, actuaries, and arbitrator costs for pension and health insurance negotiations.

(b) The above paragraph may not be amended or changed except by 75% of the total per capita votes of all SEBAC representatives in good standing.

As amended 9/11/2013 and Reviewed By Counsel