The Retiree Chapter of the Faculty and Staff Federation includes retirees from the Classified Employee, the Full-time Faculty and Part-time/Visiting Lecturer Bargaining Units. It holds a Retiree Lunch each semester during which retirees receive updates on their rights under their collective bargaining agreements, hear speakers of interest, and keep in touch with former colleagues.

Retiree Chapter Officers
Richard Keiser and Karen Schermerhorn, Co-Chairs

Planning Committee Members
Gail Chaskes, Ellie Cunningham, Rose LeVere, Noelia Rivera-Matos, Jim Ruffins, and Evan Seymour

For information, please write r2rkeiser@ccp.edu or r2kschermerhorn@ccp.edu
ARTICLE I
NAME
This organization shall be known as the Faculty and Staff Federation of Community College of Philadelphia, AFT 2026, Retiree Chapter.

ARTICLE II
AFFILIATION

Section 1. The Chapter shall serve as a constituent unit of the Faculty and Staff Federation of Community College of Philadelphia, AFT 2026, AFL-CIO.

Section 2. The Chapter shall take no action that is in conflict with the policies and decisions of the membership or the Executive Committee of the Faculty and Staff Federation of Community College of Philadelphia, AFT 2026, AFL-CIO.

Section 3. No provision of, or proposed amendment to, these Bylaws shall be in conflict with the constitution and/or bylaws of the Faculty and Staff Federation of Community College of Philadelphia, AFT 2026, AFL-CIO.

ARTICLE III
OBJECTIVES

The purpose of this organization shall be:

Section 1. To promote membership in the Chapter of eligible retirees, as defined in Article IV of these Bylaws.

Section 2. To formulate and support programs that will advance the best interests of Chapter members in matters such as pensions, annuities, Social Security, and health benefits.

Section 3. To improve the quality of life for both active and retired members of the Faculty and Staff Federation of the Community College of Philadelphia, AFT 2026, AFL-CIO.
Section 4. To promote the aims and objectives of the Faculty and Staff Federation of Community College of Philadelphia, AFT 2026, AFL-CIO, and its state and national affiliates in matters that pertain to both working members and retirees.

Section 5. To maintain the ties of professional unity between working and retired personnel.

Section 6. To provide opportunities for its members to socialize and a forum for exchanging information of interest and benefit to retired members, and for the expression of their views.

Section 7. To monitor legislation at both the state and national levels that may affect members and to keep its members informed of such legislation.

ARTICLE IV
MEMBERSHIP

Section 1. Retiree membership shall be open to all Community College of Philadelphia retired personnel who have held active membership in the Faculty and Staff Federation of Community College of Philadelphia, AFT 2026, AFL-CIO, prior to their retirement. Membership in the Chapter also may be offered to surviving beneficiaries of eligible retirees described above and to retired employees or their surviving beneficiaries who meet similar qualification criteria as prescribed by the Faculty and Staff Federation of Community College of Philadelphia, AFT 2026, AFL-CIO.

Section 2. The Executive Committee may, by majority vote, approve applications for membership from other individuals who wish to join the Chapter.

Section 3. Membership eligibility in the Chapter shall be determined without regard to sex, race, religious creed, color, national origin, sexual orientation, ancestry, age, or political affiliation.

Section 4. Retention of good membership standing in the Chapter shall be determined by the payment of yearly dues.

ARTICLE V
DUES AND CHAPTER FUNDS

Section 1. The amount of Chapter dues shall be established by the Representative Council of the Faculty and Staff Federation of Community College of Philadelphia, AFT 2026, AFL-CIO, upon the recommendation of the Chapter Executive Committee.

Section 2. The Chapter shall have the right to engage in other legitimate forms of fundraising, subject to the approval of the Faculty and Staff
Section 3. Retiree Chapter dues shall be deposited in the bank account of the FSFCCP, AFT 2026, and marked as Retiree Dues. Checks for expenditures from Retiree Dues shall be signed by the Treasurer of AFT Local 2026, as provided in the Constitution of FSFCCP, AFT Local 2026.

ARTICLE VI
ELECTION OF OFFICERS

Section 1. Officers shall be elected annually. The election of Retiree Officers shall take place within twenty-one (21) days prior to the last class meeting day of the Fall semester, as provided in the Constitution of the FSFCCP, Article XII., Section B. Terms of office shall be one year. The organization will elect the following officers:

a. Co-Chairs
b. Secretary
c. Assistant Secretary
d. A Planning Committee of six members

Section 2. The Elections Committee of the Faculty and Staff Federation, AFT 2026, AFL-CIO, shall conduct all general and special elections and referenda of the organization.

Section 3. Thirty (30) days prior to the date of the election, the Elections Committee shall notify all members of the opening of nominations for officers, the offices to be filled and of the date of the election.

Section 4. The nomination of candidates for office shall be conducted as follows:

a. To be nominated a candidate must submit to the Elections Committee a signed petition indicating their intent to be nominated.

b. Members nominated to run for office must affirmatively accept their nomination.

c. The Election Committee shall determine whether the nominations were timely and if the nominees are eligible for office.

Section 5. At least fifteen (15) days prior to the election, the Election Committee shall notify all members of the election date and the candidates for offices.
Section 6. The majority of the ballots cast shall determine the outcome of the election. Retiree Chapter elections shall be conducted online, as provided for in the Bylaws of the FSFCCP, AFT Local 2026.

Section 7. Challenges and objections to the election must be submitted in writing, with a statement of supporting reasons that includes specific facts as well as any documentation, to the Elections Committee within five (5) days of the count. The Elections Committee shall issue its written opinion regarding the objections no later than ten (10) days after receipt of such objections. The Elections Committee shall submit its report to the Representative Council of the Faculty and Staff Federation, AFT 2026, AFL-CIO.

Section 8. The election results will be published and distributed to the Membership via email as soon as the results are approved by the Representative Council. All elections materials, including the ballots, will be kept in a secure location for one (1) year.

Section 9. Officers shall take office immediately upon election.

Section 10. Removal of an Officer shall be by will of a majority of the members of his/her constituency as provided in the Constitution of the FSFCCP, AFT 2026. Such special election may be called by fifteen (15%) percent of the membership of the constituency represented.

Section 11. At the close of their term, outgoing officers shall deliver to their successors in office all books, papers, and other property of the Chapter that may be in their possession.

Section 12. If any elected office becomes vacant, the membership will choose a successor at its next meeting who shall hold office for the remainder of the unexpired term. The procedures for filling a vacancy shall otherwise follow the existing elections provisions set forth in this Article.

ARTICLE VII
DUTIES OF OFFICERS

Section 1. Duties of the Co-Chairs

a. Administer the affairs and execute the policies of the organization;

b. Preside at all meetings of the Chapter Executive Committee and general membership;

c. Represent the Chapter to outside groups;
d. Appoint members to all committees, serve as ex officio members of all committees and establish new committees as necessary;

e. Call regular and special meetings of the Executive Committee and the general membership;

f. Fulfill other duties as the office requires, and as are consistent with the bylaws and with the Chapter and the Faculty and Staff Federation’s constitution and bylaws.

g. The powers of the two Co-Chairs shall be shared and equal as defined by the Retiree Bylaws of the Federation.

Section 2. Duties of the Secretary and Assistant Secretary

a. Record and keep the minutes of all Executive Committee and general membership meetings;

b. Disseminate pertinent information to the general membership, including notification of meetings;

c. Preserve election records;

d. Be responsible for all correspondence;

e. Keep an official file of all Chapter matters;

f. Maintain up-to-date membership records.

g. Mail dues notices and collect dues.

ARTICLE VIII
EXECUTIVE COMMITTEE

Section 1. The Executive Committee shall consist of all elected officers of the Chapter. The immediate past Co-Chairs shall be ex officio members of the Executive Committee. The current Co-Presidents of the Faculty and Staff Federation shall be ex officio members of the Executive Committee.

Section 2. It shall be the duty of the Executive Committee to:

a. Conduct all business affairs of the Chapter between meetings;

b. Make policy recommendations for consideration by the general membership;
c. Plan the agenda for all Chapter meetings;

d. Approve all standing committees and special committees appointed by the president;

e. Propose to the Federation’s Executive Committee a list of expenses for the Retiree Chapter for the coming year.

f. Interpret the Chapter bylaws; and

g. Cooperate with the officers to improve retirement benefits for all members.

Section 3. The Executive Committee shall meet at least two times per year and at other times as deemed necessary. Special meetings of the Executive Committee may be called by the Co-Chairs or at the request of two members of the committee. A majority of the Executive Committee, including the Co-Chairs, shall constitute a quorum. No business shall be transacted in the absence of a quorum. No proxies shall be allowed.

ARTICLE IX
COMMITTEES

Section 1. Standing Committees

a. The administrative structure of the Chapter shall include the following standing committees:

1. Membership and Program
2. Legislative Action

b. The Chapter Co-Chairs shall nominate all committee members, who will elect their own chairs. All nominees must be approved by a majority of the Chapter Executive Committee.

Section 2. Standing Committee Responsibilities

a. The Membership and Program Committee shall be responsible for recruiting and retaining members. The committee shall work to create programs that will enhance the growth of Chapter membership within the approved budget.

b. The Legislative Action Committee shall be responsible for developing legislative goals and for submitting these in the form of resolutions to the Chapter. The committee also shall serve as liaison between Chapter members and the Faculty and Staff Federation in legislative matters.

Section 3. The Executive Committee or the Chapter membership may authorize special committees when deemed necessary to carry out the
work of the Chapter. The Co-Chairs may initiate the formation of special committees with approval of the Executive Committee or the Chapter membership.

Section 4. The Co-Chairs of the Chapter shall be ex officio members of all committees.

ARTICLE X
MEETINGS

Section 1. The Chapter shall hold at least two meetings each year. The agenda for the first meeting of the academic year shall include reports from each standing committee and adoption of a program for the ensuing year.

Section 2. Additional meetings may be called by the Co-chairs with the approval of the Executive Committee; by approval of the membership at an official meeting or upon petition of 20 percent or more of the members in good standing in the Chapter. Payment or reimbursement for additional expenses related to special meetings requires prior approval by the Co-Presidents of the Faculty and Staff Federation before holding such meetings.

Section 3. A quorum at a Chapter meeting shall consist of at least ten (10) members in good standing or 10 percent of the total membership, whichever is greater, and shall include at least two (2) officers. No official business shall be transacted in the absence of a quorum.

Section 4. The Co-Presidents of the Faculty and Staff Federation of Community College of Philadelphia, AFT 2026, AFL-CIO, shall be ex officio members of the Chapter.

ARTICLE XI
PARLIAMENTARY AUTHORITY

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Chapter in all cases to which they are applicable and in which they are not in conflict with the Chapter bylaws.

ARTICLE XII
AMENDMENTS TO BYLAWS

Section 1. Amendments to these bylaws may be proposed by a majority of the Executive Committee, or no fewer than 10 percent of the active members.

Section 2. A proposed amendment must be submitted in writing to the Executive Committee at least 30 days before the amendment vote and to the general membership at least 15 days before the amendment vote.
Section 3. A proposed amendment to these bylaws shall be considered at the next regularly scheduled business meeting following notice to the general membership.

Section 4. Approval of amendments requires a two-thirds vote of the members in a duly constituted quorum, and is subject to approval by the Representative Council of the Faculty and Staff Federation as provided for in the Constitution of the Faculty and Staff Federation, AFT 2026, AFL-CIO.