

C #17

**Subject: ARTICLE X ETHICS COMMITTEE**

**Submitted by: Peter Brunette, Chair, Ethics Committee**

**Category: Constitutional Amendment**

**Whereas** changes to the charge and trial/dispute resolution process have been proposed which provide for a larger role for the Dispute Resolutions and Ethics Committees.

**Whereas** the proposed language would grant additional authority to said committees in resolving disputes between members.

**Therefore, be it resolved** that Article X be amended as follows to grant the Ethics committee the authority to review the formal charges of charge and trial proceedings, and to make determinations pertaining to the nature of the claim, and to better define the Dispute Resolutions Committee's role pertaining to pre-charge and trial proceedings.

### **Proposed New Language**

#### **ARTICLE X**

(13) Ethics Committee: The Committee shall accept proposals for changes to the Code of Ethics from any member. The Committee shall review the Code and make proposals for amendments to the Board of Directors as necessary. The Committee shall enter advisory opinions on questions of ethics and will provide guidance to members of the Association. The Committee shall propose policies for use by the Board of Directors which will further define the scope of the Code of Ethics. No opinion concerning a violation of the Code of Ethics shall be rendered until all administrative and civil remedies in any applicable personnel action have been exhausted. **In accordance with Article XV, the Committee shall review formal charges, determine if the charges meet the requirements for a Trial Board hearing, and address the charges in accordance with that Article.**

(19) Dispute Resolution Committee: The purpose of the Dispute Resolution Committee is to provide an alternative process for resolving disagreements and/or conflicts, and to create goodwill amongst members. The committee will be available to review and/or identify potential concerns reported by one or more employees represented by the SEA. The committee may assist an inquiring party with low-level resolutions. The committee may advise an inquiring party of his/her rights and/or resources available through SEA or other entities. The committee does not have the authority to take, nor recommend punitive action. The committee serves in an advisory capacity only, offering advice or opinion regarding **member disputes**, organizational policy, practices, and governing guidelines. Dispute **Except as required by Article XV, dispute** resolution is a voluntary and informal process. It is not an arbitration process.

#### **RECOMMENDATION – Ought to pass if preceding amendment 16 passes.**

\_\_\_\_\_ moved that the Amendment be:  
[ ] Passed [ ] Defeated [ ] Tabled until

Comments

Comments \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_