

M. AFFILIATION

1. Minimum Standards

- a. A local shall meet the NEA Bylaw 8-7 “Standards for Local Affiliates.”
- b. A local shall have officers who are minimally authorized:
 - i. To represent the organization in all matters; to carry out the fiduciary responsibilities of the local, including but not limited to dues collection and transmittal; and,
 - ii. To implement procedures for the enforcement of the contract and the Duty of Fair Representation.
- c. A local shall have a constitution and bylaws, which govern its operation.
- d. A local shall have a valid contract in place or the bargaining of an initial contract is in progress.
- e. A local shall have an adopted membership plan to achieve and maintain at least 75% membership of the bargaining unit.
- f. A local shall maintain membership of at least 30% of the bargaining unit. Any local below this threshold will be afforded additional assistance to create a plan to increase membership and build capacity.
- ~~g.~~ A local shall adopt an annual balanced budget prior to the start of each fiscal year. The budget shall be sent to NEA-Alaska within 30 days of adoption, or upon request.
- h. A local shall ensure that its officers adhere to fiduciary responsibilities, and that adequate internal controls are in place.
- i. A local shall have an annual audit or annual internal financial review.

2. Compliance with Minimum Standards

- a. Where concerns are raised about a local’s compliance with these minimum standards, the Board of Directors will investigate and may request information from the local that confirms compliance. The local is required to provide the information within the timelines established by the Board of Directors.
- b. If the Board of Directors determines that the local would benefit from additional support but that the concerns do not currently rise to a level to warrant potential censure, suspension or disaffiliation, NEA-Alaska will work with the local to provide support.
- c. If the Board of Directors determines that the local is not meeting the minimum standards of affiliation, the Board may exercise its authority under Article XI, Section 4 of the NEA-Alaska Articles of Incorporation to censure, suspend, or disaffiliate a local, providing the required due process.

3. Due Process

- a. Where the Board of Directors has determined that a local does not meet these standards, the local shall be notified in writing of the specific standards that have not been met, and a date at which a hearing will be held by a tribunal designated by the Board of Directors. The hearing notice will also specify the procedural rules governing the hearing, including the right to present witnesses, cross-examine witnesses, and present argument.
- b. The hearing may result in the local being censured, suspended or disaffiliated. The decision of the tribunal shall be provided in writing. The local shall have the right to appeal an adverse decision to the full Board of Directors, whose decision shall be final, subject to any rights to appeal to NEA.