



PENNSYLVANIA STATE CORRECTIONS OFFICERS ASSOCIATION

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... *Patrolling the Toughest Blocks in the State* ...

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LOCAL OFFICER POLICY

Whereas The Executive Board attains all sovereign powers of the membership under the constitution in Article IV section 2. All powers of the membership, when not in general session, shall pass to and vest in the Association Executive Board.

And the Executive Board is now in session

The Executive Board hereby declares and adopts the Local Officer Policy

This policy has been designed to address Local Officials who are elected or appointed at the Local level and, for whatever reason when he or she conduct themselves in a manner that does not promote the Union in a positive way or who does not conduct themselves in a positive and professional manner.

A Local Officer is the first step in the Union team and as such is expected to conduct themselves in a manner higher than that of an average member. As a Local Officer you are required to perform certain duties and conduct yourself in a manner that is a credit to the Local and the Union as a whole.

This policy gives the State President or State Vice Presidents the authority to address Local Officials who discredit this Union. If for any reason the allegedly discrediting members feel that he or she has been unjustly prosecuted they will have a right to appeal their case to the State Executive Board.

All appeals will be made in writing to the State Secretary who will have three (3) days to mail such appeal to the Executive Board. The Executive Board will have ten (10) days to investigate the issue and respond to the State Secretary. The State Secretary will have five (5) working days to get such decision to the individual and State President. After three (3) times of being suspended from State functions this will qualify the member to be removed from the Local office. If removed the

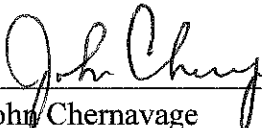
member may request a hearing in front of the Judiciary Committee. The Committee's decision may be appealed in writing to State Executive Board which will issue the final ruling.

Any member who is removed or resigns their position is disqualified to run in the next election cycle.

Furthermore any member who returns to the Bargaining Unit after a qualifying break of service absence under Article 27 of the Collective Bargaining Agreement shall not be eligible to a Union position Local or statewide until the following conditions have been met, all back dues have been paid; one calendar year has passed since signing their Union card.

Members who feel that they have been unjustly barred from holding a Union elected position due to their separation of service may appeal such ruling to the Executive Board.

This policy is effective on this 24 day of JANUARY, 2012



John Chernavage
Secretary/Treasurer