



The Constitution and Bylaws is the governing document of UAOSU. It determines things like: membership and dues; structure of the organization; elected and appointed roles and responsibilities; elections procedures; bargaining and ratification processes; schedule of meetings; and how to amend the Constitution and Bylaws document.

Over the course of nine months, a group of UAOSU members participated in a Constitution and Bylaws Committee that reviewed the constitutions of comparable locals and compiled specific articles that apply to UAOSU. The following is a summary of the document that they have put together, which will serve as UAOSU's Constitution and Bylaws.

Note that in addition to the Constitution and Bylaws Committees, an Interim Finance Committee met to learn about the fundamentals of how the finances of UAOSU will function moving forward, consider how revenue and expenditures will need to look to build and maintain an effective and vibrant union, and developed a recommended dues rate for our local that is included in this Constitution for members to approve.

Please find a summary of the Constitution and Bylaws below. Note that this summary does not include every Article, rather the ones that are most relevant to the operation of this local.

#### Preamble, Name, and Objectives

- Empowers OSU faculty to organize, encourages participation in union activities by all members
- Advocates for the value of higher education, to improve the climate for students and higher education employees, and to support the delivery of quality education
- Strives to preserve affordable public education for students
- Advocates for economic, social, and political well-being of OSU teaching and research faculty

#### Membership

- Defines all employees listed in the certification by the Employment Relations Board of the State of Oregon as eligible for membership
- Protects eligible members from being denied membership due to any individual or group characteristics, including (but not limited to) their race, color, religion, age, sex, gender identity, or disability
- Defines a member in good standing as a bargaining unit member who has been actively employed by OSU, has signed a membership card, and is regularly paying dues

## Dues

- Sets dues at 1.33% of salary, and requires them to be posted and announced publicly
  - Dues are how we all kick in a little and pool our resources to have an effective, sustainable, and vibrant union. Dues pay for things like collective bargaining campaigns, staff members, contract enforcement, communications to members, and basic office expenses. Some of our dues go to maintain our affiliation with the American Federation of Teachers (AFT) OR and The American Association of University Professors (AAUP) OR which advocate for education legislation in Salem and provide for a legal fund, and to our affiliation to both AFT and AAUP National to help support new unions organizing at other institutions, advocacy of higher education policy at the national level, etc. AFT and AAUP members across the country allocated some of their dues to help us organize our union at OSU--now we get to pay it forward! AFT is a member of AFL-CIO which works to advance labor rights across the country.
- Allows the union to receive contributions from any donor

## Affiliations

- Formally affiliates this local with the AFT, AFL-CIO; the AAUP; AFT Oregon; AAUP, Oregon; and Oregon AFL-CIO

## Election and Duties of Officers

- States that elections must be conducted in accordance with the AFT and AAUP constitutions
- States that there shall be 4 officers representing general union membership: President, Executive Vice President, Secretary, and Treasurer. There shall also be elected officers representing specific constituencies: Vice President for Tenure-Track Faculty Affairs, Vice President for Non-Tenure-Track Instructional Faculty Affairs, Vice President for Non-Tenure-Track Research Faculty Affairs, and 2 Vice Presidents for Faculty at Non-Corvallis Locations
- Establishes 3 committee chairs, one for each of the following committees: Contract Administration Committee; Membership Committee; and Diversity, Equity, and Inclusion
- Establishes 2-year terms with elections occurring in March such that elected members shall begin their term in May
- States that candidates for these elected positions will be nominated, and the elections committee shall decide whether to conduct elections by mail, or electronically
- Elaborates on details specific to the duties of each elected position

## Committee Responsibilities

- Establishes the regular, standing committees as the: Finance Committee, Diversity and Equity Committee, Grievance and Contract Administration Committee, Organizing and Membership Committee, and Communications Committees

- Expands upon the duties of these committees and states how the Elections Committee shall operate slightly differently than these general standing committees given the time-sensitive nature of their work

#### Executive Council

- States that this body shall consist of the officers and the chairpersons of the Grievance and Contract Administration Committee, and the Organizing and Membership Committee
- Establishes its purpose is to employ union staff, and to enforce the Constitution and Bylaws of the union

#### Election and Duties of Representative Assembly Members

- Establishes the same election timeline as that of elected officers
- Expands upon how many faculty members a representative may represent
- States that representatives must attend all regular and special meetings of the Representative Assembly and all meetings of the general membership, serve as departmental stewards, and process grievances, amongst other duties

#### The Negotiating Team and Collective Bargaining and Contract Ratification

- States that the Executive Council will appoint a Negotiating Team responsible for negotiating the contract
- Outlines process for the Negotiating Team to draft contract proposals and working with committees to further develop them

#### Membership Meetings

- States that there shall be three regular membership meetings each academic year
- Allows for special membership meetings to be called by the Representative Assembly or a petition of 10% of the members