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PREAMBLE

We, the members of United Academics of Oregon State University, believe that an empowered faculty enhances the learning environment for our students, creates stronger partnerships with our communities, and helps build a better OSU for current and future generations.

Through our union, we have the power to shape the future of higher education—raising our collective voice to protect and advance the mission of public education, preserve and enhance the quality of teaching and research at OSU, and strengthen the role of faculty in governing our University.

It is essential that faculty—tenure track and non-tenure track, researchers and teachers—be informed and meaningfully involved in University governance. To promote increased and impactful faculty participation in planning, decision-making, and policymaking at OSU, we hereby establish ourselves as the United Academics of Oregon State University.

Our union is governed by its members. We strive to fairly and equally represent faculty in all matters pertaining to employment and professional relations, pursuant to Oregon State Law. This constitution is designed to help us do so. It includes bylaws for democratically changing the constitution if and when the majority of members deem it necessary for better fulfilling our mission. In this way, it is a living document.

**ARTICLE I
NAME**

Section 1.
This union shall be known as United Academics of Oregon State University, AAUP/AFT Local #####, AFL-CIO.

**ARTICLE II
OBJECTIVES**

The purpose of this union shall be:

Section 1.
To secure full trade union rights, including the rights to exclusive recognition and collective bargaining for all employees who are eligible for membership.

Section 2.
To promote the interests of higher education and research, to advance the standards and welfare of the profession.

- 1
2 Section 3.
3 To defend and promote the principles of shared governance in higher education
4
5 Section 4.
6 To advance the economic, social, and political well-being of the membership.
7
8 Section 5.
9 To encourage mutual understanding and cooperation among the membership.
10
11 Section 6.
12 To preserve affordable public education for students.
13
14 Section 7.
15 To advocate for the value of higher education, to improve the climate for students and higher
16 education employees, and to support the delivery of quality education.
17
18 Section 8.
19 To promote democracy, equality, and labor rights in society at large.
20

21 **ARTICLE III**
22 **MEMBERSHIP**

- 23 Section 1.
24 All classifications of employees listed in the certification issued by the Employment Relations
25 Board of the State of Oregon in Case No. RC-006-18, or as modified through the collective
26 bargaining process, are eligible for membership in this union.
27
28 Section 2.
29 No person shall be denied membership, nor shall this union ever discriminate against individual
30 members or applicants for membership on the basis of political beliefs; individual or group
31 identity characteristics, such as race, color, religion, national or ethnic origin, age, sex, sexual
32 orientation, gender identity or expression; marital or civil union status; or disability.
33
34 Section 3.
35 A member in good standing is defined as a bargaining unit member who has been actively
36 employed by the university in a bargaining unit position at any time during the last twelve
37 months, has signed a union membership card, and pays regular membership dues while
38 employed by the university.
39 a. Members in good standing have voting rights as described in the relevant section(s)
40 below. The term “member” is used throughout this document, except in Article VIII, to
41 mean a member in good standing.

- 1 b. A member who is or was more than 30 days delinquent in dues payment while they
2 were employed shall be considered to be a member in bad standing, and shall be
3 promptly notified of such status. A member shall be removed from membership in this
4 union, with notice, following three months of dues nonpayment during a period in
5 which they were employed, unless a plan to pay back dues is made and approved by
6 both the Executive Council and the member.
7

8 **ARTICLE IV**
9 **ELECTION OF OFFICERS**

10
11 Section 1.

12 Elections shall be conducted in accordance with the AFT and AAUP constitutions and the
13 standards set out by the Labor-Management Reporting and Disclosure Act (LMRDA).
14

15 Section 2:

16 Officers shall be elected in March, shall assume their position in May, and shall serve a term of
17 two years. Half of the officer positions (President, Secretary, VP for Tenure-Track Faculty
18 Affairs, VP for Non-Tenure-Track Research Faculty Affairs, VP for Faculty at Non Corvallis
19 Locations – Position #2, and Chair of the Organizing and Membership Committee) shall be
20 elected in odd years and half (Executive Vice President, Treasurer, VP for Non-Tenure-Track
21 Instructional Faculty Affairs, VP for Faculty at Non-Corvallis Locations – Position #1, Chair of the
22 Grievance and Contract Administration Committee, and Chair of the Diversity, Equity and
23 Inclusion) in even years.

- 24 a. For the first election cycle, the union will elect a full slate of officers within eight (8)
25 weeks of ratifying its constitution, excepting dates between June and September. In the
26 period between the ratification of the constitution, and the first election of officers, the
27 Organizing Committee will continue to serve as the interim decision-making body for
28 the organization. Those officers whose positions are up for the next election cycle will
29 serve a term shorter than the standard two (2) years.
30

31 Section 3:

32 The union will elect the following officers representing the general union membership:

- 33 a. President
34 b. Executive Vice President
35 c. Secretary
36 d. Treasurer

37 In addition, the union will elect the following officers representing specific constituencies:

- 38 e. Vice President for Tenure-Track Faculty Affairs
39 f. Vice President for Non-Tenure-Track Instructional Faculty Affairs
40 g. Vice President for Non-Tenure-Track Research Faculty Affairs
41 h. Vice President for Faculty at Non-Corvallis Locations (Position #1)

- 1 i. Vice President for Faculty at Non-Corvallis locations (Position #2)

2
3 Section 4.

4 The union will elect the following committee chairs:

- 5 a. Chair of the Grievance and Contract Administration Committee
6 b. Chair of the Organizing and Membership Committee
7 c. Chair of Diversity, Equity and Inclusion

8
9 Section 5:

10 Eligibility for Office

- 11 a. To be eligible for office a person must be a member in good standing of the union for a
12 period of six months prior to the date of the election.
13 b. To be eligible for office as a Vice President for a constituency (e.g., Vice President for
14 Tenure-Track Faculty Affairs), a person must meet all other qualifications for office
15 under this article and must be employed in the constituency area for which they are
16 seeking office as Vice President.

17
18 Section 6.

19 The elections committee shall conduct all general and special elections and referenda of the
20 union.

- 21 a. The elections committee shall consist of five members in good standing selected by the
22 representative assembly at its first meeting of the year (operating year determined by
23 the Executive Council).
24 b. Any member of the elections committee nominated for or seeking office must vacate
25 their position on the elections committee and will be replaced by a member nominated
26 by the president and approved by the Executive Council.

27
28 Section 7.

29 Nominations

- 30 a. Sixty (60) calendar days prior to the date of the election, the elections committee shall
31 notify all members of the opening of nominations for officers, the offices to be filled, the
32 necessary qualifications for nomination and election to such offices, and the date of the
33 election. Notification shall be sent the members' last known contact information.
34 b. To be nominated for all offices other than vice president for a constituency, a candidate
35 or other nominating member must submit to the elections committee a petition
36 containing the signatures of twenty (20) members. Said petitions must be submitted no
37 later than thirty (30) calendar days following the notice of the opening of nominations.
38 c. To be nominated as a candidate for the office of vice president for a constituency, a
39 candidate or other nominating member must submit to the elections committee a
40 petition containing the signatures of twenty (20) members from the constituency area
41 for the vice-presidential office the candidate is seeking. Said petitions must be

1 submitted no later than thirty (30) calendar days following the notice of the opening of
2 nominations.

3 d. Members nominated to run for office must affirmatively accept their nomination no
4 later than twenty-four (24) hours following the close of nominations in order to be
5 placed on the ballot.

6 e. The elections committee shall determine whether the nominations were timely and
7 whether the nominees are eligible for office.

8

9 Section 8.

10 At least twenty (20) days prior to the last day of the election, the elections committee shall
11 notify all members of the election date(s) and the candidates for office by sending notice to the
12 members' last known contact information.

13

14 Section 9.

15 The elections committee shall solicit a candidate statement from all candidates and post the
16 statements to the union website.

17

18 Section 10.

19 Candidates for the office of vice president of a constituency shall be elected by the membership
20 from the constituency area in which they serve. No member may cast a vote for a vice
21 presidential candidate from a constituency area to which they do not belong.

22

23 Section 11.

24 a. The elections committee shall decide whether to conduct elections by mail, or
25 electronically. Ballots shall be sent in such a manner as to ensure the secrecy and
26 security of the ballot.

27 b. Ballots shall be tabulated by the elections committee.

28 c. Elections will be conducted using a conventional preference vote system when there are
29 two or fewer candidates for a given office.

30 d. In cases where more than two candidates are running for a given office, elections will be
31 conducted using an "approval voting" system in which members have the opportunity
32 to vote for all the candidates they approve of (one or more), and the candidate with the
33 most votes (the most approval) will win.

34 e. If there is only one candidate standing for a position, at least 50% of the votes cast must
35 "approve" of that candidate for them to win; in the event that at least 50% of the votes
36 cast are not to approve the candidate, the election will be declared void. If another
37 nominee can be found from that unit, then another election will be held. If no other
38 nominee from that unit can be found to stand for election, that unit will remain
39 unrepresented until the next election.

40 f. In the event of a tie, the elections committee shall flip a coin in the presence of the
41 candidates to determine the winner.

1
2 Section 12.
3 Challenges and objections to the election must be submitted in writing, with a statement of
4 supporting facts and documentation, to the elections committee within five (5) days of the
5 count. The elections committee shall issue a written opinion regarding the challenge or
6 objection no later than ten (10) days after receipt.

7
8 Section 13.
9 The election results will be published on the union website and distributed to the union
10 membership within ten (10) days of the ballot tabulation. All election materials, including the
11 ballots and/or electronic tabulation, will be kept in a secure location for one (1) year.

12
13 Section 14.
14 Successful candidates shall assume office within thirty (30) days of the conclusion of the
15 election.

16
17 Section 15.
18 With the exception of the President, or in case of a recall, the Executive Council will have the
19 power to fill vacancies in its membership or in the Representative Assembly until the next
20 general election.

21
22 Section 16.
23 A physical petition signed by thirty percent (30%) of the membership and alleging constitutional
24 violations, fiduciary breaches, or acts clearly detrimental to the union, shall be sufficient to
25 require the Executive Council to vote on whether to conduct a recall election of the officer
26 identified in the petition. The officer subject to recall and any Executive Council member signing
27 the petition shall not vote, and shall not be present during the vote, on the question of a recall
28 election. If a majority of the Executive Council approves a recall election, the Elections
29 Committee shall supervise the recall election.

30
31 **ARTICLE V**
32 **DUTIES OF OFFICERS**

33
34 Section 1.
35 The President shall:
36 a. Assume executive responsibility for all UA activities and shall represent the union before
37 the public or appropriate bodies;
38 b. Carry out the policies and decisions of the Executive Council;
39 c. Act as chairperson of UA membership meetings;
40 d. Be a non-voting *ex-officio* member of all committees;
41 e. Be the official spokesperson for UA, and shall sign all necessary papers and documents;

- 1 f. Be authorized to sign checks and payments of the union and shall monitor and approve
- 2 with the Treasurer all financial matters;
- 3 g. Represent the union and participate in external union activity whenever possible;
- 4 h. If elected, be the chief/ranking delegate to the AFT's convention, the AAUP's annual
- 5 meeting, the AAUP Collective Bargaining Congress business meeting, the Oregon
- 6 Conference of AAUP, and the state convention of AFT-Oregon whenever possible;
- 7 i. Work on building the union among all members of the bargaining unit;
- 8 j. Oversee monthly updates for the membership and make a report to the membership at
- 9 least once each year summarizing the accomplishments of the UA and outlining plans
- 10 for the next year;
- 11 k. With the approval of the Executive Council, appoint Executive Council members in the
- 12 case of a vacancy according to the terms of Article IV, Section 14 of this Constitution;
- 13 and
- 14 l. Be able to delegate the responsibilities of the office except where otherwise specified
- 15 by the Constitution.
- 16

17 Section 2.

18 The Executive Vice President shall:

- 19 a. Assume the duties of the President in the event of the absence, illness, or death of the
- 20 President;
- 21 b. Be responsible for the coordination of activities for collective bargaining and shall serve,
- 22 *ex-officio*;
- 23 c. Serve on the Grievance and Contract Administration committee;
- 24 d. Serve on the Communications committee;
- 25 e. Serve *ex-officio* on any other standing or ad-hoc committees concerned with contract
- 26 negotiations, such as committees on salaries, workloads, and other matters subject to
- 27 contract negotiation;
- 28 f. Co-sign financial instruments in the absence of the President or Treasurer; and
- 29 g. Perform other duties as delegated by the President or assigned by the Executive Council.
- 30

31 Section 3.

32 The Secretary shall:

- 33 a. Serve as chair of the Communications Committee;
- 34 b. Be responsible for communication programs of the local including regular and periodic
- 35 publications to members;
- 36 c. Be responsible for communicating news of the union to the community, including public
- 37 relations activities;
- 38 d. Maintain the non-financial files and records of the union;
- 39 e. Be the custodian of the seal and charter of the union;
- 40 f. Record and keep accurate minutes of meetings of the membership, the Executive
- 41 Council, and the Representative Assembly;

- 1 g. Assist the President in handling the correspondence of the union;
- 2 h. Perform duties of the office as required by the LMRDA; and
- 3 i. Perform other duties as delegated by the President, or assigned by the Executive
- 4 Council.

5

6 Section 4.

7 The Treasurer shall:

- 8 a. Receive, record, and deposit all dues monies and other income in the name of the
- 9 union;
- 10 b. Maintain accurate membership records;
- 11 c. Issue membership cards and notices of delinquency;
- 12 d. Be one of the responsible financial officers of the union and be authorized to co-sign
- 13 financial instruments and make regular and usual disbursements of funds;
- 14 e. Maintain all financial records of the union;
- 15 f. Arrange for an independent audit or review of the finances of the union annually and
- 16 make same available to the Executive Council, Representative Assembly, and
- 17 membership;
- 18 g. Transmit per-capita payments on a regular basis to the Secretary-Treasurer of the
- 19 American Federation of Teachers, Secretary-Treasurer of the AAUP, and similar officers
- 20 of all other bodies with which the union is affiliated;
- 21 h. Oversee the work of, and receive reports from, the Finance Committee;
- 22 i. Perform duties of the office as required by the LMRDA and the guidelines developed by
- 23 the AFT and AAUP; and
- 24 j. Perform other duties as delegated by the President or assigned by the Executive Council.

25

26 Section 5.

27 Candidates for the office of Vice President for TTF Affairs, NTTF-Instructional Affairs, and NTTF-
28 Research Affairs shall be elected by the membership from the constituency area in which they
29 serve. No member may cast a vote for a vice presidential candidate from another constituency
30 area. Each Vice President shall serve their own constituency area and the general interest of the
31 union as follows:

- 32 a. The Vice President for Tenure Track Faculty Affairs shall:
 - 33 i. Represent all tenure track faculty who are members of the union; and
 - 34 ii. Perform other duties as delegated by the President or assigned by the Executive
 - 35 Council.
- 36 b. The Vice President for Non-Tenure Track Instructional Faculty Affairs shall:
 - 37 i. Represent all non-tenure track faculty whose primary terms of employment are
 - 38 instruction-oriented and who are members of the union; and
 - 39 ii. Perform other duties as delegated by the President or assigned by the Executive
 - 40 Council.
- 41 c. The Vice President for Non-Tenure Track Research Faculty Affairs shall:

- 1 i. Represent all research and non-tenure track research faculty whose primary
- 2 terms of employment are research-oriented and who are also members of the
- 3 union; and
- 4 ii. Perform other duties as delegated by the President or assigned by the Executive
- 5 Council.
- 6 d. All officers shall serve as members of the Executive Council.
- 7

8 Section 6.

9 Candidates for the two Vice Presidents for Faculty at Non-Corvallis Locations shall be elected by
10 the membership whose majority appointment is at a campus, facility, or office not located in
11 Corvallis. No Corvallis-based faculty may cast a vote for this position. Each Vice President shall
12 serve the interest of the union as follows:

- 13 a. Represent all faculty whose majority appointment is at a campus, facility, or office not
- 14 located in Corvallis and who are also members of the union; and
- 15 b. Perform other duties as delegated by the President or assigned by the Executive Council.
- 16

17 **ARTICLE VI**
18 **EXECUTIVE COUNCIL**
19

20 Section 1.

21 The Executive Council shall meet at least monthly, or at the call of the President, or at the call
22 of four (4) or more of its members, or at the call of the Representative Assembly, for the
23 purpose of initiating, overseeing, or revising the program of the union and to conduct other
24 business of the union that is within its authority. All members of the Executive Council must be
25 notified of the date, time, and location of each Executive Council meeting. A quorum for the
26 Executive Council shall be one-half of its members.

27

28 Section 2.

29 The Executive Council shall consist of the officers and the chairpersons of the Grievance and
30 Contract Administration Committee, and the Organizing and Membership Committee.

31

32 Section 3.

33 The Executive Council shall prepare and present for approval to the Representative Assembly
34 an annual budget in the month prior to the beginning of the fiscal year, which shall be July 1.

35

36 Section 4.

37 The Executive Council shall employ all professional, technical, clerical, and support staff of the
38 union.

39

40 Section 5.

1 The Executive Council shall establish the salary, benefits, and expense guidelines of any
2 employees of the union.

3

4 Section 6.

5 The Executive Council shall be empowered to make contracts and incur liabilities including the
6 purchase of services, equipment, and real property, to borrow money, to secure such
7 obligations by mortgage or other instrument, and to otherwise engage in financial transactions
8 to the extent permitted by applicable law or statute. The Executive Council shall have the
9 power to sue, complain, and defend on behalf of the membership.

10

11 Section 7.

12 The Executive Council shall approve the membership of all standing and special committees of
13 the union, except the Elections Committee, and receive regular reports from such committees.

14

15 Section 8.

16 The Executive Council shall be responsible for adherence to and enforcement of the
17 Constitution and Bylaws of the union.

18

19 Section 9.

20 The Executive Council shall issue regular reports, including an annual report, to the
21 Representative Assembly and the membership.

22

23 Section 10.

24 Four unexcused absences from an Executive Council meeting within a year, counted from the
25 date of assumption of office, shall be grounds for an Executive Council member's suspension
26 and/or replacement. Pursuant to Article IV, Section 15, the Executive Council shall have the
27 authority to appoint a member to take the seat of an Executive Council member who was
28 suspended or replaced under the terms of this Section. If the seat of a Vice President becomes
29 vacant due to unexcused absence, they must be replaced by a member from the same
30 constituency.

31

32 Section 11.

33 The Chair of the Grievance and Contract Administration committee shall:

34 a. Regularly attend the executive council meetings, and all other meetings required by the
35 duties of the position;

36 b. Act as the Chair of the Grievance and Contract Administration committee, setting
37 agendas, calling meetings, and all other required activities;

38 c. Work with the Grievance and Contract Administration Committee to appoint Assistant
39 Grievance Officers as necessary;

- 1 d. Assist and advise persons in the bargaining unit from the initiation of a grievance
- 2 through to its eventual resolution (with the assistance of the Assistant Grievance
- 3 Officers as necessary);
- 4 e. Pursue the resolution of faculty grievances (with the assistance of the Assistant
- 5 Grievance Officers as necessary);
- 6 f. Be acquainted with current grievance procedures and with the implementation of the
- 7 current contract;
- 8 g. Work with the Grievance and Contract Administration Committee to advise the
- 9 Executive Council on all matters pertaining to the grievance procedure and on all
- 10 grievance cases as well as any problems regarding the implementation of the current
- 11 contract;
- 12 h. Work with the University ombudsperson and the University Senate's grievance
- 13 committee when appropriate; and
- 14 i. Perform other duties as delegated by the President or assigned by the Executive Council.

15
16 Section 12.

17 The Chair of the Organizing and Membership Committee shall:

- 18 a. Regularly attend the executive council meetings, and all other meetings required by the
- 19 duties of the position;
- 20 b. Act as the Chair of the Organizing and Membership committee, setting agendas, calling
- 21 meetings, and all other required activities;
- 22 c. Be responsible for membership benefits, services, and development programs aimed at
- 23 membership growth and expansion;
- 24 d. Be responsible for coordinating organizing and membership responsibilities with state
- 25 and national affiliates;
- 26 e. Work with the Vice-Presidents to coordinate faculty mentorship, professional
- 27 development, and membership service and benefit programs of the union;
- 28 f. Be responsible for overseeing membership organizing;
- 29 g. Be responsible for recruiting, training, and activating stewards; and
- 30 h. Perform other duties as delegated by the President or assigned by the Executive Council.

31

32

ARTICLE VII

33

COMMITTEE RESPONSIBILITIES

34

35 Section 1.

36 The regular, standing committees of the union shall be:

- 37 a. Finance Committee
- 38 b. Diversity, Equity, and Inclusion Committee
- 39 c. Grievance and Contract Administration Committee
- 40 d. Organizing and Membership Committee
- 41 e. Communications Committee

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Section 2.

The Executive Council, either on its own initiative, or at the direction of the Representative Assembly may establish special committees, and may also call for the formation of a Collective Bargaining Committee and an Elections Committee as intermittent committees that meet when needed.

Section 3.

Upon appointment by the President and approval by the Executive Council, committee chairs shall have thirty (30) days to select committee members and present their names to the Executive Council for approval. Within 30 days of formation, each committee shall present its annual program of action to the Executive Council and the Membership Meeting.

Section 4.

The Finance Committee shall be responsible for drawing up and recommending the proposed budget; shall review expenditures and the activities of the Treasurer on a regular basis, and shall report to the President, the Executive Council, and the Representatives Assembly.

Section 5.

The duties of the Diversity, Equity, and Inclusion Committee will be to coordinate with the Grievance and Contract Administration Committee and University Offices, Centers, and Institutes to advance and promote equity and diversity at OSU and within the union. The Diversity and Equity committee will develop specific strategies for outreach to other faculty unions; for public communications in the community; for internal communications; co-sponsor trainings with the Organizing and Membership and Communications committees to enhance values and practices of inclusion and equity across the union.

Section 6.

The duties of the Grievance and Contract Administration Committee will be to assist the chair of the committee in the resolution of faculty grievances, to study labor law and grievance procedures as they pertain to the needs and interests of the union, and to provide the Executive Council guidance on the desirability to pursue grievances to arbitration.

Section 7.

The duties of the Organizing and Membership Committee will include actively maintaining and recruiting members and working with the Executive Council. A roster of Representatives shall be available to this committee to assist in collaboration and support.

Section 8.

1 The Communications Committee is chaired by the union Secretary and shall coordinate,
2 produce, and authorize all news, publications, and communications. The Executive Council, with
3 support from the Executive Director, shall guide the communications agenda of the union.
4

5 Section 9.

6 The Communications Committee shall be established as follows:

- 7 a. The committee will be made up of at least four additional at-large members chosen to
8 ensure all areas of the bargaining unit are represented
- 9 b. The committee will have two main foci: internal and external communications. The
10 Internal Communications Subcommittee will focus primarily on member education and
11 mobilization, and will keep a strong liaison relationship with UAOSU'S *Membership*
12 *Committee*. The External Communications Subcommittee will primarily focus on
13 strengthening solidarity with other unions and media relations. The Communications
14 Committee can establish additional subcommittees as needed.
15

16 Section 10.

17 The Elections Committee shall conduct all general and special elections and referenda of the
18 union. Members of the Elections Committee may not run for or hold elected office in the union.

- 19 a. The Elections Committee shall consist of five members in good standing selected by the
20 Representative Assembly at its first meeting of the year.
- 21 b. Any member of the Elections Committee nominated for or seeking office must vacate
22 their position and be replaced by a member nominated by the President and approved
23 by the Executive Council.
24

25 Section 11.

26 Ad hoc committees can be established to perform functions on behalf of UAOSU that are not
27 addressed by standing committees. Ad hoc committees may be convened by the Executive
28 Council through the identification of a chair or co-chairs and an appropriate charge. Initial ad
29 hoc committee membership will be ratified by a majority vote of delegates present at a
30 meeting of the Representative Assembly or by majority vote through secure online balloting,
31 provided a two-thirds quorum of all delegates cast their ballots.
32

33 Ad hoc committees shall:

- 34 a. Meet at least twice each school year, and;
- 35 b. Report activities to the Executive Council, Representative Assembly, and/or Negotiating
36 Team as appropriate, and;
- 37 c. Review their charge annually and make recommendations for future action to the
38 Executive Council and Representative Assembly, for whether they will continue
39 functioning as an ad hoc committee, modify their charge as an ad hoc committee,
40 petition to become a standing committee, or dissolve. Based on the recommendation of
41 the Representative Assembly, the Executive Council will make a decision on the future

1 of the committee, in close communication with committee members. If the Executive
2 Council approves a recommendation to become a standing committee, the Executive
3 Council would forward a Constitutional amendment to be ratified at the next
4 membership meeting.

5
6 Section 12.

7 Task forces can be established on an as-needed basis to address a specific and discrete issue.
8 Task forces may be convened by the Executive Council through the identification of members
9 and an appropriate charge. Task forces will meet regularly and will report activities to the
10 Executive Council, Representatives Assembly, and/or Negotiating Team as appropriate. The task
11 force will dissolve upon completion of charge or at the end of the Executive Council term in
12 which it was created.

13
14 Section 13.

15 Caucuses are comprised of three or more members from the bargaining unit with shared
16 concerns, who wish to focus their attentions and energies on particular issues. Examples of
17 caucuses include disabilities justice caucus, working parents caucus, housing caucus, labor
18 history and education caucus, women of color caucus, anti-harassment caucus, LGBTQ+ pride
19 caucus, mental health caucus, employee safety caucus, etc.

20
21 Caucuses must be approved by the Executive Council.

22
23 Caucuses will write a description of their mission for the United Academics of Oregon State
24 University website, and also provide an email address or some other way an interested party
25 can contact the caucus. Caucuses shall also elect a member to represent them in the
26 Representative Assembly, where each caucus shall have one vote held by their representative.

27
28 **ARTICLE VIII**
29 **ELECTION OF REPRESENTATIVE ASSEMBLY MEMBERS**

30
31 Section 1.

32 The Elections Committee shall conduct elections for the Representative Assembly at the same
33 time as elections for Officers.

34
35 Section 2.

36 For the purposes of Article VIII, "faculty" shall be defined as "bargaining unit member," unless
37 otherwise specified. The legislative power of the organization shall be vested in the
38 representative assembly, consisting of members of the organization in specific constituencies as
39 follows:

- 1 a. Each Representative will represent a roughly proportional number of faculty, with
2 representation distributed on the basis of both academic classification/category and
3 between College or equivalent.
- 4 b. For each College officially recognized by Oregon State University with more than
5 twenty-five (25) faculty, there shall be elected one representative. Each additional fifty
6 faculty, one additional representative will be elected. (Colleges at different campus
7 locations will count as separate Colleges if they are administered separately.) Faculty
8 belonging to a College with fewer than twenty-six (26) faculty will be assigned to an “at
9 large” pool, from which one representative will be elected if the pool has more than
10 twenty-five faculty, and an additional representative for each additional fifty (50) faculty
11 (but see (d) below). Faculty whose academic unit is not part of a particular College will
12 be assigned to the “at large” pool. Faculty who belong to more than one College will be
13 assigned to the College which accounts for the largest proportion of FTE, of, if it that is
14 equal, then the College that is their promotion and/or tenure home.
- 15 c. Within each College, as well as within the “at large” pool, the appropriation of elected
16 representatives should be proportional to the fraction of faculty in that College in each
17 of the following academic classifications and categories: 1) tenure-track professorial
18 faculty; 2) fixed-term instructional faculty; 3) fixed-term professorial faculty; and 4)
19 fixed-term research faculty (including post-doctoral scholars). (For Colleges with only 1
20 representative, the academic classification with the largest proportion shall be chosen.)
- 21 d. In no event shall there be more than 50 representatives; in the event that the above
22 appropriation would result in more than 50 elected representatives being called for, the
23 number of additional faculty necessary to warrant each additional representative will be
24 increased in increments of 10, until 50 or fewer total elected representatives are called
25 for.
- 26 e. Elected Representatives will serve 2-year terms. An elected representative may
27 complete their complete terms even if they do not hold an appointment at the
28 University for the entire duration of their elected position, as long as they remain in
29 good standing.
- 30 f. Each Representative shall be elected by the members in good standing of their College
31 (including the “at large” pool):
 - 32 i. Candidates will be elected from nominees within each College broken out by the
33 academic classification in (c) above, with the total number of representatives
34 from each classification noted.
 - 35 ii. Elections will be conducted using an “Approval Voting” system when there are
36 two or more candidates running to represent a particular classification in a
37 College. Under this system, all members will have the opportunity to vote for all
38 candidates they approve of (one or more), and the candidate with the most
39 votes (the most approval) will win, provided that the candidate with the most
40 votes has more than 50% of the cast votes “approving.” In cases where a
41 particular College and a particular classification/category are to be represented by

- 1 more than one representative, the roles will be filled by the candidates in order
2 of the most “approving” votes cast. In the event that there is a representative
3 position (or positions) for which no candidate receives at least 50% “approved”
4 votes, the election for that position (or those positions) will be declared void,
5 and another election held. If no candidate will stand for a position, or two
6 elections in a row are declared void, that position will remain vacant until the
7 next regularly scheduled election.
- 8 iii. The ballots shall be tabulated by the Elections Committee. If more than one seat
9 is available for a given academic classification/category within a College, then
10 the Seats shall be assigned to the candidate with the highest votes followed by
11 the second highest vote count, and so on.
- 12 iv. If there is only one candidate standing for a position, at least 50% of the votes
13 cast for that position must “approve” of that candidate for them to win; in the
14 event that at least 50% of the votes cast are not to approve the candidate, the
15 election will be declared void. If another nominee can be found from that
16 College, then another election will be held. If no other nominee from that
17 College can be found to stand for election, or if the second election is declared
18 void as well, then that College will remain unrepresented until the next regularly
19 scheduled election.
- 20 v. In the event of a tie, the Elections Committee shall flip a coin.
- 21 g. Any vacancies that occur will be filled by the Executive Council until the next general
22 election.
- 23 h. Supervision of Representative elections – The Elections Committee shall:
- 24 i. Notify members of each College of the vacancies in campus representative
25 positions, including how many positions are associated with each of the
26 academic classifications/categories noted above in (c);
- 27 ii. Receive nominations with members of the affected Colleges as signatories (said
28 petitions must be received no later than thirty (30) days following the opening of
29 nominations); one signatory must be the nominee (this will signify willingness to
30 serve if elected); the nominee must be a member in good standing at the time of
31 the election.
- 32 iii. Prepare and distribute ballots to all members in good standing at each location,
33 and conduct elections so as to ensure the secrecy of the ballot;
- 34 iv. Count the valid ballots and determine the winners in accordance with (f) above.
- 35 v. Settle challenges and objections according to the procedures outlined in Article
36 IV, Section 11;
- 37 vi. Direct successful candidates to assume office within thirty (30) days of the
38 conclusion of the election; and
- 39 vii. Conduct recall elections for a representative if a majority of the executive board
40 approves a recall election. A petition signed by forty-five percent (45%) of the
41 membership at the affected College and alleging constitutional violations, failure

1 to enforce the collective bargaining agreement or failure to adequately
2 represent the interests of members, shall be sufficient to require the executive
3 board to vote on whether to conduct a recall election of the representative.
4

5 Section 3.

6 The President shall be the presiding officer of the representative assembly but may vote only in
7 the event of a tie.
8

9 **ARTICLE IX**
10 **DUTIES OF REPRESENTATIVES**
11

12 Section 1.

13 Representatives shall:

- 14 a. Elect a chair of the Representative Assembly at the October meeting in an odd year;
- 15 b. Attend all regular and special meetings of the Representative Assembly and all meetings
16 of the general membership;
- 17 c. Hold regular meetings of the membership of the College for the purpose of making
18 reports, discussing work place and organizational concerns, receiving instruction from
19 the membership, and other activities as may be required;
- 20 d. Recruit eligible persons to membership;
- 21 e. Process grievances and resolve disputes in the College, or other appropriate location;
- 22 f. Consult regularly with the employer's management personnel at the worksite regarding
23 matters of interest to the union membership; and
- 24 g. Serve as departmental stewards.
25

26 Section 2.

27 The Representative Assembly shall meet in October, November, January, February, April, and
28 May for the purpose of:

- 29 a. Establishing the policies of the union;
- 30 b. Receiving and reviewing the reports of the President, Executive Council, and
31 Committees;
- 32 c. Reviewing and approving the budget submitted by the Executive Council;
- 33 d. Initiating and taking other such actions as the body deems necessary; and
- 34 e. Participating in trainings related to steward and representative work.
35

36 Section 3.

37 A majority of its members shall be a quorum for the Representative Assembly.
38

39 Section 4.

1 The Representative Assembly may be called into Special Session at the discretion of the
2 Executive Council or upon the presentation of a valid petition of twenty-five (25) percent of the
3 Representatives to the Secretary of this union.

4
5 **ARTICLE X**
6 **DELEGATES**
7

8 Section 1.

9 At the beginning of each school year, the Executive Council will recommend a number of
10 delegates to be sent, at UAOSU's expense, to affiliate conventions during that year. The
11 Executive Council's recommendation shall be sent to the Representative Assembly, which will
12 vote on the recommendation during its first meeting of the school year.

13
14 Section 2.

15 The Representative Assembly shall determine when delegate elections will take place. Delegate
16 elections shall be conducted in accordance with the AFT and AAUP Constitutions and the
17 standards set forth by the Labor-Management Reporting and Disclosure Act (LMRDA) of 1959.

18
19 Section 3.

20 To be eligible to serve as a delegate, a person must be a union member in good standing.

21
22 Section 4.

23 Nomination of Delegates

- 24
25 a. Sixty (60) calendar days prior to the date of the election, the Elections Committee
26 shall determine the manner of the election, notify all members of the opening of
27 delegate nominations, and provide instructions on the nomination process.
28 Notification shall be sent by mail to the members' last known home addresses.
- 29 b. Members can self-nominate or nominate other members by submitting nominations
30 to the Elections Committee. Nominations must be submitted no later than thirty (30)
31 days following the notice of the opening of nominations.
- 32 c. Members nominated as delegates must affirmatively accept their nomination no
33 later than twenty-four (24) hours after the close of nominations in order to be
34 placed on the ballot.
- 35 d. The Elections Committee shall determine whether the nominations were timely and
36 whether the nominees are eligible for office.

37
38 Section 5.

39 At least twenty (20) days prior to the last day of the election, the elections committee shall
40 notify all members of the election date(s) and the nominated delegates by sending notice to
41 the members' last known contact information.

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Section 6.

The elections committee shall solicit a candidate statement from all delegate candidates and post the statements to the union website.

Section 7.

Ballots

- a. The elections committee shall prepare and send ballots to all members who are eligible to vote. Ballots shall be sent in such a manner as to ensure the secrecy of the ballot.
- b. Ballots shall be tabulated by the elections committee.
- c. Elections will be conducted using an “approval voting” system in which members have the opportunity to vote for all the candidates they approve of (one or more), and the candidate with the most votes (the most approval) will win.
- d. In the event that there are fewer nominees than funded delegate positions, the nominees will be considered elected and no election will be necessary.
- e. In the event of a tie, the elections committee shall flip a coin to determine the winner.

Section 8.

Challenges and objections to the election must be submitted in writing, with a statement of supporting facts and documentation, to the elections committee within five (5) days of the count. The elections committee shall issue a written opinion regarding the challenge or objection no later than ten (10) days after receipt.

Section 9.

The election results will be published on the union website and distributed to the union membership within ten (10) days of the ballot tabulation. All election materials, including the ballots and/or electronic tabulation, will be kept in a secure location for one (1) year.

ARTICLE XI
THE NEGOTIATING TEAM

Section 1.

During the year before a current contract expires, the Executive Council will appoint a Negotiating Team responsible for negotiating a contract with the representatives of the administration of Oregon State University. The chair of this team shall be the President of the union.

1 Section 2.
2 The Negotiating Team will consist of a Chief Negotiator and no less than two other members,
3 with each of these selections ratified by a majority vote of the Executive Council.
4

5 **ARTICLE XII**
6 **COLLECTIVE BARGAINING AND CONTRACT RATIFICATION**
7

8 Section 1.
9 The Negotiating Team will draft contract proposals. Such proposals shall be prepared in
10 consultation with the Executive Council.
11

12 Section 2.
13 The President may appoint special subcommittees to research and assist in drafting proposals.
14

15 Section 3.
16 Early in the process, the Chief Negotiator and the President will hold a Collective Bargaining
17 Caucus for the purpose of gathering and discussing members' ideas and concerns.
18

19 Section 4.
20 The Executive Council is responsible for keeping the Representative Assembly informed during
21 contract negotiations.
22

23 Section 5.
24 A tentative agreement will be presented to the membership of the union for ratification.
25

26 Section 6.
27 Ballots
28 a. The Elections Committee shall prepare and send ballots to all members who are
29 eligible to vote. Ballots shall be sent in such a manner as to ensure the secrecy and
30 security of the ballot.
31 b. Ballots shall be tabulated by the Elections Committee.
32 c. A majority (50%+1) of the voting members in good standing shall be required to
33 ratify the tentative agreement.
34 d. The election results will be published on the union website and distributed to the
35 union membership within ten (10) days of the ballot tabulation. All election
36 materials, including the ballots and/or electronic tabulation, will be kept in a secure
37 location for one (1) year.
38

39 **ARTICLE XIII**
40 **MEMBERSHIP MEETINGS**
41

1 Section 1.

2 The union will hold three regular membership meetings each academic year, one in the Fall
3 Term, one in the Winter Term, and one in the Spring Term.

4
5 Section 2.

6 A quorum for transacting business at a membership meeting shall be 10% of the membership.
7

8 Section 3.

9 Special meetings of the membership may be called by:

- 10 a. The Representative Assembly, or
11 b. A petition of ten percent (10%) of the members. The petition must state the reason for
12 the meeting. Such a meeting must be called within two academic weeks after the
13 Executive Council receives a valid petition. The Executive Council will provide no less
14 than seven days' notice of such a meeting with all agenda items listed on the notice.
15

16 **ARTICLE XIV**
17 **DUES**

18
19 Section 1.

20 Dues rate is set at 1.33% of salary for all bargaining unit faculty members.
21

22 Section 2.

23 The dues rate may be modified. In order to modify the dues rate, the Representative Assembly
24 must approve a motion to recommend a new dues rate to the membership. The membership
25 must vote to adopt the recommendation of the Representative Assembly at the next scheduled
26 membership meeting held in accordance with Article XIII.
27

28 Section 3.

29 If the membership meeting chooses not to adopt a dues increase, dues shall be set at the level
30 that existed prior to the Representative Assembly's action.
31

32 Section 4.

33 Under no circumstances may the membership meeting vote to terminate or modify the dues
34 pass-through set forth in Section 5 of this Article.
35

36 Section 5.

37 The dues assessed shall include at least the prevailing per capita amounts for the AAUP, AAUP-
38 Oregon, AFT, AFT-Oregon, AFL-CIO local and state affiliates, and insurance premiums.
39 Whenever the dues of a required affiliate increases, the dues of the local shall automatically
40 and simultaneously increase by the same amount.
41

1 Section 6.

2 The dues of the organization shall be posted and announced publicly.

3

4 Section 7.

5 The union shall adopt procedures consistent with local, state, and federal law and Article VIII,
6 Sections 1 (a) – (d) of the AFT Bylaws, as regards fair share dues collection.

7

8 Section 8.

9 The union is authorized to receive contributions from any donor (grants, donations,
10 contributions, and other funding activities) provided that the Executive Council determines that
11 the conditions or purposes of any contribution are not inconsistent with this Constitution or the
12 general purposes of the union.

13

14 **ARTICLE XV**
15 **AFFILIATIONS**

16

17 This union shall maintain affiliation with the following organizations:

18

19 Section 1.

20 The American Federation of Teachers, AFL-CIO. Whenever possible, this union will send
21 delegates to the AFT's convention.

22

23 Section 2.

24 The American Association of University Professors. Whenever possible, this union will send
25 delegates to the AAUP's annual meetings.

26

27 Section 3.

28 American Federation of Teachers, Oregon. Whenever possible, this union will send delegates to
29 the AFT Oregon convention.

30

31 Section 4.

32 American Association of University Professors, Oregon. Whenever possible, this union will send
33 delegates to the AAUP Oregon annual meeting.

34

35 Section 5.

36 The Oregon AFL-CIO. Whenever possible, this union will send delegates to the Oregon AFL-CIO
37 convention.

38

39 Section 6.

40 Other labor unions or chapters in locations where the university has a campus and the union
41 has significant membership as determined by the Executive Council.

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Section 7.

All convention delegates shall make written reports to the Executive Council on meetings attended. Every reasonable effort shall be made by the union to pay the legitimate expenses of delegates to meetings and conventions of affiliated organizations. The union to the best of its ability shall be active in the affairs of affiliated organizations.

**ARTICLE XVI
RULES OF ORDER**

Robert's Rules of Order Newly Revised shall govern this union and all of its subordinate bodies in all matters not expressly covered by this Constitution or the Bylaws of this union.

**ARTICLE XVII
AMENDMENT**

Section 1.

Twenty percent (20) of the membership, or representatives of 30% thereof, may present, by petition to the Secretary, a proposed amendment to this Constitution. The Secretary shall notify the representatives of the proposed amendment no later than thirty (30) days prior to the next meeting of the Representative Assembly. Alternatively, a majority of the Executive Council may vote to present a proposed amendment to the representatives at the next meeting of the Representative Assembly. A copy of the proposed amendment, along with an explanation of said amendment, shall be distributed to all representatives at least one week prior to the Representative Assembly meeting at which the amendment will be introduced and discussed.

Section 2.

- a. Except in cases outlined in Section 3 of this article, the Representative Assembly shall vote on all amendments to the constitution.
- b. Following the Representative Assembly meeting at which the proposed amendment was introduced, a vote shall be held on the amendment at the next Representative Assembly meeting.
- c. Alternatively, following the Representative Assembly meeting at which the proposed amendment was introduced, the Executive Council may call a special Representative Assembly meeting for the purpose of voting on the proposed amendment.
- d. The elections committee will tally the results. Two-thirds (2/3) of the entire membership of the Representative Assembly shall be required for passage of the amendment.

Section 3.

If fifty percent (50%) of the membership signs a petition to amend the Constitution, the Elections Committee shall conduct a vote by mail ballot on the proposed amendment. Two-

1 thirds (2/3) of the total membership must vote to approve such an amendment in order for it to
2 be enacted.

3

4

ARTICLE XVIII

5

AVAILABILITY OF THE CONSTITUTION

6

7 Section 1.

8 A digital copy of this Constitution and all subsequent amendments shall be submitted by

9 electronic means to the office of the Secretary-Treasurer of the American Federation of

10 Teachers.

11

12 Section 2.

13 One copy shall be sent to the similar officer of each organization with which this union is

14 affiliated.

15

16 Section 3.

17 The Secretary shall maintain an electronic copy, and make available upon request a copy to any

18 member of the union.