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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.

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Section 3.  
To defend and promote the principles of shared governance in higher education

Section 4.  
To advance the economic, social, and political well-being of the membership.

Section 5.  
To encourage mutual understanding and cooperation among the membership.

Section 6.  
To preserve affordable public education for students.

Section 7.  
To advocate for the value of higher education, to improve the climate for students and higher education employees, and to support the delivery of quality education.

Section 8.  
To promote democracy, equality, and labor rights in society at large.

**ARTICLE III  
MEMBERSHIP**

Section 1.  
All classifications of employees listed in the certification issued by the Employment Relations Board of the State of Oregon in Case No. RC-006-18, or as modified through the collective bargaining process, are eligible for membership in this union.

Section 2.  
No person shall be denied membership, nor shall this union ever discriminate against individual members or applicants for membership on the basis of political beliefs; individual or group identity characteristics, such as race, color, religion, national or ethnic origin, age, sex, sexual orientation, gender identity or expression; marital or civil union status; or disability.

Section 3.  
A member in good standing is defined as a bargaining unit member who has been actively employed by the university in a bargaining unit position at any time during the last twelve months, has signed a union membership card, and pays regular membership dues while employed by the university.

- a. Members in good standing have voting rights as described in the relevant section(s) below. The term “member” is used throughout this document, except in Article VIII, to 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)
- 42 i. Vice President for Faculty at Non-Corvallis locations (Position #2)

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Section 4.

The union will elect the following committee chairs:

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

Section 5:

Eligibility for Office

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

Section 6.

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

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

Section 7.

Nominations

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

- 1 d. Members nominated to run for office must affirmatively accept their nomination no
- 2 later than twenty-four (24) hours following the close of nominations in order to be
- 3 placed on the ballot.
- 4 e. The elections committee shall determine whether the nominations were timely and
- 5 whether the nominees are eligible for office.

6  
7 Section 8.

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

11  
12 Section 9.

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

15  
16 Section 10.

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

20  
21 Section 11.

- 22 a. The elections committee shall decide whether to conduct elections by mail, or
- 23 electronically. Ballots shall be sent in such a manner as to ensure the secrecy and
- 24 security of the ballot.
- 25 b. Ballots shall be tabulated by the elections committee.
- 26 c. Elections will be conducted using a conventional preference vote system when there are
- 27 two or fewer candidates for a given office.
- 28 d. In cases where more than two candidates are running for a given office, elections will be
- 29 conducted using an "approval voting" system in which members have the opportunity
- 30 to vote for all the candidates they approve of (one or more), and the candidate with the
- 31 most votes (the most approval) will win.
- 32 e. If there is only one candidate standing for a position, at least 50% of the votes cast must
- 33 "approve" of that candidate for them to win; in the event that at least 50% of the votes
- 34 cast are not to approve the candidate, the election will be declared void. If another
- 35 nominee can be found from that unit, then another election will be held. If no other
- 36 nominee from that unit can be found to stand for election, that unit will remain
- 37 unrepresented until the next election.
- 38 f. In the event of a tie, the elections committee shall flip a coin in the presence of the
- 39 candidates to determine the winner.

40  
41 Section 12.

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

5  
6 Section 13.

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

10  
11 Section 14.

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

14  
15 Section 15.

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

19  
20 Section 16.

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

28  
29 **ARTICLE V**  
30 **DUTIES OF OFFICERS**

31  
32 Section 1.

33 The President shall:

- 34 a. Assume executive responsibility for all UA activities and shall represent the union before  
35 the public or appropriate bodies;  
36 b. Carry out the policies and decisions of the Executive Council;  
37 c. Act as chairperson of UA membership meetings;  
38 d. Be a non-voting *ex-officio* member of all committees;  
39 e. Be the official spokesperson for UA, and shall sign all necessary papers and documents;  
40 f. Be authorized to sign checks and payments of the union and shall monitor and approve  
41 with the Treasurer all financial matters;  
42 g. Represent the union and participate in external union activity whenever possible;

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

13  
14 Section 2.

15 The Executive Vice President shall:

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

27  
28 Section 3.

29 The Secretary shall:

- 30 a. Serve as chair of the Communications Committee;
- 31 b. Be responsible for communication programs of the local including regular and periodic
- 32 publications to members;
- 33 c. Be responsible for communicating news of the union to the community, including public
- 34 relations activities;
- 35 d. Maintain the non-financial files and records of the union;
- 36 e. Be the custodian of the seal and charter of the union;
- 37 f. Record and keep accurate minutes of meetings of the membership, the Executive
- 38 Council, and the Representative Assembly;
- 39 g. Assist the President in handling the correspondence of the union;
- 40 h. Perform duties of the office as required by the LMRDA; and
- 41 i. Perform other duties as delegated by the President, or assigned by the Executive
- 42 Council.



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Section 4.

The Treasurer shall:

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

Section 5.

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

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

1 d. All officers shall serve as members of the Executive Council.  
2

3 Section 6.

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

8 a. Represent all faculty whose majority appointment is at a campus, facility, or office not  
9 located in Corvallis and who are also members of the union; and

10 b. Perform other duties as delegated by the President or assigned by the Executive Council.  
11

12 **ARTICLE VI**  
13 **EXECUTIVE COUNCIL**  
14

15 Section 1.

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

23 Section 2.

24 The Executive Council shall consist of the officers and the chairpersons of the Grievance and  
25 Contract Administration Committee, and the Organizing and Membership Committee.  
26

27 Section 3.

28 The Executive Council shall prepare and present for approval to the Representative Assembly  
29 an annual budget in the month prior to the beginning of the fiscal year, which shall be July 1.  
30

31 Section 4.

32 The Executive Council shall employ all professional, technical, clerical, and support staff of the  
33 union.  
34

35 Section 5.

36 The Executive Council shall establish the salary, benefits, and expense guidelines of any  
37 employees of the union.  
38

39 Section 6.

40 The Executive Council shall be empowered to make contracts and incur liabilities including the  
41 purchase of services, equipment, and real property, to borrow money, to secure such  
42 obligations by mortgage or other instrument, and to otherwise engage in financial transactions

1 to the extent permitted by applicable law or statute. The Executive Council shall have the  
2 power to sue, complain, and defend on behalf of the membership.

3

4 Section 7.

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

7

8 Section 8.

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

11

12 Section 9.

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

15

16 Section 10.

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

24

25 Section 11.

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

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

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

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

33 d. Assist and advise persons in the bargaining unit from the initiation of a grievance  
34 through to its eventual resolution (with the assistance of the Assistant Grievance  
35 Officers as necessary);

36 e. Pursue the resolution of faculty grievances (with the assistance of the Assistant  
37 Grievance Officers as necessary);

38 f. Be acquainted with current grievance procedures and with the implementation of the  
39 current contract;

40 g. Work with the Grievance and Contract Administration Committee to advise the  
41 Executive Council on all matters pertaining to the grievance procedure and on all

1 grievance cases as well as any problems regarding the implementation of the current  
2 contract;

3 h. Work with the University ombudsperson and the University Senate’s grievance  
4 committee when appropriate; and

5 i. Perform other duties as delegated by the President or assigned by the Executive Council.  
6

7 Section 12.

8 The Chair of the Organizing and Membership Committee shall:

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

11 b. Act as the Chair of the Organizing and Membership committee, setting agendas, calling  
12 meetings, and all other required activities;

13 c. Be responsible for membership benefits, services, and development programs aimed at  
14 membership growth and expansion;

15 d. Be responsible for coordinating organizing and membership responsibilities with state  
16 and national affiliates;

17 e. Work with the Vice-Presidents to coordinate faculty mentorship, professional  
18 development, and membership service and benefit programs of the union;

19 f. Be responsible for overseeing membership organizing;

20 g. Be responsible for recruiting, training, and activating stewards; and

21 h. Perform other duties as delegated by the President or assigned by the Executive Council.  
22

23 **ARTICLE VII**  
24 **COMMITTEE RESPONSIBILITIES**  
25

26 Section 1.

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

28 a. Finance Committee

29 b. Diversity, Equity, and Inclusion Committee

30 c. Grievance and Contract Administration Committee

31 d. Organizing and Membership Committee

32 e. Communications Committee  
33

34 Section 2.

35 The Executive Council, either on its own initiative, or at the direction of the Representative  
36 Assembly may establish special committees, and may also call for the formation of a Collective  
37 Bargaining Committee and an Elections Committee as intermittent committees that meet when  
38 needed.  
39

40 Section 3.

41 Upon appointment by the President and approval by the Executive Council, committee chairs  
42 shall have thirty (30) days to select committee members and present their names to the

1 Executive Council for approval. Within 30 days of formation, each committee shall present its  
2 annual program of action to the Executive Council and the Membership Meeting.

3

4 Section 4.

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

8

9 Section 5.

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

17

18 Section 6.

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

23

24 Section 7.

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

28

29 Section 8.

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

33

34 Section 9.

35 The Communications Committee shall be established as follows:

36 a. The committee will be made up of at least four additional at-large members chosen to  
37 ensure all areas of the bargaining unit are represented

38 b. The committee will have two main foci: internal and external communications. The  
39 Internal Communications Subcommittee will focus primarily on member education and  
40 mobilization, and will keep a strong liaison relationship with UAOSU'S *Membership*  
41 *Committee*. The External Communications Subcommittee will primarily focus on

1 strengthening solidarity with other unions and media relations. The Communications  
2 Committee can establish additional subcommittees as needed.

3  
4 Section 10.

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

- 7 a. The Elections Committee shall consist of five members in good standing selected by the  
8 Representative Assembly at its first meeting of the year.  
9 b. Any member of the Elections Committee nominated for or seeking office must vacate  
10 their position and be replaced by a member nominated by the President and approved  
11 by the Executive Council.

12  
13 Section 11.

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

20  
21 Ad hoc committees shall:

- 22 a. Meet at least twice each school year, and;  
23 b. Report activities to the Executive Council, Representative Assembly, and/or Negotiating  
24 Team as appropriate, and;  
25 c. Review their charge annually and make recommendations for future action to the  
26 Executive Council and Representative Assembly, for whether they will continue  
27 functioning as an ad hoc committee, modify their charge as an ad hoc committee,  
28 petition to become a standing committee, or dissolve. Based on the recommendation of  
29 the Representative Assembly, the Executive Council will make a decision on the future  
30 of the committee, in close communication with committee members. If the Executive  
31 Council approves a recommendation to become a standing committee, the Executive  
32 Council would forward a Constitutional amendment to be ratified at the next  
33 membership meeting.

34  
35 Section 12.

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

1 Section 13.

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

7

8 Caucuses must be approved by the Executive Council.

9

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

14

15

**ARTICLE VIII  
ELECTION OF REPRESENTATIVE ASSEMBLY MEMBERS**

16

17 Section 1.

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

20

21 Section 2.

22 For the purposes of Article VIII, “faculty” shall be defined as “bargaining unit member,” unless  
23 otherwise specified. The legislative power of the organization shall be vested in the  
24 representative assembly, consisting of members of the organization in specific constituencies as  
25 follows:

26

27  
28 a. Each Representative will represent a roughly proportional number of faculty, with  
29 representation distributed on the basis of both academic classification/category and  
30 between College or equivalent.

31 b. For each College officially recognized by Oregon State University with more than  
32 twenty-five (25) faculty, there shall be elected one representative. Each additional fifty  
33 faculty, one additional representative will be elected. (Colleges at different campus  
34 locations will count as separate Colleges if they are administered separately.) Faculty  
35 belonging to a College with fewer than twenty-six (26) faculty will be assigned to an “at  
36 large” pool, from which one representative will be elected if the pool has more than  
37 twenty-five faculty, and an additional representative for each additional fifty (50) faculty  
38 (but see (d) below). Faculty whose academic unit is not part of a particular College will  
39 be assigned to the “at large” pool. Faculty who belong to more than one College will be  
40 assigned to the College which accounts for the largest proportion of FTE, of, if it that is  
41 equal, then the College that is their promotion and/or tenure home.

- 1 c. Within each College, as well as within the “at large” pool, the appropriation of elected  
2 representatives should be proportional to the fraction of faculty in that College in each  
3 of the following academic classifications and categories: 1) tenure-track professorial  
4 faculty; 2) fixed-term instructional faculty; 3) fixed-term professorial faculty; and 4)  
5 fixed-term research faculty (including post-doctoral scholars). (For Colleges with only 1  
6 representative, the academic classification with the largest proportion shall be chosen.)
- 7 d. In no event shall there be more than 50 representatives; in the event that the above  
8 appropriation would result in more than 50 elected representatives being called for, the  
9 number of additional faculty necessary to warrant each additional representative will be  
10 increased in increments of 10, until 50 or fewer total elected representatives are called  
11 for.
- 12 e. Elected Representatives will serve 2-year terms. An elected representative may  
13 complete their complete terms even if they do not hold an appointment at the  
14 University for the entire duration of their elected position, as long as they remain in  
15 good standing.
- 16 f. Each Representative shall be elected by the members in good standing of their College  
17 (including the “at large” pool):
  - 18 i. Candidates will be elected from nominees within each College broken out by the  
19 academic classification in (c) above, with the total number of representatives  
20 from each classification noted.
  - 21 ii. Elections will be conducted using an “Approval Voting” system when there are  
22 two or more candidates running to represent a particular classification in a  
23 College. Under this system, all members will have the opportunity to vote for all  
24 candidates they approve of (one or more), and the candidate with the most  
25 votes (the most approval) will win, provided that the candidate with the most  
26 votes has more than 50% of the cast votes “approving.” In cases where a  
27 particular College and a particular classification/category are to be represented by  
28 more than one representative, the roles will be filled by the candidates in order  
29 of the most “approving” votes cast. In the event that there is a representative  
30 position (or positions) for which no candidate receives at least 50% “approved”  
31 votes, the election for that position (or those positions) will be declared void,  
32 and another election held. If no candidate will stand for a position, or two  
33 elections in a row are declared void, that position will remain vacant until the  
34 next regularly scheduled election.
  - 35 iii. The ballots shall be tabulated by the Elections Committee. If more than one seat  
36 is available for a given academic classification/category within a College, then  
37 the Seats shall be assigned to the candidate with the highest votes followed by  
38 the second highest vote count, and so on.
  - 39 iv. If there is only one candidate standing for a position, at least 50% of the votes  
40 cast for that position must “approve” of that candidate for them to win; in the  
41 event that at least 50% of the votes cast are not to approve the candidate, the  
42 election will be declared void. If another nominee can be found from that



1 College, then another election will be held. If no other nominee from that  
2 College can be found to stand for election, or if the second election is declared  
3 void as well, then that College will remain unrepresented until the next regularly  
4 scheduled election.

5 v. In the event of a tie, the Elections Committee shall flip a coin.

6 g. Any vacancies that occur will be filled by the Executive Council until the next general  
7 election.

8 h. Supervision of Representative elections – The Elections Committee shall:

9 i. Notify members of each College of the vacancies in campus representative  
10 positions, including how many positions are associated with each of the  
11 academic classifications/categories noted above in (c);

12 ii. Receive nominations with members of the affected Colleges as signatories (said  
13 petitions must be received no later than thirty (30) days following the opening of  
14 nominations); one signatory must be the nominee (this will signify willingness to  
15 serve if elected); the nominee must be a member in good standing at the time of  
16 the election.

17 iii. Prepare and distribute ballots to all members in good standing at each location,  
18 and conduct elections so as to ensure the secrecy of the ballot;

19 iv. Count the valid ballots and determine the winners in accordance with (f) above.

20 v. Settle challenges and objections according to the procedures outlined in Article  
21 IV, Section 11;

22 vi. Direct successful candidates to assume office within thirty (30) days of the  
23 conclusion of the election; and

24 vii. Conduct recall elections for a representative if a majority of the executive board  
25 approves a recall election. A petition signed by forty-five percent (45%) of the  
26 membership at the affected College and alleging constitutional violations, failure  
27 to enforce the collective bargaining agreement or failure to adequately  
28 represent the interests of members, shall be sufficient to require the executive  
29 board to vote on whether to conduct a recall election of the representative.  
30

31 Section 3.

32 The President shall be the presiding officer of the representative assembly but may vote only in  
33 the event of a tie.  
34

## 35 **ARTICLE IX**

### 36 **DUTIES OF REPRESENTATIVES**

37

38 Section 1.

39 Representatives shall:

40 a. Elect a chair of the Representative Assembly at the October meeting in an odd year;

41 b. Attend all regular and special meetings of the Representative Assembly and all meetings  
42 of the general membership;

- 1 c. Hold regular meetings of the membership of the College for the purpose of making
- 2 reports, discussing work place and organizational concerns, receiving instruction from
- 3 the membership, and other activities as may be required;
- 4 d. Recruit eligible persons to membership;
- 5 e. Process grievances and resolve disputes in the College, or other appropriate location;
- 6 f. Consult regularly with the employer's management personnel at the worksite regarding
- 7 matters of interest to the union membership; and
- 8 g. Serve as departmental stewards.

9  
10 Section 2.

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

- 13 a. Establishing the policies of the union;
- 14 b. Receiving and reviewing the reports of the President, Executive Council, and
- 15 Committees;
- 16 c. Reviewing and approving the budget submitted by the Executive Council;
- 17 d. Initiating and taking other such actions as the body deems necessary; and
- 18 e. Participating in trainings related to steward and representative work.

19  
20 Section 3.

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

22  
23 Section 4.

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

27  
28 **ARTICLE X**  
29 **DELEGATES**

30  
31 Section 1.

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

36  
37 Section 2.

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

41  
42 Section 3.

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

2

3 Section 4.

4 Nomination of Delegates

5

6 a. Sixty (60) calendar days prior to the date of the election, the Elections Committee  
7 shall determine the manner of the election, notify all members of the opening of  
8 delegate nominations, and provide instructions on the nomination process.

9 Notification shall be sent by mail to the members' last known home addresses.

10 b. Members can self-nominate or nominate other members by submitting nominations  
11 to the Elections Committee. Nominations must be submitted no later than thirty (30)  
12 days following the notice of the opening of nominations.

13 c. Members nominated as delegates must affirmatively accept their nomination no  
14 later than twenty-four (24) hours after the close of nominations in order to be  
15 placed on the ballot.

16 d. The Elections Committee shall determine whether the nominations were timely and  
17 whether the nominees are eligible for office.

18

19 Section 5.

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

23

24 Section 6.

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

27

28 Section 7.

29 Ballots

30

31 a. The elections committee shall prepare and send ballots to all members who are  
32 eligible to vote. Ballots shall be sent in such a manner as to ensure the secrecy of the  
33 ballot.

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

35 c. Elections will be conducted using an "approval voting" system in which members  
36 have the opportunity to vote for all the candidates they approve of (one or more),  
37 and the candidate with the most votes (the most approval) will win.

38 d. In the event that there are fewer nominees than funded delegate positions, the  
39 nominees will be considered elected and no election will be necessary.

40 e. In the event of a tie, the elections committee shall flip a coin to determine the  
41 winner.

42

1 Section 8.  
2 Challenges and objections to the election must be submitted in writing, with a statement of  
3 supporting facts and documentation, to the elections committee within five (5) days of the  
4 count. The elections committee shall issue a written opinion regarding the challenge or  
5 objection no later than ten (10) days after receipt.  
6

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

12 **ARTICLE XI**  
13 **THE NEGOTIATING TEAM**  
14

15 Section 1.  
16 During the year before a current contract expires, the Executive Council will appoint a  
17 Negotiating Team responsible for negotiating a contract with the representatives of the  
18 administration of Oregon State University. The chair of this team shall be the President of the  
19 union.  
20

21 Section 2.  
22 The Negotiating Team will consist of a Chief Negotiator and no less than two other members,  
23 with each of these selections ratified by a majority vote of the Executive Council.  
24

25 **ARTICLE XII**  
26 **COLLECTIVE BARGAINING AND CONTRACT RATIFICATION**  
27

28 Section 1.  
29 The Negotiating Team will draft contract proposals. Such proposals shall be prepared in  
30 consultation with the Executive Council.  
31

32 Section 2.  
33 The President may appoint special subcommittees to research and assist in drafting proposals.  
34

35 Section 3.  
36 Early in the process, the Chief Negotiator and the President will hold a Collective Bargaining  
37 Caucus for the purpose of gathering and discussing members' ideas and concerns.  
38

39 Section 4.  
40 The Executive Council is responsible for keeping the Representative Assembly informed during  
41 contract negotiations.  
42

1 Section 5.

2 A tentative agreement will be presented to the membership of the union for ratification.

3

4 Section 6.

5 Ballots

6 a. The Elections Committee shall prepare and send ballots to all members who are  
7 eligible to vote. Ballots shall be sent in such a manner as to ensure the secrecy and  
8 security of the ballot.

9 b. Ballots shall be tabulated by the Elections Committee.

10 c. A majority (50%+1) of the voting members in good standing shall be required to  
11 ratify the tentative agreement.

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

16

17

### ARTICLE XIII MEMBERSHIP MEETINGS

18

19

20 Section 1.

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

23

24 Section 2.

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

26

27 Section 3.

28 Special meetings of the membership may be called by:

29 a. The Representative Assembly, or

30 b. A petition of ten percent (10%) of the members. The petition must state the reason for  
31 the meeting. Such a meeting must be called within two academic weeks after the  
32 Executive Council receives a valid petition. The Executive Council will provide no less  
33 than seven days' notice of such a meeting with all agenda items listed on the notice.

34

35

### ARTICLE XIV DUES

36

37

38 Section 1.

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

40

41 Section 2.

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

5  
6 Section 3.

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

9  
10 Section 4.

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

13  
14 Section 5.

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

19  
20 Section 6.

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

22  
23 Section 7.

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

26  
27 Section 8.

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

32  
33 **ARTICLE XV**  
34 **AFFILIATIONS**

35  
36 This union shall maintain affiliation with the following organizations:

37  
38 Section 1.

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

41  
42 Section 2.

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

3

4 Section 3.

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

7

8 Section 4.

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

11

12 Section 5.

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

15

16 Section 6.

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

19

20 Section 7.

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

25

26 **ARTICLE XVI**  
27 **RULES OF ORDER**

28

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

31

32 **ARTICLE XVII**  
33 **AMENDMENT**

34

35 Section 1.

36 Twenty percent (20) of the membership, or representatives of 30% thereof, may present, by  
37 petition to the Secretary, a proposed amendment to this Constitution. The Secretary shall notify  
38 the representatives of the proposed amendment no later than thirty (30) days prior to the next  
39 meeting of the Representative Assembly. Alternatively, a majority of the Executive Council may  
40 vote to present a proposed amendment to the representatives at the next meeting of the  
41 Representative Assembly. A copy of the proposed amendment, along with an explanation of

1 said amendment, shall be distributed to all representatives at least one week prior to the  
2 Representative Assembly meeting at which the amendment will be introduced and discussed.

3  
4 Section 2.

- 5 a. Except in cases outlined in Section 3 of this article, the Representative Assembly shall  
6 vote on all amendments to the constitution.  
7 b. Following the Representative Assembly meeting at which the proposed amendment was  
8 introduced, a vote shall be held on the amendment at the next Representative Assembly  
9 meeting.  
10 c. Alternatively, following the Representative Assembly meeting at which the proposed  
11 amendment was introduced, the Executive Council may call a special Representative  
12 Assembly meeting for the purpose of voting on the proposed amendment.  
13 d. The elections committee will tally the results. Two-thirds (2/3) of the entire membership  
14 of the Representative Assembly shall be required for passage of the amendment.  
15

16 Section 3.

17 If fifty percent (50%) of the membership signs a petition to amend the Constitution, the  
18 Elections Committee shall conduct a vote by mail ballot on the proposed amendment. Two-  
19 thirds (2/3) of the total membership must vote to approve such an amendment in order for it to  
20 be enacted.  
21

22 **ARTICLE XVIII**  
23 **AVAILABILITY OF THE CONSTITUTION**  
24

25 Section 1.

26 A digital copy of this Constitution and all subsequent amendments shall be submitted by  
27 electronic means to the office of the Secretary-Treasurer of the American Federation of  
28 Teachers.  
29

30 Section 2.

31 One copy shall be sent to the similar officer of each organization with which this union is  
32 affiliated.  
33

34 Section 3.

35 The Secretary shall maintain an electronic copy, and make available upon request a copy to any  
36 member of the union.