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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 9609, 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.

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

23  
24   Section 3:

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

- 26       a. President  
27       b. Executive Vice President  
28       c. Secretary  
29       d. Treasurer

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

- 31       e. Vice President for Tenure-Track Faculty Affairs  
32       f. Vice President for Non-Tenure-Track Instructional Faculty Affairs  
33       g. Vice President for Non-Tenure-Track Research Faculty Affairs  
34       h. Vice President for Faculty at Non-Corvallis Locations (Position #1)  
35       i. Vice President for Faculty at Non-Corvallis locations (Position #2)

36  
37   Section 4.

38   The union will elect the following committee chairs:

- 39       a. Chair of the Grievance and Contract Administration Committee  
40       b. Chair of the Organizing and Membership Committee  
41       c. Chair of the Social Justice Committee

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 no less than 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 to the members' last known contact information.
- b. To be nominated for all offices other than vice president for a constituency, a candidate must submit a self nomination and written support for their candidacy from two members in good standing to the elections committee no later than thirty (30) calendar days following the notice of the opening of nominations. A vice president for a constituency must submit a self nomination and written support for their candidacy from two members in good standing from the constituency area for the vice presidential office the candidate is seeking.
- c. The elections committee shall determine whether the nominations were timely and whether the nominees are eligible for office.

Section 8.

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

1 Section 9.

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

4  
5 Section 10.

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

9  
10 Section 11.

- 11 a. The elections committee shall decide whether to conduct elections by mail, or  
12 electronically. Ballots shall be sent in such a manner as to ensure the secrecy and  
13 security of the ballot.
- 14 b. Ballots shall be tabulated by the elections committee.
- 15 c. Elections will be conducted using a conventional preference vote system when there are  
16 two or fewer candidates for a given office.
- 17 d. In cases where more than two candidates are running for a given office, elections will be  
18 conducted using an "approval voting" system in which members have the opportunity  
19 to vote for all the candidates they approve of (one or more), and the candidate with the  
20 most votes (the most approval) will win.
- 21 e. In the event of a tie, the elections committee shall flip a coin in the presence of the  
22 candidates to determine the winner.

23  
24 Section 12.

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

29  
30 Section 13.

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

34  
35 Section 14.

36 Successful candidates shall assume office no less than thirty (30) days after the conclusion of  
37 the election.

38  
39 Section 15.

40 With the exception of the President, or in case of a recall, the Executive Council will have the

power to fill vacancies in its membership or in the Representative Assembly until the next general election.

Section 16.

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

**ARTICLE V  
DUTIES OF OFFICERS**

Section 1.

The President shall:

- a. Assume executive responsibility for all UA activities and shall represent the union before the public or appropriate bodies;
- b. Carry out the policies and decisions of the Executive Council;
- c. Act as chairperson of UA membership meetings;
- d. Be a non-voting *ex-officio* member of all committees;
- e. Be the official spokesperson for UA, and shall sign all necessary papers and documents;
- f. Be authorized to sign checks and payments of the union and shall monitor and approve with the Treasurer all financial matters;
- g. Represent the union and participate in external union activity whenever possible;
- h. If elected, be the chief/ranking delegate to the AFT's convention, the AAUP's annual meeting, the AAUP Collective Bargaining Congress business meeting, the Oregon Conference of AAUP, and the state convention of AFT-Oregon whenever possible;
- i. Work on building the union among all members of the bargaining unit;
- j. Oversee monthly updates for the membership and make a report to the membership at least once each year summarizing the accomplishments of the UA and outlining plans for the next year;
- k. With the approval of the Executive Council, appoint Executive Council members in the case of a vacancy according to the terms of Article IV, Section 14 of this Constitution; and
- l. Be able to delegate the responsibilities of the office except where otherwise specified by the Constitution.

Section 2.

The Executive Vice President shall:

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

### Section 3.

#### The Secretary shall:

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

### 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.
- d. All officers shall serve as members of the Executive Council.

#### Section 6.

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

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

### ARTICLE VI

## **EXECUTIVE COUNCIL**

### Section 1.

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

### Section 2.

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

### Section 3.

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

### Section 4.

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

### Section 5.

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

### Section 6.

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

### Section 7.

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

### Section 8.

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

Section 9.

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

Section 10.

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

Section 11.

The Chair of the Grievance and Contract Administration committee shall:

- a. Regularly attend the executive council meetings, and all other meetings required by the duties of the position;
- b. Act as the Chair of the Grievance and Contract Administration committee, setting agendas, calling meetings, and all other required activities;
- c. Work with the Grievance and Contract Administration Committee to appoint Assistant Grievance Officers as necessary;
- d. Assist and advise persons in the bargaining unit from the initiation of a grievance through to its eventual resolution (with the assistance of the Assistant Grievance Officers as necessary);
- e. Pursue the resolution of faculty grievances (with the assistance of the Assistant Grievance Officers as necessary);
- f. Be acquainted with current grievance procedures and with the implementation of the current contract;
- g. Work with the Grievance and Contract Administration Committee to advise the Executive Council on all matters pertaining to the grievance procedure and on all grievance cases as well as any problems regarding the implementation of the current contract;
- h. Work with the University ombudsperson and the University Senate's grievance committee when appropriate; and
- i. Perform other duties as delegated by the President or assigned by the Executive Council.

Section 12.

The Chair of the Organizing and Membership Committee shall:

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

- b. Act as the Chair of the Organizing and Membership committee, setting agendas, calling meetings, and all other required activities;
- c. Be responsible for membership benefits, services, and development programs aimed at membership growth and expansion;
- d. Be responsible for coordinating organizing and membership responsibilities with state and national affiliates;
- e. Work with the Vice-Presidents to coordinate faculty mentorship, professional development, and membership service and benefit programs of the union;
- f. Be responsible for overseeing membership organizing;
- g. Be responsible for recruiting, training, and activating stewards; and
- h. Perform other duties as delegated by the President or assigned by the Executive Council.

**Section 13.**

The Chair of the Social Justice Committee or a designated Social Justice Committee member shall:

- a. Regularly attend the executive council meetings, and all other meetings required by the duties of the position;
- b. Act as the Chair of the Social Justice Committee, setting agendas, calling meetings, and all other required activities;
- c. Be responsible for coordinating Social Justice work with state and national affiliates;
- d. Be responsible for coordinating Social Justice work with other UAOSU regular standing committees, caucuses, or informal groups, as needed;
- e. Perform other duties as delegated by the President or assigned by the Executive Council

**ARTICLE VII  
COMMITTEE RESPONSIBILITIES**

**Section 1.**

The regular, standing committees of the union shall be:

- a. Finance Committee
- b. Social Justice Committee
- c. Grievance and Contract Administration Committee
- d. Organizing and Membership Committee
- e. Communications Committee

**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 Social Justice Committee will be to coordinate with the Grievance and Contract Administration Committee and University Offices, Centers, and Institutes to advance and promote social justice, equity and diversity at OSU and within the union. The Social Justice 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 social justice, inclusion and equity across the union; provide guidance in procedural matters related to structural racism, sexism, classism, ableism, and other forms of institutional exclusion and oppression. Additionally, the Social Justice Committee will leverage faculty organizing and bargaining power to push university administrators to dismantle racism and other forms of oppression at OSU.

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.

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

1 Section 9.

2 The Communications Committee shall be established as follows:

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

11  
12 Section 10.

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

- 15 a. The Elections Committee shall consist of no less than five members in good standing  
16 selected by the Representative Assembly at its first meeting of the year.
- 17 b. Any member of the Elections Committee nominated for or seeking office must vacate  
18 their position and be replaced by a member nominated by the President and approved  
19 by the Executive Council.

20  
21 Section 11.

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

28  
29 Ad hoc committees shall:

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

Section 12.

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

Section 13.

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

Caucuses must be approved by the Executive Council.

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

## **ARTICLE VIII ELECTION OF REPRESENTATIVE ASSEMBLY MEMBERS**

Section 1.

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

Section 2.

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

- a. Each Representative will represent a roughly proportional number of faculty, with representation distributed on the basis of College or equivalent.
- b. For each College officially recognized by Oregon State University with more than twenty-five (25) faculty, there shall be elected one representative. Each additional fifty



1 faculty, one additional representative will be elected. (Colleges at different campus  
2 locations will count as separate Colleges if they are administered separately.) Faculty  
3 belonging to a College with fewer than twenty-six (26) faculty will be assigned to an “at  
4 large” pool, from which one representative will be elected if the pool has more than  
5 twenty-five faculty, and an additional representative for each additional fifty (50) faculty  
6 (but see (c) below). Faculty whose academic unit is not part of a particular College will  
7 be assigned to the “at large” pool. Faculty who belong to more than one College will be  
8 assigned to the College which accounts for the largest proportion of FTE, or, if it that is  
9 equal, then the College that is their promotion and/or tenure home.

- 10 c. In no event shall there be more than 50 representatives; in the event that the above  
11 appropriation would result in more than 50 elected representatives being called for, the  
12 number of additional faculty necessary to warrant each additional representative will be  
13 increased in increments of 10, until 50 or fewer total elected representatives are called  
14 for.
- 15 d. Elected Representatives will serve 2-year terms. An elected representative may serve  
16 their complete terms as long as they hold an appointment within the bargaining unit for  
17 at least two of four terms in each academic year and have the reasonable expectation of  
18 continued appointment in the bargaining unit.
- 19 e. Each Representative shall be elected by the members in good standing of their College  
20 (including the “at large” pool):
- 21 i. Candidates will be elected from nominees within each College.
  - 22 ii. Elections will be conducted using an “Approval Voting” system when there are  
23 more candidates running to represent a College than permitted according to  
24 section (b) above.
  - 25 iii. The ballots shall be tabulated by the Elections Committee. If more than one seat  
26 is available, then the Seats shall be assigned to the candidate with the highest  
27 votes followed by the second highest vote count, and so on.
  - 28 iv. In the event of a tie, the Elections Committee shall flip a coin.
- 29 f. Any vacancies that occur may be filled by the Executive Council until the next general  
30 election subject to a vote by the Representative Assembly to approve the appointment.  
31 The vote must be made at the Representative Assembly meeting immediately following  
32 the Executive Council’s appointment.
- 33 g. Supervision of Representative elections – The Elections Committee shall:
- 34 i. Notify members of each College of the vacancies in campus representative  
35 positions;
  - 36 ii. Receive nominations from a candidate with at least two additional members in  
37 good standing from the affected Colleges as signatories (said petitions must be  
38 received no later than thirty (30) days following the opening of nominations);
  - 39 iii. Prepare and distribute ballots to all members in good standing at each location,  
40 and conduct elections so as to ensure the secrecy of the ballot;
  - 41 iv. Count the valid ballots and determine the winners in accordance with (f) above.



- v. Settle challenges and objections according to the procedures outlined in Article IV, Section 11;
- vi. Direct successful candidates to assume office on June 1; and
- vii. Conduct recall elections for a representative if a majority of the executive board approves a recall election. A petition signed by forty-five percent (45%) of the membership at the affected College and alleging constitutional violations, failure to enforce the collective bargaining agreement or failure to adequately represent the interests of members, shall be sufficient to require the executive board to vote on whether to conduct a recall election of the representative.

Section 3.

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

## ARTICLE IX DUTIES OF REPRESENTATIVES

Section 1.

Representatives shall:

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

Section 2.

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

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

1 Section 3.

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

4 Section 4.

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

9 **ARTICLE X**  
10 **DELEGATES**

12 Section 1.

13 Prior to the election of delegates, the Executive Council will recommend a maximum number of  
14 delegates to be sent, at UAOSU's expense, to each of the affiliate conventions during that year.  
15 The Executive Council's recommendation shall be sent to the Representative Assembly, which  
16 will vote on the recommendation prior to the election of delegates.

18 Section 2.

19 Delegate elections will typically take place along with officer and representative elections.  
20 Delegates will serve a one year term. The elections committee will determine if any special  
21 election of delegates is necessary. Delegate elections shall be conducted in accordance with the  
22 AFT and AAUP Constitutions and the standards set forth by the Labor-Management Reporting  
23 and Disclosure Act (LMRDA) of 1959.

25 Section 3.

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

28 Section 4.

29 Nomination of Delegates

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

- 1           d. The Elections Committee shall determine whether the nominations were timely and  
2           whether the nominees are eligible for office.  
3

4   Section 5.

5   At least twenty (20) days prior to the last day of the election, the elections committee shall  
6   notify all members of the election date(s) and the nominated delegates by sending notice to  
7   the members' last known contact information.  
8

9   Section 6.

10   The elections committee shall solicit a candidate statement from all delegate candidates and  
11   post the statements to the union website.  
12

13   Section 7.

14   Ballots

- 15  
16           a. The elections committee shall prepare and send ballots to all members who are  
17           eligible to vote. Ballots shall be sent in such a manner as to ensure the secrecy of the  
18           ballot.  
19           b. Ballots shall be tabulated by the elections committee.  
20           c. Elections will be conducted using an "approval voting" system in which members  
21           have the opportunity to vote for all the candidates they approve of (one or more),  
22           and the candidates will then be ranked according to votes received. The delegate  
23           with the highest vote total will be offered an opportunity to attend an affiliate  
24           convention, followed by the delegate with the second highest, and so on.  
25           d. In the event that there are fewer nominees than funded delegate positions, the  
26           nominees will be considered elected and no election will be necessary.  
27           e. In the event of a tie, the elections committee shall flip a coin to determine the  
28           winner.  
29

30   Section 8.

31   Challenges and objections to the election must be submitted in writing, with a statement of  
32   supporting facts and documentation, to the elections committee within five (5) days of the  
33   count. The elections committee shall issue a written opinion regarding the challenge or  
34   objection no later than ten (10) days after receipt.  
35

36   Section 9.

37   The election results will be published on the union website and distributed to the union  
38   membership within ten (10) days of the ballot tabulation. All election materials, including the  
39   ballots and/or electronic tabulation, will be kept in a secure location for one (1) year.  
40

**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.

Section 2.

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

**ARTICLE XII**  
**COLLECTIVE BARGAINING AND CONTRACT RATIFICATION**

Section 1.

The Negotiating Team will draft contract proposals. Such proposals shall be prepared in consultation with the Executive Council.

Section 2.

The President may appoint special subcommittees to research and assist in drafting proposals.

Section 3.

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

Section 4.

The Executive Council is responsible for keeping the Representative Assembly informed during contract negotiations.

Section 5.

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

Section 6.

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 and security of the ballot.
- b. Ballots shall be tabulated by the Elections Committee.

- c. A majority (50%+1) of the voting members in good standing shall be required to ratify the tentative agreement.
- d. 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 XIII MEMBERSHIP MEETINGS**

#### **Section 1.**

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

#### **Section 2.**

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

#### **Section 3.**

Special meetings of the membership may be called by:

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

### **ARTICLE XIV DUES**

#### **Section 1.**

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

#### **Section 2.**

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

#### **Section 3.**

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

1 Section 4.

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

4  
5 Section 5.

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

10  
11 Section 6.

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

13  
14 Section 7.

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

17  
18 Section 8.

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

23  
24 **ARTICLE XV**  
25 **AFFILIATIONS**  
26

27 This union shall maintain affiliation with the following organizations:

28  
29 Section 1.

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

32  
33 Section 2.

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

36  
37 Section 3.

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

40  
41 Section 4.

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

Section 5.

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

Section 6.

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

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**

Unless a UAOSU body decides otherwise for itself, *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-thirds (2/3) of the total membership must vote to approve such an amendment in order for it to be enacted.

**ARTICLE XVIII**  
**AVAILABILITY OF THE CONSTITUTION**

Section 1.

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

Section 2.

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

Section 3.

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