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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.

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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 Track Research Faculty Affairs, VP for Faculty at Non Corvallis Locations – Position #2, and Chair
2 of the Organizing and Membership Committee) shall be elected in odd years and half (Executive
3 Vice President, Treasurer, Vice President for External Relations, VP for Non-Tenure-Track
4 Instructional Faculty Affairs, VP for Faculty at Non-Corvallis Locations – Position #1, Chair of the
5 Grievance and Contract Administration Committee, and Chair of the Social Justice Committee)
6 in even years.

7

8 Section 3:

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

- 10 a. President
- 11 b. Executive Vice President
- 12 c. Secretary
- 13 d. Treasurer
- 14 e. Vice President for External Relations

15

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

- 17 f. Vice President for Tenure-Track Faculty Affairs
- 18 g. Vice President for Non-Tenure-Track Instructional Faculty Affairs
- 19 h. Vice President for Non-Tenure-Track Research Faculty Affairs
- 20 i. Vice President for Faculty at Non-Corvallis Locations (Position #1)
- 21 j. Vice President for Faculty at Non-Corvallis locations (Position #2)

22

23 Section 4.

24 The union will elect the following committee chairs:

- 25 a. Chair of the Grievance and Contract Administration Committee
- 26 b. Chair of the Organizing and Membership Committee
- 27 c. Chair of the Social Justice Committee

28

29 Section 5:

30 Eligibility for Office

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

37

38 Section 6.

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

- 1 a. The elections committee shall consist of no less than five members in good standing
- 2 selected by the representative assembly at its first meeting of the year (operating year
- 3 determined by the Executive Council).
- 4 b. Any member of the elections committee nominated for or seeking office must vacate
- 5 their position on the elections committee and will be replaced by a member nominated
- 6 by the president and approved by the Executive Council.
- 7

8 Section 7.
9 Nominations

- 10 a. Sixty (60) calendar days prior to the date of the election, the elections committee shall
- 11 notify all members of the opening of nominations for officers, the offices to be filled, the
- 12 necessary qualifications for nomination and election to such offices, and the date of the
- 13 election. Notification shall be sent to the members' last known contact information.
- 14 b. To be nominated for all offices other than vice president for a constituency, a candidate
- 15 must submit a self nomination and written support for their candidacy from two
- 16 members in good standing to the elections committee no later than thirty (30) calendar
- 17 days following the notice of the opening of nominations. A vice president for a
- 18 constituency must submit a self nomination and written support for their candidacy
- 19 from two members in good standing from the constituency area for the vice presidential
- 20 office the candidate is seeking.
- 21 c. The elections committee shall determine whether the nominations were timely and
- 22 whether the nominees are eligible for office.
- 23

24 Section 8.

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

28
29 Section 9.

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

32
33 Section 10.

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

37
38 Section 11.

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

- 1 b. Ballots shall be tabulated by the elections committee.
- 2 c. Elections will be conducted using a conventional preference vote system when there are
- 3 two or fewer candidates for a given office.
- 4 d. In cases where more than two candidates are running for a given office, elections will be
- 5 conducted using an “approval voting” system in which members have the opportunity
- 6 to vote for all the candidates they approve of (one or more), and the candidate with the
- 7 most votes (the most approval) will win.
- 8 e. In the event of a tie, the elections committee shall flip a coin in the presence of the
- 9 candidates to determine the winner.

10
11 Section 12.

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

16
17 Section 13.

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

21
22 Section 14.

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

25
26 Section 15.

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

30
31 Section 16.

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

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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, including coordinating with and/or delegating to the Vice President for External Relations as needed;
- 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

- 1 g. Perform other duties as delegated by the President or assigned by the Executive Council.
2

3 Section 3.

4 The Secretary shall:

- 5 a. Serve as chair of the Communications Committee;
6 b. Be responsible for communication programs of the local including regular and periodic
7 publications to members;
8 c. Be responsible for communicating news of the union to the community, including public
9 relations activities;
10 d. Maintain the non-financial files and records of the union;
11 e. Be the custodian of the seal and charter of the union;
12 f. Record and keep accurate minutes of meetings of the membership, the Executive
13 Council, and the Representative Assembly;
14 g. Assist the President and Vice President for External Relations in handling the
15 correspondence of the union;
16 h. Perform duties of the office as required by the LMRDA; and
17 i. Perform other duties as delegated by the President, or assigned by the Executive
18 Council.
19

20 Section 4.

21 The Treasurer shall:

- 22 a. Receive, record, and deposit all dues monies and other income in the name of the
23 union;
24 b. Maintain accurate membership records;
25 c. Issue membership cards and notices of delinquency;
26 d. Be one of the responsible financial officers of the union and be authorized to co-sign
27 financial instruments and make regular and usual disbursements of funds;
28 e. Maintain all financial records of the union;
29 f. Arrange for an independent audit or review of the finances of the union annually and
30 make same available to the Executive Council, Representative Assembly, and
31 membership;
32 g. Transmit per-capita payments on a regular basis to the Secretary-Treasurer of the
33 American Federation of Teachers, Secretary-Treasurer of the AAUP, and similar officers
34 of all other bodies with which the union is affiliated;
35 h. Oversee the work of, and receive reports from, the Finance Committee;
36 i. Perform duties of the office as required by the LMRDA and the guidelines developed by
37 the AFT and AAUP; and
38 j. Perform other duties as delegated by the President or assigned by the Executive Council.
39

40 Section 5.

41 **The Vice-President for External Relations shall:**

United Academics of Oregon State University
OFFICIAL APPROVED Constitution and Bylaws
Amended by Representative Assembly vote on 11/16/23

- 1 a. Engage with and, if elected or appointed, serve in leadership positions in AFT-OR, AAUP
- 2 OR, and other affiliated labor organizations;
- 3 b. If elected, serve (in addition to the President) as a delegate to any state or national
- 4 conventions of affiliated unions, and assume the role of chief/ranking delegate if the
- 5 President is not also a delegate;
- 6 c. Engage with and maintain relationships with organized labor groups affiliated with
- 7 Oregon State University, as well as the city of Corvallis and Benton County;
- 8 d. Engage with and maintain relationships with broader campus and community groups at
- 9 Oregon State University and in the city of Corvallis, and with key campus and
- 10 community groups located in other areas where Oregon State University faculty work;
- 11 e. Be responsible for advocating on behalf of UAOSU in political and legislative matters,
- 12 including maintaining relationships to elected leaders and working directly with the
- 13 political committees of state affiliates;
- 14 f. Regularly report important information back to the Executive Council and
- 15 Representative Assembly in the appropriate forums;
- 16 g. Work with the President, Secretary, and Chair of the Organizing and Membership
- 17 Committee to communicate about and on behalf of UAOSU to the aforementioned
- 18 elected officials and labor, campus, and community groups;
- 19 h. Be responsible for the political education of the membership including serving as chair
- 20 for any politics or political education committees established by the Executive Council
- 21 and/or Representative Assembly;
- 22 i. Perform other duties as delegated by the President or assigned by the Executive Council.

23
24 Section 6.

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

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

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

3

4 Section 6.

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

10

11 Section 7.

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

14

15 Section 8.

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

18

19 Section 9.

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

22

23 Section 10.

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

31

32 Section 11.

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

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

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

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

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

15
16 Section 12.

17 The Chair of the Organizing and Membership Committee shall:

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

31
32 Section 13.

33 The Chair of the Social Justice Committee or a designated Social Justice Committee member

34 shall:

- 35 a. Regularly attend the executive council meetings, and all other meetings required by
- 36 the duties of the position;
- 37 b. Act as the Chair of the Social Justice Committee, setting agendas, calling meetings,
- 38 and all other required activities;
- 39 c. Be responsible for coordinating Social Justice work with state and national affiliates;
- 40 d. Be responsible for coordinating Social Justice work with other UAOSU regular
- 41 standing committees, caucuses, or informal groups, as needed;

- 1 e. Perform other duties as delegated by the President or assigned by the Executive
2 Council
3

4 **ARTICLE VII**
5 **COMMITTEE RESPONSIBILITIES**
6

7 Section 1.

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

- 9 a. Finance Committee
10 b. Social Justice Committee
11 c. Grievance and Contract Administration Committee
12 d. Organizing and Membership Committee
13 e. Communications Committee
14

15 Section 2.

16 The Executive Council, either on its own initiative, or at the direction of the Representative
17 Assembly may establish special committees, and may also call for the formation of a Collective
18 Bargaining Committee and an Elections Committee as intermittent committees that meet when
19 needed.
20

21 Section 3.

22 Upon appointment by the President and approval by the Executive Council, committee chairs
23 shall have thirty (30) days to select committee members and present their names to the
24 Executive Council for approval. Within 30 days of formation, each committee shall present its
25 annual program of action to the Executive Council and the Membership Meeting.
26

27 Section 4.

28 The Finance Committee shall be responsible for drawing up and recommending the proposed
29 budget; shall review expenditures and the activities of the Treasurer on a regular basis, and
30 shall report to the President, the Executive Council, and the Representatives Assembly.
31

32 Section 5.

33 The duties of the Social Justice Committee will be to coordinate with the Grievance and
34 Contract Administration Committee and University Offices, Centers, and Institutes to advance
35 and promote social justice, equity and diversity at OSU and within the union. The Social Justice
36 committee will develop specific strategies for outreach to other faculty unions; for public
37 communications in the community; for internal communications; co-sponsor trainings with the
38 Organizing and Membership and Communications committees to enhance values and practices
39 of social justice, inclusion and equity across the union; provide guidance in procedural matters
40 related to structural racism, sexism, classism, ableism, and other forms of institutional exclusion
41 and oppression. Additionally, the Social Justice Committee will leverage faculty organizing and

1 bargaining power to push university administrators to dismantle racism and other forms of
2 oppression at OSU.

3

4 Section 6.

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

9

10 Section 7.

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

14

15 Section 8.

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

19

20 Section 9.

21 The Communications Committee shall be established as follows:

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

24

25 Section 10.

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

28 a. The Elections Committee shall consist of no less than five members in good standing
29 selected by the Representative Assembly at its first meeting of the year.

30 b. Any member of the Elections Committee nominated for or seeking office must vacate
31 their position and be replaced by a member nominated by the President and approved
32 by the Executive Council.

33

34 Section 11.

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

41

1 Ad hoc committees shall:

- 2 a. Meet at least twice each school year, and;
- 3 b. Report activities to the Executive Council, Representative Assembly, and/or Negotiating
4 Team as appropriate, and;
- 5 c. Review their charge annually and make recommendations for future action to the
6 Executive Council and Representative Assembly, for whether they will continue
7 functioning as an ad hoc committee, modify their charge as an ad hoc committee,
8 petition to become a standing committee, or dissolve. Based on the recommendation of
9 the Representative Assembly, the Executive Council will make a decision on the future
10 of the committee, in close communication with committee members. If the Executive
11 Council approves a recommendation to become a standing committee, the Executive
12 Council would forward a Constitutional amendment to be ratified at the next
13 membership meeting.

14
15 Section 12.

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

22
23 Section 13.

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

29
30 Caucuses must be approved by the Executive Council.

31
32 Caucuses will write a description of their mission for the United Academics of Oregon State
33 University website, and also provide an email address or some other way an interested party
34 can contact the caucus. During UAOSU elections, caucuses shall also elect a member to
35 represent them in the Representative Assembly, where each caucus shall have one vote held by
36 their representative.

37
38 **ARTICLE VIII**
39 **ELECTION OF REPRESENTATIVE ASSEMBLY MEMBERS**
40

41 Section 1.

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

3

4 Section 2.

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

9

- 10 a. Each Representative will represent a roughly proportional number of faculty, with
11 representation distributed on the basis of College or equivalent.
- 12 b. For each College officially recognized by Oregon State University with more than
13 twenty-five (25) faculty, there shall be elected one representative. Each additional fifty
14 faculty, one additional representative will be elected. (Colleges at different campus
15 locations will count as separate Colleges if they are administered separately.) Faculty
16 belonging to a College with fewer than twenty-six (26) faculty will be assigned to an "at
17 large" pool, from which one representative will be elected if the pool has more than
18 twenty-five faculty, and an additional representative for each additional fifty (50) faculty
19 (but see (c) below). Faculty whose academic unit is not part of a particular College will
20 be assigned to the "at large" pool. Faculty who belong to more than one College will be
21 assigned to the College which accounts for the largest proportion of FTE, or, if it that is
22 equal, then the College that is their promotion and/or tenure home.
- 23 c. In no event shall there be more than 50 representatives; in the event that the above
24 appropriation would result in more than 50 elected representatives being called for, the
25 number of additional faculty necessary to warrant each additional representative will be
26 increased in increments of 10, until 50 or fewer total elected representatives are called
27 for.
- 28 d. Elected Representatives will serve 2-year terms. An elected representative may serve
29 their complete terms as long as they hold an appointment within the bargaining unit for
30 at least two of four terms in each academic year and have the reasonable expectation of
31 continued appointment in the bargaining unit.
- 32 e. Each Representative shall be elected by the members in good standing of their College
33 (including the "at large" pool):
- 34 i. Candidates will be elected from nominees within each College.
- 35 ii. Elections will be conducted using an "Approval Voting" system when there are
36 more candidates running to represent a College than permitted according to
37 section (b) above.
- 38 iii. The ballots shall be tabulated by the Elections Committee. If more than one seat
39 is available, then the Seats shall be assigned to the candidate with the highest
40 votes followed by the second highest vote count, and so on.
- 41 iv. In the event of a tie, the Elections Committee shall flip a coin.

- 1 f. Any vacancies that occur may be filled by the Executive Council until the next general
2 election subject to a vote by the Representative Assembly to approve the appointment.
3 The vote must be made at the Representative Assembly meeting immediately following
4 the Executive Council's appointment.
- 5 g. Supervision of Representative elections – The Elections Committee shall:
 - 6 i. Notify members of each College of the vacancies in campus representative
7 positions;
 - 8 ii. Receive nominations from a candidate with at least two additional members in
9 good standing from the affected Colleges as signatories (said petitions must be
10 received no later than thirty (30) days following the opening of nominations);
 - 11 iii. Prepare and distribute ballots to all members in good standing at each location,
12 and conduct elections so as to ensure the secrecy of the ballot;
 - 13 iv. Count the valid ballots and determine the winners in accordance with (f) above.
 - 14 v. Settle challenges and objections according to the procedures outlined in Article
15 IV, Section 11;
 - 16 vi. Direct successful candidates to assume office on June 1; and
 - 17 vii. Conduct recall elections for a representative if a majority of the executive board
18 approves a recall election. A petition signed by forty-five percent (45%) of the
19 membership at the affected College and alleging constitutional violations, failure
20 to enforce the collective bargaining agreement or failure to adequately
21 represent the interests of members, shall be sufficient to require the executive
22 board to vote on whether to conduct a recall election of the representative.

23
24 **Section 3.**

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

27
28 **ARTICLE IX**
29 **DUTIES OF REPRESENTATIVES**

30
31 **Section 1.**

32 Representatives shall:

- 33 a. Elect a chair of the Representative Assembly at the October meeting in an odd year;
- 34 b. Attend all regular and special meetings of the Representative Assembly and all meetings
35 of the general membership;
- 36 c. Hold regular meetings of the membership of the College for the purpose of making
37 reports, discussing work place and organizational concerns, receiving instruction from
38 the membership, and other activities as may be required;
- 39 d. Recruit eligible persons to membership;
- 40 e. Process grievances and resolve disputes in the College, or other appropriate location;

- 1 f. Consult regularly with the employer's management personnel at the worksite regarding
- 2 matters of interest to the union membership; and
- 3 g. Serve as departmental stewards.

4
5 Section 2.

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

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

14
15 Section 3.

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

17
18 Section 4.

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

22
23
24 **ARTICLE X**
25 **DELEGATES**
26

27 Section 1.

28 Prior to the election of delegates, the Executive Council will recommend a maximum number of
29 delegates to be sent, at UAOSU's expense, to each of the affiliate conventions during that year.
30 The Executive Council's recommendation shall be sent to the Representative Assembly, which
31 will vote on the recommendation prior to the election of delegates. When the Executive Council
32 recommends delegates to be sent to convention(s), the President and Vice-President of
33 External Relations are expected to seek nomination as delegates.

34
35 Section 2.

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

1 Section 3.

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

3

4 Section 4.

5 Nomination of Delegates

6

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

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

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

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

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

19

20 Section 5.

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

24

25 Section 6.

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

28

29 Section 7.

30 Ballots

31

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

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

36 c. Elections will be conducted using an "approval voting" system in which members
37 have the opportunity to vote for all the candidates they approve of (one or more),
38 and the candidates will then be ranked according to votes received. The delegate
39 with the highest vote total will be offered an opportunity to attend an affiliate
40 convention, followed by the delegate with the second highest, and so on.

1 Section 3.

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

4
5 Section 4.

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

8
9 Section 5.

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

11
12 Section 6.

13 Ballots

- 14 a. The Elections Committee shall prepare and send ballots to all members who are
15 eligible to vote. Ballots shall be sent in such a manner as to ensure the secrecy and
16 security of the ballot.
- 17 b. Ballots shall be tabulated by the Elections Committee.
- 18 c. A majority (50%+1) of the voting members in good standing shall be required to
19 ratify the tentative agreement.
- 20 d. The election results will be published on the union website and distributed to the
21 union membership within ten (10) days of the ballot tabulation. All election
22 materials, including the ballots and/or electronic tabulation, will be kept in a secure
23 location for one (1) year.
- 24
25
26
27

28 **ARTICLE XIII**
29 **MEMBERSHIP MEETINGS**

30
31 Section 1.

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

34
35 Section 2.

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

37
38 Section 3.

39 Special meetings of the membership may be called by:

- 40 a. The Representative Assembly, or

1 the conditions or purposes of any contribution are not inconsistent with this Constitution or the
2 general purposes of the union.

3
4 **ARTICLE XV**
5 **AFFILIATIONS**
6

7 This union shall maintain affiliation with the following organizations:
8

9 Section 1.

10 The American Federation of Teachers, AFL-CIO. Whenever possible, this union will send
11 delegates to the AFT's convention.
12

13 Section 2.

14 The American Association of University Professors. Whenever possible, this union will send
15 delegates to the AAUP's annual meetings.
16

17 Section 3.

18 American Federation of Teachers, Oregon. Whenever possible, this union will send delegates to
19 the AFT Oregon convention.
20

21 Section 4.

22 American Association of University Professors, Oregon. Whenever possible, this union will send
23 delegates to the AAUP Oregon annual meeting.
24

25 Section 5.

26 The Oregon AFL-CIO. Whenever possible, this union will send delegates to the Oregon AFL-CIO
27 convention.
28

29 Section 6.

30 Other labor unions or chapters in locations where the university has a campus and the union
31 has significant membership as determined by the Executive Council.
32

33 Section 7.

34 All convention delegates shall make written reports to the Executive Council on meetings
35 attended. Every reasonable effort shall be made by the union to pay the legitimate expenses of
36 delegates to meetings and conventions of affiliated organizations. The union to the best of its
37 ability shall be active in the affairs of affiliated organizations.
38

39 **ARTICLE XVI**
40 **RULES OF ORDER**
41

1 Unless a UAOSU body decides otherwise for itself, *Robert's Rules of Order Newly Revised* shall
2 govern this union and all of its subordinate bodies in all matters not expressly covered by this
3 Constitution or the Bylaws of this union.

4
5 **ARTICLE XVII**
6 **AMENDMENT**
7

8 Section 1.

9 Twenty percent (20) of the membership, or representatives of 30% thereof, may present, by
10 petition to the Secretary, a proposed amendment to this Constitution. The Secretary shall notify
11 the representatives of the proposed amendment no later than thirty (30) days prior to the next
12 meeting of the Representative Assembly. Alternatively, a majority of the Executive Council may
13 vote to present a proposed amendment to the representatives at the next meeting of the
14 Representative Assembly. A copy of the proposed amendment, along with an explanation of
15 said amendment, shall be distributed to all representatives at least one week prior to the
16 Representative Assembly meeting at which the amendment will be introduced and discussed.
17

18 Section 2.

- 19 a. Except in cases outlined in Section 3 of this article, the Representative Assembly shall
20 vote on all amendments to the constitution.
21 b. Following the Representative Assembly meeting at which the proposed amendment was
22 introduced, a vote shall be held on the amendment at the next Representative Assembly
23 meeting.
24 c. Alternatively, following the Representative Assembly meeting at which the proposed
25 amendment was introduced, the Executive Council may call a special Representative
26 Assembly meeting for the purpose of voting on the proposed amendment.
27 d. The elections committee will tally the results. Two-thirds (2/3) of the entire membership
28 of the Representative Assembly shall be required for passage of the amendment.
29

30 Section 3.

31 If fifty percent (50%) of the membership signs a petition to amend the Constitution, the
32 Elections Committee shall conduct a vote by mail ballot on the proposed amendment. Two-
33 thirds (2/3) of the total membership must vote to approve such an amendment in order for it to
34 be enacted.
35

36 **ARTICLE XVIII**
37 **AVAILABILITY OF THE CONSTITUTION**
38

39 Section 1.

- 1 A digital copy of this Constitution and all subsequent amendments shall be submitted by
- 2 electronic means to the office of the Secretary-Treasurer of the American Federation of
- 3 Teachers.
- 4
- 5 Section 2.
- 6 One copy shall be sent to the similar officer of each organization with which this union is
- 7 affiliated.
- 8
- 9 Section 3.
- 10 The Secretary shall maintain an electronic copy, and make available upon request a copy to any
- 11 member of the union.

OFFICIAL