

LOCAL 6366, UC MERCED UNIVERSITY COUNCIL – AMERICAN FEDERATION OF TEACHERS CONSTITUTION (Date Ratified)

PREAMBLE:

We, academic employees of the University of California at Merced, and members of the University Council – American Federation of Teachers (UC-AFT) have joined together to make common cause to achieve the following goals:

(a) To bargain collectively with the administration of the University of California for negotiated contracts or Memoranda of Understanding for the two units that the union represents, Librarians and Non-Senate Faculty, and any other UC employees who may be organized in the future by UC-AFT;

(b) To protect and improve the job security, salaries, professional opportunities, instructional and technical support, health and retirement benefits, academic freedom, and general welfare and working conditions of those represented by UC-AFT;

(c) To promote the rights of Librarians and Non-Senate Faculty in the governance of the University and UCM, especially in regard to decisions which most affect them;

(d) To work together with the UC-AFT statewide organization and locals at all other UC campuses, to achieve these goals;

(d) To join with other UC employees, both those who are represented by a labor union and those who are currently unrepresented, to advance our common interests, and to increase the level of organization and activism;

(e) To participate with the broader trade union movement, and members of both the regional and UC communities – including students, other faculty, staff, and alumni – to further the cause of labor and of the common good;

(e) To promote and defend the highest standards of education at the University of California, and its role as a public institution, serving the people of the entire state, and open and affordable to all those who qualify to attend;

(f) To combat discrimination and promote full equality of opportunity for all those who make up the diverse membership of UC-AFT, the employees and student body of the University, and the population of California, regardless of race, ethnicity, national origin, gender, sexual orientation, physical ability, economic status or political beliefs;

(g) To propose and advocate for appropriate legislation that represents the interests of our members and of the labor movement, and to endorse and support the election of

those political candidates, and coordinate and work with those government officials, who most completely and actively share our goals.

ARTICLE 1: NAME

The name of this organization shall be Local 6366, American Federation of Teachers, an affiliated local of the University Council – American Federation of Teachers (UC-AFT) and of the California Federation of Teachers.

ARTICLE 2: MEMBERSHIP

The following may be regular voting members of the local:

a) Librarians (Unit 17) and Non-Senate Faculty (Unit 18) who are or will be employed by the University in the current academic year or summer session.

b) Inactive members not currently employed by the University who are on leave without pay or who were employees of the University within the previous two academic years. However, such inactive members may not vote for statewide officers of UC-AFT or be counted for purposes of determining the vote of the local on the statewide Council.

c) Any Librarian or Non-Senate Faculty whose grievance or disciplinary case is currently being adjudicated.

d) Other academic employees of the University – SOE Lecturers, Senate faculty, Researchers, Librarian Supervisors, University Extension Instructors, etc. – who are currently paying monthly union dues as established by the statewide UC-AFT.

The following may be associate (non-voting) members:

a) Retired regular members.

b) Staff and other employees of the University.

c) Supporters from the community.

ARTICLE 3: AUTHORITY AND MEETINGS OF THE GENERAL MEMBERSHIP

1) The regular voting members, either in General Meetings and/or by other forms of communication, shall have the final authority in all matters of the Local, in accordance with the Constitution and By-Laws of UC-AFT, and the decisions of its statewide Council and Executive Board.

2) General Meetings of the Local, open to all members, will be called on a regular basis, normally 2-3 times per semester during the academic year, and at other times as needed to carry out its work.

3) A General Meeting may decide policies by consensus or by a majority vote of those present, unless the issue will substantially affect the entire membership of the Local, in which case the members will be polled. The quorum for a General Meeting will be 5 regular voting members. Decisions made without a quorum present will be reviewed at the next General Meeting.

4) Should the university expansion create needs for new Executive Chair positions, new positions can be created by a majority vote of the General Meeting, after having been approved by the Executive Board. A quorum of five voting members is necessary.

ARTICLE 4: REPRESENTATIVE COLLECTIVE s.

Amendment 1: The following positions will be elected, with no more than one position being filled by the same individual. Should there be no nominations for any office, or no members willing to stand for election or serve in the role once elected, or if an elected officer resigns or retires, the President-Elect shall appoint a member to fill the office, in consultation with the Executive Board. :

• **President**

• **Vice President**

- **Executive Chair of SSHA**
- **Executive Chair for Librarians (or Unit 17)**

I. In addition to supporting representation in Unit 17, this chair is also authorized to appoint and manage site reps for any under-represented entity within the UC, at the sole discretion of the chair. This chair is authorized to serve as a safety net for any program that could use more representation and to any Executive Chair who could use more help.

- **Executive Chair of School of Natural Sciences**
- **Executive Chair of School of Engineering**
- **Executive Chair of Writing Faculty and College One**
- **PDF Committee Chair and Members (up to 5 positions)**
- **Grievance Advocates-- Grievance Stewards (up to 5 positions)**
 - **The President** in consultation with the Executive Board shall appoint Grievance Officers sufficient to serve the needs of the membership. Ideally, each officer will be assigned to support each Executive Chair to consult on grievance matters within each division.
- **Site Representatives (as many as desired)**
 - **Executive Chairs** in consultation with the executive board shall appoint any number of site reps within their purview to fill the needs of recruitment, membership communication, and grievance identification.

Officer Descriptions:

The President will have the general duties of overall organization and representation of the Local, especially in its relationship with the system wide UC-AFT, other campuses, other labor unions at UC, the University Administration and the wider community. The President in consultation with the VP shall appoint Grievance Stewards and qualified persons to any unfilled position on the Executive Board.

The Vice-President shall call and chair the General and Representative Collective Meetings, assist in overall coordination of the activities of the Local, and oversee the appointment and work of any committees. Additionally, the Vice President shall take leadership on an issue of choice that is beneficial to membership, such as advocacy for governance, office space issues, grievances or certain grievances, etc.

Executive Chairs shall have primary responsibility over the representation of the members in their purview, including new member recruitment, communications with members, and seeking out grievable matters within their membership. To assist with all activities, Chairs shall recruit and manage Site Reps within any program or department or needful entity under their purview. The Executive Chair of Unit 17 should hold the special responsibility of ensuring representation of any and all under-represented entities within our membership, primarily through Site Rep recruitment and management, at the sole discretion of this chair. Additionally, the Vice President shall take leadership on an issue of choice that is beneficial to membership. Additionally, each Executive Chair shall take leadership on an issue of choice that is beneficial to membership, such as advocacy for governance, office space issues, grievances or certain grievances, etc.

PDF Committee Chair and Members shall manage the solicitation of applications for funding from the Professional Development Fund, along with the analysis of the proposals and the final decisions on the allocation of funding. The Chair is an officer of the Executive Board and must attend all meetings of the E-Board. The Members must attend all meetings of the PDF Committee and assist in fulfillment of the committee obligations.

Grievance Advocates shall defend our contracts through managing grievances and advocating on behalf of our members in grievance proceedings. Advocates will be supported by the statewide Vice President for Grievances, the statewide legal services, and our local union representative. Advocates should work with assigned Executive Officers to consult on potential grievance in each division to make sure all corners of the institution are covered.

Site Reps shall have the task of ensuring the support of the union for issues affecting their departments or programs. Site Reps shall also assist in recruitment, and advise the executive chair on issues within their purview. Site Reps are welcome to attend E-Board meetings, but are not required.

Amendment 2:

- 1) Elections will be held every year during the spring semester, and those elected will take office immediately the same year. Balloting may be by mail, email, or website.
- 2) Any regular voting member of the Local may be elected to the above positions on the Representative Collective, and both self-nomination and the nominating of others, with their consent, is permitted. If a vacancy occurs on the Representative Collective, it may either choose to leave the position vacant until the next election, hold a special election, or appoint another regular voting member to fill the post.
- 3) Non-voting members of the Representative Collective may be appointed by it, from among the entire membership, to assist it in its work.
- 4) Representative Collective members may be recalled by a petition of 10% of the regular voting members, and a majority of those voting in a recall ballot.
- 5) The Representative Collective will be responsible for helping to plan, organize and guide the work of the Local, subject to approval by the General Membership. It will meet at least once during each semester, to plan the activities of the Local for the current academic year, and at other times as proves useful in carrying out its work. Meetings of the Representative Collective will be open to all members, and it will report on its work and decisions to the membership, at a General Meeting or by other means.
- 6) Members of the Representative Collective will, in addition to the other duties of their positions, be expected to attend, as their work and commuting schedules permit, all of the General Meetings of the Local.

ARTICLE 5: ADOPTION AND AMENDMENT

- 1) This Constitution, which reflects in general the current organization and practices of Local 6366, was formally ratified by a majority of those members voting in a ballot on _____ .

2) Amendments to the Constitution may be proposed at a General Meeting and, after notice to the membership, discussed at a subsequent meeting. To be adopted, any such amendment must be approved by a majority of those voting in a ballot of the members.

####End####