

CONSTITUTION

COALITION OF GRADUATE EMPLOYEES, AFT, AFL-CIO Local 6069

Last amended April 24th, 2013

ARTICLE V – OFFICER DUTIES

Section 6. The External Relations Chair is responsible for building and maintaining CGE's relationship with external organizations including AFT-Oregon, the Oregon AFL-CIO, ASOSU, SEIU, and others. The External Relations Chair is the chief delegate to the Linn-Benton-Lincoln Central Labor Council.

ARTICLE VI – STEWARD ELECTIONS

Section 1. Stewards shall be apportioned on the basis of one for every fifteen (15) eligible members, or a major fraction thereof, in good standing of each area, provided that no area shall have less than one steward. The Vice President for Organizing, no later than two weeks prior to the April general membership meeting, shall provide to members within each area written notice of: (1) the number of stewards to which their area is entitled; (2) the formal opening of steward nominations; and (3) the date of steward elections ~~no later than two weeks prior to the spring general membership meeting~~. Stewards shall be apportioned based on the membership within each area as of January 31. Areas shall be defined in the Bylaws.

Article XI - STEWARD COUNCIL

Section 2.

(a) The Steward Council shall formulate the policies of the union, shall consider and act upon any matter that it regards as pertinent to the purposes and activities of the union, and shall have the power to adopt, amend, or rescind actions of the Executive Council and the President.

(b) At each regular meeting of the Steward Council, it shall hear and, at its discretion, act upon reports from officers of the union, from the Executive Council, from union committees, except committees of the Executive Council, and from any other source whose presentation is duly authorized. The Steward Council shall also hear, and may act upon, pertinent matters brought by any Steward Council member.

(c) The Executive Council shall have authority to fill any vacancies in the Steward Council, subject to approval by the Steward Council at its next regular meeting. Members from areas without vacancies on the Steward Council may also request to be appointed to the Steward Council. The Executive Council shall inform the membership of an area of the request before making appointments to the Steward Council. Appointed stewards shall have all of the duties outlined in Article VII except that of representing members in grievances. All the duties and rights of an elected steward shall be granted to any steward appointed to replace an elected steward who cannot complete the term of office, except as limited in Article XV of this Constitution. The Executive Council will consult with the area in question before appointing a steward to a newly vacated Steward Council seat. Where possible, the Executive Council will conduct an election to replace stewards in areas with new vacancies.

(d) The Steward Council may establish committees as it deems necessary.

Section 3.

(a) The Steward Council shall meet at least six times per year at a time and place specified in the Bylaws. Regular meetings of the Steward Council may be cancelled by the Executive Council when there is no business for consideration by the Steward Council.

(b) The meetings of the Steward Council shall be presided over by the Vice President for Organizing of the

local. The members of the Executive Council shall be ex-officio voting members of the Steward Council.

~~(c) At all meetings of the Steward Council, the agenda shall consist of the following: Secretary-Treasurer's report, report from the Executive Council, other officer reports, report from any committees, unfinished business, and new business.~~

(cd) Any steward at any regular meeting of the Steward Council may bring to the floor any matter that is relevant to the purposes of the union. If the Steward Council so desires, it may immediately refer the matter to an appropriate committee, which shall bring a report to the next regular meeting of the Steward Council.

(de) A quorum for a meeting of the Steward Council shall consist of fifteen (15) members of the Steward Council.

ARTICLE XIII - FINANCE

Section 1. Regular dues shall be fixed by ~~a majority vote of members present at any regular membership meeting, provided notice of the contemplated dues change has been announced at least one month in advance~~ the Bylaws adopted by the Local.

ARTICLE XIV - AFFILIATIONS

Section 1. The local shall maintain affiliation with and, whenever possible, send delegates to the following organizations: the American Federation of Teachers, the American Federation of Teachers-Oregon, the Oregon AFL-CIO, and the Linn-Benton-Lincoln Central Labor Council.

Section 2. All delegates and alternates to the above organizations, except those designated as a duty of their office, shall be elected according to the procedures for election described in Article IV, Sections 3, 4, and 5 of this Constitution, except for the scheduling of elections and determination of who is elected.

Section 3. The number of delegates and alternates to be sent to the above organizations, notwithstanding the number to which the local is entitled, must be determined by the Executive Council in advance of the election for those delegates and alternates.

Section 4. The elections for delegates and alternates to the conventions of the American Federation of Teachers, the American Federation of Teachers-Oregon, and the Oregon AFL-CIO may be scheduled after the date of the convention is known, but not more than one year prior to the start of convention, and not later than the time required to forward credentials to the convention authorities. The election for delegates and alternates to the Linn-Benton-Lincoln Central Labor Council, if the Executive Council has determined that additional delegates or alternates will be sent, will be scheduled for the regular April general membership meeting.

Section 5. Candidates for delegates and alternates will be ranked according to the number of votes received. The highest ranked candidates will be delegates, the next highest ranked candidates will be alternates, according to the number of delegates and alternates previously determined by the Executive Council.

Section 6. The local President and Secretary-Treasurer shall certify the election and forward the credentials of all delegates and alternates to the convention authorities as soon as possible, but not later than the time required by the authorities before the convening of the convention.

Section 7. The delegates and alternates will work with the Secretary-Treasurer to make sure that affiliation per capita through the two months immediately preceding convention has been sent to the affiliate office at least fifteen (15) days before the convening of the convention.

~~(a) The American Federation of Teachers. All delegates and alternates to the national convention, except those~~

~~designated as a duty of their office, shall be elected annually by majority vote according to the same procedures for election of officers described in Article IV. The election will be scheduled after AFT gives the call to convention. The local President and Secretary-Treasurer shall certify the election and forward the credentials of all delegates and alternates to the national office as soon as possible, but not later than the time required by the national office before the convening of the national convention. The number of delegates to be sent to convention, notwithstanding the number to which the local is entitled, is subject to determination in advance by the Executive Council. The delegates shall confer with the Secretary-Treasurer to make sure national affiliation per capita through the two months immediately preceding convention has been sent to the national office at least fifteen (15) days before the convening of the national convention.~~

~~(b) American Federation of Teachers-Oregon. All delegates and alternates to the state convention, except those designated as a duty of their office, shall be elected annually by majority vote according to the same procedures for election of officers described in Article IV. The election will be scheduled after AFT Oregon gives the call to convention. The local President and Secretary-Treasurer shall certify the election and forward the credentials of all delegates and alternates to the state federation as soon as possible, but not later than the time required by the state federation before the convening of the state convention. The number of delegates to be sent to convention, notwithstanding the number to which the local is entitled, is subject to determination in advance by the Executive Council.~~

~~(c) Oregon AFL-CIO. All delegates and alternates to the Oregon AFL-CIO convention, except those designated as a duty of their office, shall be elected biennially by majority vote according to the same procedures for election of officers described in Article IV. The election will be scheduled after the Oregon AFL-CIO gives the call to convention. The local President and Secretary-Treasurer shall certify the election and forward the credentials of all delegates and alternates to the Oregon AFL-CIO as soon as possible, but not later than the time required by the Oregon AFL-CIO before the convening of convention. The number of delegates to be sent to convention, notwithstanding the number to which the local is entitled, is subject to determination in advance by the Executive Council.~~

~~(d) Linn-Benton-Lincoln Central Labor Council. Delegates and alternates, except those designated as a duty of their office shall be elected annually at the same time as the regular election of officers by majority vote of those voting according to the same procedures for election of officers described in Article IV.~~

Section 82. A ~~written~~ report by the delegates shall be provided to the Executive Council on meetings attended.

Section 93. Every reasonable effort shall be made by the local to pay for legitimate expenses incurred by delegates to attend meetings and conventions of affiliated organizations.

Section 104. The local, to the best of its ability, shall be active in the affairs of affiliated organizations.

Section 115. Delegates to affiliated organizations shall be members in good standing at the time of their election through their term of service.

ARTICLE XV - RULES OF ORDER

Section 1. The Executive Council, ~~and~~ Steward Council, general membership meetings, and committee meetings of the local shall primarily use a consensus-based process in making all decisions.

Section 2. Where consensus cannot be reached, the body ~~Executive Council and Steward Council~~ shall revert to Robert's Rules of Order at a three quarters (3/4) vote ~~of those present~~.

Section 3. Only elected stewards shall act as voting members of the Steward Council under Robert's Rules of Order. Elected and appointed stewards shall participate equally in all consensus-based decision making processes.

Section 42. Robert's Rules of Order, Newly Revised, shall govern in all cases not covered by this Constitution or by the Bylaws of this local.

BYLAWS
COALITION OF GRADUATE EMPLOYEES, AFT, AFL-CIO Local 6069
Amended April 24th, 2013

ARTICLE III - MEETINGS

Section 1. The regular membership meetings of this local shall be in the months of January, April, and October each year. The Executive Council may schedule other regular meetings at other times as may be needed. Regular meetings will be at a time and place scheduled by the Executive Council. The Executive Council by majority vote ~~of the membership~~ or by petition of twenty-five (25) members in good standing, ~~percent (25%)~~ may call a special meeting with one week notice to the members. The agenda for a special meeting will be limited to the specific subject or purpose for which the meeting was called.

ARTICLE V - STANDING COMMITTEES

Section 3. Finance Committee. The committee shall have at least three members in good standing, one of whom shall be the Secretary- Treasurer. Duties of the committee shall include but not be limited to recommendation to the Executive Council of an annual budget, of auditors for the annual audit, and of other items referred for recommendation.

Section 4. Constitution and Bylaws Committee.

- (a) The committee shall be at least one officer and two non-officer members in good standing appointed by the Executive Council.
- (b) The committee shall convene at least once per year.
- (c) Duties of the committee shall be to:
 - i. review proposed amendments to the Constitution and Bylaws to assure their conformity with requirements of affiliates or applicable labor laws;
 - ii. recommend actions to reconcile actual practices with the requirements of the Constitution and Bylaws;
- (d) The committee may initiate proposed amendments. Its review of proposed amendments will be reported to the Executive Council.
- (e) Members may bring proposed amendments before the committee for consideration.

Section 5. Bargaining Committee. There shall be a Local Bargaining Committee. One of the members of the committee shall be the Vice-President for Collective Bargaining, who shall be the chair. The duties of the Bargaining Committee shall be to represent and to negotiate for the local in all negotiations on collective bargaining matters.

Section 6. Organizing Committee. There shall be an Organizing Committee. The committee shall be at least five (5) members. One of the members shall be the Vice President for Organizing, who shall be the chair. The remaining positions shall be filled by stewards appointed by the Steward Council. The Vice President for Collective Bargaining will be an ex-officio member of this committee. The committee shall be responsible for organizing and mobilizing members in conjunction with collective bargaining and around other issues of interest to the membership. The committee also shall be co-responsible for planning and coordinating the annual and other membership recruitment programs and activities.

Section 7. Committee on Political Action. A Committee on Political Action may be assembled when deemed necessary by majority vote of either the Executive Council or Steward Council. The committee shall be at least three (3) members. One of the members shall be the Vice President for Communications, who shall be the chair. Appointments will be by the President with the approval of the Executive Council. Duties of the committee shall include reviewing and recommending the position of the local with respect to Legislative issues and with respect to candidates and ballot measures.

ARTICLE VI - ~~RATIFICATION OF COLLECTIVE BARGAINING AGREEMENTS~~

Section 1. Prior to both full contract and reopener negotiations, the Bargaining Committee will develop a bargaining platform of issues to be advanced in bargaining. This platform will be discussed at a General Membership Meeting. Bargaining may not proceed until the bargaining platform is ratified by the membership covered by the agreement. Ratification may occur in any manner specified by the Executive Council, and may include consensus or a successful motion to ratify at a general membership meeting.

Section 2. Tentative agreements reached between the union and the employer shall be subject to vote for ratification by the membership covered by that agreement. Ratification shall be by secret ballot majority vote of those voting at a special membership meeting called for consideration of the tentative agreement. Alternatively, the ratification vote may be conducted electronically using a secure, confidential, and verifiable system that is accessible by all union members, provided that a special membership meeting is still called for consideration of the tentative agreement. Consideration and/or vote may be taken at a regular membership meeting whenever a tentative agreement is reached not more than five days before a scheduled, regular meeting.

ARTICLE VII - STRIKES

The membership, on the request and recommendation of the Bargaining Committee or the Executive Council, may authorize the union to call a strike. ~~Authorization shall be granted upon vote by three fourths (3/4) of the votes cast by those members voting at a meeting called for such a purpose. The meeting may be scheduled in more than one session to provide maximum opportunity for participation.~~ The recommendation to strike shall be presented to the membership at a General Membership Meeting. A strike authorization vote shall be conducted over at least ten (10) days to provide maximum opportunity for participation. Details of the voting procedure shall be established by the Executive Council. The vote of each member voting will be recorded. Strike authorization shall require that at least 30% of the regular membership cast a vote with at least three fourths (3/4) of the votes cast in support of a strike.

ARTICLE VIII – AMENDMENT

Section 1. These Bylaws may be amended by a majority vote of those voting at a regular membership meeting, except where the amendment relates to a bylaw which itself requires more than a majority vote, in which case the same vote will be required for adoption.

Section 2. The proposed amendment shall be submitted to the members by the same procedure as in Article XVI, Section 2 of the Constitution. ~~at least one month in advance of the meeting at which the vote is scheduled.~~

Section 3. The same amendment may not be introduced more than once in a three-month period.