

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

Last Amended November 17, 2023

ARTICLE I - NAME

The organization shall be known as the Coalition of Graduate Employees, AFT, AFL-CIO, Local 6069, and may be referred to as the local, union, or federation.

ARTICLE II - OBJECTIVES

Section 1. Organizing: Empower graduate employees at Oregon State University through advocacy and member-driven collective action.

Section 2. Collective Bargaining: Represent the interests and rights of Oregon State University's graduate employees through the bargaining and maintenance of a fair working contract.

Section 3. Community: Foster a sense of community among graduate employees from all departments and backgrounds.

Section 4. Education: Promote quality graduate and undergraduate education at Oregon State University and work to protect and promote the role of graduate employees and higher education workers in the delivery of quality education and research for the public.

Section 5. Equity and Justice: Fight all forms of bias in our union and in our workplace on the basis of race, creed, religious affiliation or identity, sex, assigned sex, age, dis/ability, body type, sexual orientation, gender identity and expression, lifestyle, political affiliation, economic/class status, color, ethnicity, caste, national origin, citizenship status, parental status, veteran status, or other characteristics subject to discrimination.

Section 6. Solidarity: Promote the mutual interests of all working people and our communities through collaboration and cooperation with other people and groups on campus and beyond.

Section 7. Anticolonialism: Fight for the liberation of indigenous people everywhere and oppose colonial projects (as a specific extension to the above Sections in this Article). The following is the land acknowledgement adopted by CGE, and should be read in all applicable spaces as written, or reasonably modified for context:

Oregon State University is a land-grab institution established by the Morrill Act of 1863, which authorized the genocidal theft of nearly 11 million acres of land from more than 250 sovereign nations. Oregon State University's endowment was raised in 1868 by selling 90,000 acres of stolen land from which the Klamath, Coos, Lower Umpqua, Siuslaw and Coquille people were violently removed. "As the historical and financial records show, land-grant universities would not have been possible without the violent and genocidal removal of Indigenous Peoples from

their lands” -T. Ambo et al, 2022.

Oregon State University in Corvallis, OR is located within the traditional homelands of the Mary's River or Ampinefu Band of Kalapuya. Following the Willamette Valley Treaty of 1855 (Kalapuya etc. Treaty), Kalapuya people were forcibly removed to reservations in Western Oregon. Today, living descendants of these people are a part of the Confederated Tribes of Grand Ronde Community of Oregon (<https://www.grandronde.org>) and the Confederated Tribes of the Siletz Indians (<https://ctsi.nsn.us>).

ARTICLE III- MEMBERSHIP

Section 1.

(a) Employees included in any bargaining unit represented by the local, or in a unit being organized by the local, shall be eligible for Regular membership. Regular members shall be entitled to all rights and privileges in the organization.

(b) Employees who leave the bargaining unit for any reason, except supervisory status, shall be eligible for Associate membership. Associate membership is also available to Oregon State University graduate students who are excluded from the bargaining unit represented by the local. Associate members have the same rights and privileges as Regular members. Associate members can serve as stewards, and on caucuses and committees. Legacy union members are ex-members who have left graduate employment upon graduation or are local community members who wish to become members in solidarity. Legacy union members may not vote or participate in positions within the union but will be welcome to attend CGE events and membership meetings.

(c) Membership shall be by application. Membership withdrawal shall be by in-person signing of a withdrawal card at the union office. Withdrawals can also be processed via email at the discretion of the Vice President for Membership or designee.

(d) Membership in good standing shall be defined as having paid dues in full. Members from a bargaining unit being organized by the local shall be considered in good standing, regardless of dues payment status, until a collective bargaining agreement is ratified for that unit.

Section 2. Supervisory personnel shall not obtain membership. Members who are promoted to positions with the rank of supervisor automatically are removed from membership on the effective date of promotion.

Section 3. No discrimination shall be shown toward individual members or applicants for membership on the basis of race, creed, religious affiliation, sex, assigned sex, age, dis/ability, body type, sexual orientation, gender identity and expression, lifestyle, political affiliation, economic status, color, ethnicity, caste, national origin, citizenship status, parental status, veteran status, or other characteristics subject to discrimination. All union members must abide by the union's conduct policy, which will be publicly available on the union website.

Section 4. Any member, who fails to pay dues upon dues expiration or within forty-five

(45) days of the due date, shall be dropped from the rolls and their names removed from the records at the national office. The member may be reinstated upon payment of all back dues, not to exceed three months back dues. The Executive Council may modify, including waiving completely, the amount of the back dues.

ARTICLE IV – OFFICER ELECTIONS

Section 1. The following officers shall be elected to the local Executive Council annually: President, Vice President for Bargaining, Vice President for Grievances, Vice President for Communications, Vice President for Organizing, Vice President for Membership, Vice President for Social Activities, Secretary-Treasurer, and Vice President for Solidarity.

Section 2. Membership in good standing for at least three months is required to hold office.

Section 3. Nominations for office shall be made at the general membership meeting held in spring term of each year. Notice shall be provided to each member at least fifteen (15) days prior to the meeting that nominations will be in order. Notice of the right to make nominations and of the election may be combined in one notice. Nominations shall be made from the floor. Nominees must have given their consent to be nominated and may be nominated in absentia.

Section 4.

(a) Election of officers shall be conducted not more than 60 days after the time of nominations, or by the end of spring term, whichever is earlier. Election shall be conducted by a secret ballot vote of members in good standing. At the discretion of the Executive Council, secret balloting may be conducted electronically using a secure, confidential, and verifiable system that is accessible by all union members.

(b) The candidate receiving a plurality of at least forty percent (40%) of the votes cast shall be declared elected. If the plurality of forty percent (40%) is not obtained, a run-off election of the two candidates receiving the most votes shall be held within fifteen days.

Section 5. Any Executive Council position may be filled by a single Vice President or by two Co-Vice Presidents who share the duties assigned to the role. Generally, Co-Vice Presidents run jointly on the ballot during Executive Council elections and receive votes from membership as a single unit, not as individual candidates. When an Executive Council position is filled by Co-Vice Presidents, each Co-Vice President shall receive their own vote as a member of the Executive Council.

Section 6. Any member of the Executive Council can appoint a proxy for their position through a vote of the Executive Council. Generally, a proxy should not take the place of an Executive Council member for more than one academic term; in cases where a proxy replaces an Executive Council member for more than one term, another vote of the Executive Council must be held to extend the duration of the role. Proxies do not vote in addition to the officer whose position they are filling.

Section 7. A committee of three members will oversee the election. This committee will exclude nominees. It is the duty of this committee to verify membership and count and tally ballots. If in-person secret balloting is being conducted, it is the duty of this committee to set up a polling area and guard ballot boxes. If electronic secret balloting is being conducted, it is the duty of this committee to monitor and administer the electronic voting system. The Secretary-Treasurer shall keep the ballots and all other records pertaining to the election for a period of no less than one year.

Section 8. Officers elected to the Executive Council shall take office on July 1, upon certification of the results of the election. The term of office shall be one year.

Section 9. The Executive Council shall have authority to fill officer vacancies for the balance of the term. Any member of the Executive Council who ran as a single candidate may nominate another union member in good standing to serve as their Co-Vice President. Nominees will be appointed by a vote of the Executive Council. If a vacancy is filled by Executive Council vote or if a new Co-Vice President is appointed, the results will be reported to membership.

Section 10. Any officer who is absent from three consecutive meetings of the Executive Council, without adequate prior notification, shall be considered to have vacated their office.

ARTICLE V – OFFICER DUTIES

Section 1. The President shall be the chief executive officer of the local. The President shall be an ex-officio non-voting member of all committees, sign all necessary documents, and represent the local when and where necessary. The President shall be the chief delegate to all conventions of AFT, AFT-Oregon, and Oregon AFL-CIO. The President shall make a report to the membership at least once each year summarizing the accomplishments of the local and outlining plans for the next year. The president is responsible for building and maintaining CGE's relationship with external organizations including AFT-Oregon, the Oregon AFL-CIO, the Linn-Benton-Lincoln Central Labor Chapter (LBLCLC), UAOSU, ASOSU, SEIU, and others. The President shall be the chief delegate to the LBLCLC.

Section 2. The Vice President for Grievances shall handle and facilitate filing of grievances between the local and our employer. They maintain records for grievances and are the formal contact between the local and our employer; they are also responsible for the recruitment and chairing of the Grievance Committee. The Vice President for Grievances shall perform all the duties of President in that officer's absence and shall be next in line of succession should the office of President be vacated.

Section 3. The Vice President for Bargaining shall be responsible for the duties associated with collective bargaining, including but not limited to: recruitment of the bargaining team, coordination and facilitation of bargaining team meetings, and working with staff to train bargaining team members and coordinate with any Contract Action Teams. The Vice President for Bargaining shall ensure the membership is kept informed of any bargaining

updates or opportunities to participate in the collective bargaining process. The Vice President for Bargaining shall be responsible for coordinating membership education on updates to the collective bargaining agreement.

Section 4. The Vice President for Communications shall be responsible for the communications program of the local. The Vice President for Communications shall oversee local public relations through publications and activities. The Vice President for Communications shall be responsible for the development of communication materials, including but not limited to: press releases, member newsletters, campaign materials, promotional items, graphics, and social media communications. They will work with staff to coordinate updates to the union website.

Section 5. The Vice President for Organizing shall be responsible for direct action campaigns and the overall organizing program of the local. The Vice President for Organizing shall work with the Vice President for Bargaining to coordinate organizing during contract campaigns. The Vice President for Organizing shall compile resources for the training of stewards, and provide support for and help coordinate all meetings of the Steward Council. The Vice President for Organizing shall work with the Vice President for Membership on membership recruitment programs.

Section 6. The Secretary-Treasurer shall be the custodian of the local records. The Secretary-Treasurer shall issue all notices, report all correspondence at the direction of the President, and preserve the seal and charter of the local. The Secretary-Treasurer shall record and distribute minutes from any meetings of the Executive Council, the Steward Council, and the general membership. The Secretary-Treasurer shall receive, record, and deposit all monies from dues and other sources in the name of the local. The Secretary-Treasurer shall keep the membership roll and issue delinquency notices. The Secretary-Treasurer shall forward per capita dues and current membership lists to AFT and other affiliated organizations to keep the local in good standing at all times, with special care taken to see that per capita dues through June 30 are sent to the national office no later than fifteen (15) days prior to the opening date of the national convention so that delegates from the local may be seated. The Secretary-Treasurer shall present a written report to all members once each year and keep adequate records available at all times for the Executive Council and other local committees that may have need for such records. The Secretary-Treasurer shall pay all bills authorized by the adopted budget, retaining vouchers and invoices for the bills. Expenses not authorized in the budget must be presented to the Executive Council for authorization.

Section 7. The Vice President for Social Activities plans, coordinates, and executes union social events throughout their term of office. They also participate in the planning of general membership meetings. The duties of the Vice President for Social Activities include building solidarity and union community by facilitating social engagement.

Section 8. The Vice President for Solidarity shall be responsible for designing and executing campaigns and actions to grow solidarity within our union, and with local and campus organizations, communities, and efforts. Their duties include, but are not limited to: coordinating anti-bias trainings with support from staff and other Executive Council members;

maintaining regular communications and exchanging updates with active union caucuses; participating in campus coalition meetings with UAOSU, SEIU, and ASOSU; overseeing the Hardship Fund Committee; and developing proposals for use of the Building Anti-Racist Unions (BARU) and Solidarity Funds.

Section 9. The Vice President for Membership shall be responsible for membership recruitment and retention. They will assist in supervising the upkeep of membership lists and records of participation for each employing unit, and coordinate orientations and membership drives. They will work with the Vice President for Organizing to support the Steward Council and Steward Communications Committee.

Section 10. All Executive Council members are authorized to sign checks on behalf of the local.

Section 11. A quorum of the Executive Council shall be greater than 50% of the membership of the Executive Council.

Section 12. Co-facilitation of meetings of the Steward Council shall be assigned on a rotating basis among the members of the Steward Communications Committee, with assistance and support from the Vice President for Organizing.

ARTICLE VI – STEWARD ELECTIONS

Section 1. Stewards shall be apportioned on the basis of one for every ten (10) graduate students eligible for membership or associate membership provided that no area shall have less than one steward. The Vice President for Organizing, no later than two weeks prior to the winter 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. Stewards shall be apportioned based on the membership within each area as of the winter general membership meeting. Areas shall be defined in the Bylaws.

Section 2. Nominations may be submitted to the Vice President for Organizing any time during the open nomination period, which shall include the winter term general membership meeting. In order to serve as steward, a candidate must be a member in good standing.

Section 3. Election of stewards shall be conducted not more than forty-five (45) days from the opening of nominations, or by the end of week eight (8) of winter term, whichever is earlier. Elections shall be conducted by a secret ballot vote of members in good standing, and may be conducted electronically using a secure, confidential, and verifiable system that is accessible by all union members. All stewards shall be elected by a plurality of the votes cast in their area. In the event of a tie, a run-off election shall be held immediately.

Section 4. Disputes in such elections shall be referred to the Executive Council excluding the Vice President of Organizing for determination, provided that any aggrieved person may appeal to the Steward Council.

Section 5. Stewards shall take office at the start of spring term, upon certification of the results of the election by the Steward Council.

Section 6. Stewards shall not concurrently hold any other elective office in the local, except that of delegate to an affiliate convention or to serve on the Steward Communications Committee. Any member elected to an Executive Council position who wishes to maintain involvement as a steward may do so as an ex-officio, non-voting member of the Steward Council.

Section 7. Stewards who are absent from three consecutive meetings of the Steward Council, without adequate prior notification, shall be considered to have vacated their office.

Section 8. Elections to the Steward Communications Committee (SCC) will take place in the subsequent spring term after the general steward election. Elected stewards will be able to nominate a standing steward to run for a position on the SCC. Stewards can choose to nominate themselves for the SCC. The SCC will be composed of eight (8) stewards total, with two (2) stewards being eligible to represent the SCC for their respective cluster. Nominated stewards will be elected by a majority vote of the Steward Council based on the respective cluster in which they are running for a position on the SCC.

ARTICLE VII – STEWARD DUTIES

Section 1. Stewards shall attend all regular and special meetings of the Steward Council and any other meetings they are requested to attend.

Section 2. Stewards must report to and receive information from the members in their employing unit.

Section 3. Stewards shall convene informal meetings of local members in their employing unit to consider union matters and for social purposes.

Section 4. Stewards shall be responsible for the distribution of all information from the local to members in their employing unit.

Section 5. Stewards shall be responsible for the union bulletin board in their employing unit.

Section 6. Stewards shall be responsible for recruitment of new members.

Section 7. Elected stewards, in coordination with the Vice President for Grievances, may be responsible for assisting members in processing grievances and for representing them (if requested) in any grievance meetings. Stewards shall forward copies of all grievances and related material to the Executive Council and staff.

Section 8. To account for the increase in scale of our union and its steward structure, an annually elected committee of eight (8) stewards will be tasked to serve on the Steward Communications Committee (SCC). This committee will be responsible for facilitating

Steward Council meetings by creating meeting agendas, arranging for food preparation, and presiding over the meetings on a rotational basis among members of the SCC. The SCC will also be tasked with disseminating information and keeping all other stewards updated with union activities and news. The election of the SCC will take place in spring term. The newly elected SCC will take office at the start of the summer term.

Section 9. All employing units eligible for steward representation will be divided into four (4) clusters: blue, yellow, green, and purple. The composition of these clusters may be determined by the Steward Communications Committee (SCC) with approval from the Steward Council. Any changes made must be determined and approved before the SCC elections, and will take effect at the beginning of the summer term. SCC elections in the spring term shall be organized according to the next effective cluster composition.

ARTICLE VIII - OFFICER, STEWARD, & MEMBER REMOVAL

Section 1. An elected officer or steward may be removed from office for specific cause, including but not limited to: failure to perform duties as provided in the Constitution and Bylaws, violation of the Constitution and Bylaws, misconduct, or participation in illegal acts that violate union values expressed in our objectives and our conduct policy.

(a) Removal shall be by resolution adopted by a majority roll-call vote of the Executive Council and approved by two-thirds (2/3) roll-call vote of the Steward Council. Consideration for removal may come from charges raised by two or more officers, or by a petition presented to the Executive Council and signed by at least twenty (20) percent of the membership requesting removal. In the case of a petition, the Executive Council shall verify that the signatures are of members in good standing at the time of their signing. The petitioners must designate not more than three (3) representatives from among the signers who must attend the Executive Council meeting when the petition is considered to present their charges, otherwise the petition will not be considered.

(b) The specific charges will be presented to the officer or steward before the Executive Council meeting in which they are to be considered. Steward Council consideration of the resolution for removal will be at its meeting immediately following the adoption of the resolution by the Executive Council. On adoption of a resolution for removal, the Executive Council shall provide the officer or steward an opportunity to submit a written resignation before consideration of the resolution for removal by the Steward Council. Upon resignation, the Steward Council will not consider the resolution for removal.

(c) Removal will be effective upon approval of a resolution for removal by the Steward Council.

(d) Removal may be appealed to the next regular general membership meeting or a special meeting called by the President for consideration of the appeal. The officers initially raising the charges will be responsible for presentation of the charges to the membership. Where the action of the Executive Council is based on a petition from the membership, the Vice President for Grievances will be responsible for presentation of the charges to the membership unless the Vice President for Grievances is the subject of the recall. In this instance, the President will

hold these responsibilities.

(e) A majority vote of the members in good standing voting at such a meeting will be required to uphold removal. The Secretary-Treasurer will conduct the election and certify the results unless the Secretary-Treasurer is the subject of the recall. In this instance, the President will hold these responsibilities. The result of the vote shall be published.

Section 2. The voters eligible to vote for removal will be restricted to those voters normally eligible to vote in an election for that position.

Section 3. The officer or steward subject to removal will be provided an opportunity to be heard before any vote on removal by the Executive Council, the Steward Council, or the membership and shall be entitled to representation at any meeting at which the charges will be considered.

Section 4. Union members who espouse rhetoric which discriminates or serves to politically subjugate based on the identity categories outlined in Article III, Section 3 may be removed from union membership, as this behavior does not align with CGE values of equality and solidarity between all members. The procedure for removal will follow the protocol outlined above.

ARTICLE IX - COMMITTEES AND CAUCUSES

Section 1. The Executive Council, the Steward Council, and the membership may establish committees and caucuses as needed.

Section 2. Creation, composition, duties, and responsibilities of any standing committee or caucus shall be confirmed by majority vote of the Steward Council, and formally adopted by amending union bylaws.

ARTICLE X - EXECUTIVE COUNCIL

Section 1. The Executive Council of this local shall consist of the elected officers.

Section 2. The Executive Council shall administer the policy of this local as set by the Steward Council and the membership at regular meetings. It shall have the power to act for the good of the union between meetings of the Steward Council or the membership where the Steward Council or the membership cannot set the policy.

Section 3. The chairperson of the Executive Council shall be the President of the local.

Section 4. The time and place of Executive Council meetings shall be set by the Executive Council as specified in the Bylaws and announced in advance to the membership.

Section 5. The Executive Council shall have the power to employ personnel on any basis as determined by the needs and finances of the union, and shall have the authority to set wages,

salaries, benefits, expenses, and all personnel and employment policies.

Section 6. The Executive Council shall have the power to produce and adopt an annual budget; to make contracts and incur liabilities which may be appropriate to enable it to accomplish any or all of its purposes; to borrow money for union purposes at such rates or interest and terms and conditions as they may deem appropriate; to issue notes, bonds, and other obligations; and to secure any of its obligations by mortgage, pledge, or deed of trust of all or any of its property and income.

Section 7. The Executive Council shall report its activities at each regular Steward Council and membership meeting.

Article XI - STEWARD COUNCIL

Section 1. Subject to the final authority of the membership, the general governing body of the union shall be a Steward Council, the members of which shall be members of the union in good standing, elected by vote of the members from their area.

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 and caucuses (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 employing units with vacancies on the Steward Council may also request to be appointed to the Steward Council. The Executive Council shall inform the membership of an employing unit of the request before making appointments to the Steward Council. Appointed stewards shall have all of the duties outlined in Article VII. 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 union membership of the employing unit 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) In addition to elected and appointed Stewards, each caucus may appoint a single caucus member to attend and participate in deliberations and voting procedures at Steward Council meetings. Each caucus representative will have one (1) vote. This will not be a permanent appointment, and each caucus may send any member who is not a department Steward to serve

this capacity. Caucus representatives must be members in good standing.

(e) The Steward Council may establish committees and caucuses as it deems necessary.

Section 3.

(a) The Steward Council shall meet at least six (6) times per year at a time and place specified in the Bylaws. Regular meetings of the Steward Council may be canceled by the Executive Council when there is no business for consideration by the Steward Council.

(b) The meetings of the Steward Council shall be co-facilitated by members of the Steward Communications Committee, with support from the Vice President for Organizing of the local.

(c) 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.

(d) A quorum for a meeting of the Steward Council shall consist of fifteen (15) members of the Steward Council, excluding Executive Council members.

ARTICLE XII - MEMBERSHIP MEETINGS

Section 1. The time and place of membership meetings shall be fixed by the Bylaws adopted by the local.

Section 2. There shall be at least three (3) membership meetings per year.

Section 3. A quorum shall consist of thirty (30) members in good standing, including at least one officer.

Section 4. The membership meeting shall be the highest level of governance in the local.

Section 5. All membership meetings shall open with the Land Acknowledgement in Article II Section 7. The Land Acknowledgement can be read as written, or modified for added context of the meeting.

ARTICLE XIII - CONDUCT POLICY

Section 1. All union spaces, both in person and online, will be governed by a union conduct policy. A conduct policy committee will convene at least once per year to review and amend the policy. Any member in good standing can serve on the committee, as well as propose amendments to the policy. The initial policy developed by the committee shall be approved by general membership vote; subsequent amendments or iterations of the policy shall be approved by vote of the Steward Council.

ARTICLE XIV - FINANCE

Section 1. Regular dues shall be fixed by the Bylaws adopted by the local.

Section 2. The local may obtain additional finances through grants, donations, contributions, or other funding activities.

Section 3. A budget shall be produced yearly following officer elections and prior to July 1.

ARTICLE XV - 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.

Section 8. A report by the delegates shall be provided to the Executive Council on meetings attended.

Section 9. 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 10. The local, to the best of its ability, shall be active in the affairs of affiliated organizations.

Section 11. Delegates to affiliated organizations shall be members in good standing at the time of their election through their term of service.

ARTICLE XVI - RULES OF ORDER

Section 1. The Executive Council, 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 shall revert to majority vote.

Section 3. Only elected stewards shall act as voting members of the Steward Council, excluding active stewards who are also members of the Executive Council. Elected and appointed stewards shall participate equally in all consensus-based decision-making processes.

ARTICLE XVII - AMENDMENT

Section 1. This Constitution may be amended by a three-fourths ($\frac{3}{4}$) vote of those voting at a regular membership meeting.

Section 2. The proposed amendment shall be submitted to the members by the Executive Council at least two weeks in advance of the meeting at which the vote is scheduled. Proposed amendments to be submitted to the members include:

(a) any amendment that is submitted to the President at least three weeks in advance of the meeting at which the vote is scheduled, and that has been signed by at least ten (10) members in good standing;

(b) any amendment approved by the Executive Council for submission.

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

ARTICLE XVIII - AVAILABILITY OF CONSTITUTION

Section 1. Three copies of this Constitution and any Bylaws, and all future amendments, shall be submitted to the national office of the American Federation of Teachers. One copy of this Constitution, and all future amendments, shall be submitted to AFT-Oregon.

Section 2. Copies of this Constitution shall be made available to other affiliated organizations upon request.

Section 3. Copies of this Constitution shall be available to any member in good standing of the local upon request to the Executive Council.

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

Last amended November 1, 2018

ARTICLE I – DUES

Section 1. The monthly dues for Regular members shall be two percent (2.0%) of monthly gross income. These amounts will only be adjusted by any pass through of affiliation fees. Monthly dues for Associate members shall be at least ten (10.00) dollars at the discretion of the Associate member. Monthly dues for Legacy members shall be at least ten (10.00) dollars at the discretion of the Legacy member.

Section 2. The dues year shall be from July 1 through June 30. Regular membership dues payment shall be rendered by the University through automatic monthly deductions. Associate and Legacy member dues shall be collected by the Local under the supervision of the Vice President for Membership and the Treasurer.

Section 3. Dues from Associate and Legacy members shall be used to finance the Hardship Fund.

ARTICLE II - FINANCES

Section 1. The fiscal year shall be July 1 through June 30.

Section 2. Two signatures shall be required on all checks and payments issued by the local.

Section 3. There shall be an annual audit or audit review of the funds of the local at the conclusion of each fiscal year.

Section 4. A Hardship Fund shall be maintained for general membership.

ARTICLE III - MEETINGS

Section 1. The regular membership meetings of this local shall be at least three times per 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, or by petition of twenty-five (25) members in good standing, may call a special meeting with one week's 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.

Section 2. The Executive Council shall meet at least once each month, excluding the months of July and August, throughout the year. It shall meet at least once during the three (3) months from June through August. It may also meet at such other times as it may determine. All meetings of the Executive Council shall be open and announced to all members.

Section 3. The Steward Council shall meet at least twice per term, excluding summer term. It may also meet in a special meeting called by the President, by the Executive Council by majority vote, or by stewards by petition of twenty-five percent (25%), with one week's notice to stewards and officers. The agenda for a special meeting will be limited to the specific subject for which the meeting was called, and no other business may be transacted except by unanimous consent. All meetings of the Steward Council shall be open and announced to all members.

ARTICLE IV - STEWARDS

Section 1. Employing units for steward representation shall include all departments and programs in which graduate assistants are employed. A current list of employing units shall be available to members and shall be published on the local's website.

Section 2. For the purpose of steward elections, the Executive Council shall circulate a list of defined employing units to the membership at the start of Steward Council nominations.

ARTICLE V - STANDING COMMITTEES AND CAUCUSES

Section 1. *Appointments*

(a) Standing Committees shall be composed of members of the Local and shall be appointed by the Executive Council except as otherwise specified in the Constitution or Bylaws.

(b) Chairpersons of the Standing Committees shall be designated at the time of committee appointments by the Executive Council unless otherwise specified in the Constitution or Bylaws.

(c) Whenever a new committee is added in these Bylaws, initial appointments to the new committee shall be made within thirty (30) days from the effective date of the amendment, even though the description of the committee may say the regular appointments are to be made at another time. The appointees shall serve a term through the end of what otherwise would be a normal term, and the regular appointment cycle will take place.

(d) These provisions will apply similarly for standing caucuses.

Section 2. *Duties*

(a) Standing Committees shall assume duties assigned by the Executive Council.

(b) Standing committees shall annually submit a written report and other reports as directed by the Executive Council.

(c) Standing Committees may form subcommittees as needed.

Section 3. *Finance Committee.* The objective of the Finance Committee is to ensure good stewardship of the union's finances and make decisions about the allocation of member dues.

The Committee shall have at least three members in good standing who constitute the voting body, one of whom shall be the Secretary-Treasurer. The finance committee shall meet at least once an academic term. Duties of the committee shall include but not be limited to, providing an update to the EC each academic term, producing the annual budget, coordination with the Hardship Fund Committee, recommendation to the Executive Council of an annual budget, recommendation of auditors for the annual audit, and other items referred for recommendation or review.

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 Bargaining, who shall be the chair. The duty of the Bargaining Committee shall be to represent and to negotiate for the local in all negotiations on collective bargaining matters.

Section 6. *Grievance Committee.* There shall be a Local Grievance Committee. One of the members of the committee shall be the Vice President for Grievances, who shall be the chair. The duty of the Grievance Committee shall be to handle or advise on grievances brought to its attention by the Vice President for Grievances, and to make recommendations on arbitration to the Executive Council.

Section 7. *Women of Color Caucus.* The Women of Color Caucus (WoCC) aims to celebrate, empower, and advocate for women of color at Oregon State University (OSU) by focusing on the professional development of women of color in all disciplines to enable them to become successful contributors to their field. This mission will be accomplished by providing support, community, and resources for women of color at OSU, while enriching OSU with the contributions of often silenced people. WoCC seeks to center issues, knowledge, and experiences of women of color, and provide a safe space to build meaningful connections, and support the advancement of women of color. WoCC will seek to pursue changes in institutional policy that will safeguard the rights and affirm the identities of women of color

at Oregon State University, regardless of whether they are graduate students, employees, or union members. WoCC has an open membership policy and invites people of all backgrounds who encourage and support the advancement of women of color in higher education, to become members and to help in our work towards an inclusive community. In addition to general members, the WoCC will consist of at least one officer from the Executive Council to serve as a general note-taker and point-person for budgetary considerations.

Section 8. *Pride Caucus.* The Pride caucus is open to all union members who identify as LGBTQIA+. This includes, but is not limited to, people who identify as lesbian, gay, bisexual, pansexual, transgender, queer, genderqueer, gender nonconforming, agender, genderfluid, intersex, Two Spirit, asexual, aromantic, and demiromantic. We seek to pursue changes in institutional policy that will safeguard the rights and affirm the identities of people who identify as part of the LGBTQIA+ community at Oregon State University, regardless of whether they are graduate students, employees, or union members. In addition to general members, the Pride Caucus will consist of at least one officer from the Executive Council to serve as a general note-taker and point-person for budgetary considerations. All union members are encouraged to attend and observe meetings; however, we aim to amplify the voices of those with lived experiences pertaining to our policy goals.

Section 9. *Working Parents Caucus.* The *Working Parents Caucus* advocates for the needs of student and grad employee parents as an important part of the union's efforts, bringing family issues into bargaining, organizing, and advocacy campaigns. Bargaining for specific contract language regarding access to child care shall be the issue of focus, as well as other issues of particular interest to working parents, including but not limited to maternity/paternity leave, and Breastfeeding/Lactation Rooms. The *Working Parents Caucus* shall also advocate for issues facing, but not necessarily unique to, working parents such as affordable health insurance, and family medical leave, as necessary. In addition to general members, the Working Parents Caucus will consist of at least one officer from the Executive Council to serve as a general note-taker and point-person for budgetary considerations

Section 10. *CGE Housing Caucus.* The CGE Housing Caucus is open to all eligible members, Associate and Legacy members included. In addition to general members, the Housing Caucus will consist of at least one officer from the Executive Council to serve as a general note-taker and point-person for budgetary considerations. The CGE Housing Caucus will dedicate its activities to secure affordable and quality housing for all graduate student workers at OSU. Among its objectives, the caucus will strive toward securing a housing trust for costs related to housing, advocating for stronger rights for tenants in the local area, and stimulating the development of housing cooperatives in the local area. The CGE Housing Caucus will also work to make strategic partnerships with other housing advocacy groups including, but not limited to, the North American Students of Cooperation (NASCO) and Tenants United.

Section 11. *Anti-Harassment Caucus.* The CGE Anti-Harassment Caucus is open to all graduate students, regardless of current CGE membership status. In addition to general members, the Anti-Harassment Caucus will consist of at least one officer from the Executive Council to serve as a general note-taker and point-person for budgetary considerations. The Anti-Harassment Caucus dedicates itself to listening to and supporting graduate students who have been bullied

by their advisors, OSU administrators, peers, or other party. Secondly, this caucus works to stop bullying at OSU. Changing the culture of bullying at OSU will be accomplished by both top-down (ex. working with OSU to establish consequences for bullying) and bottom-up (ex. marching to demand that the culture change) actions. Additionally, the caucus will work to develop and provide resources to graduate students to stop bullying as they experience or witness it.

Section 12. *Caucus on Graduate Employee Safety (CGES)*: CGES will dedicate its activities to inform graduate workers of their rights and what to expect if they are injured while completing tasks that fulfill responsibilities as a student or under an assistantship. Additionally, CGES will organize information about workers' compensation claims, different types of injuries, and what recourse is available for injuries incurred under different capacities of work. Creating strategic partnerships with OSU representatives that can provide guidance on ergonomic safety/welfare, SAIF, and PacificSource is essential for the success of this caucus.

Section 13. *Disability Justice Caucus*. The CGE Disability Justice Caucus is open to all graduate students, regardless of current CGE membership status. In addition to general members, the Disability Justice Caucus will consist of at least one officer from the Executive Council to serve as a general note-taker and point-person for budgetary considerations.

The DJ Caucus is guided by the 10 Principles of Disability Justice authored by the Sins Invalid Family (*Skin, Tooth, and Bone: The Basis of Movement is Our People; A Disability Justice Primer* 2016), which are as follows:

1. **Intersectionality.** We know that each person has multiple identities, and that each identity can be a site of privilege or oppression. The mechanical workings of oppression and how it outputs shift depending upon the characteristics of any given institutional or interpersonal interaction; the very understanding of disability experience itself is being shaped by race, gender, class, gender expression, historical moment, relationship to colonization and more.
2. **Leadership Of Those Most Impacted.** We know ableism exists in the context of other historical systemic oppressions. We know to truly have liberation we must be led by those who know the most about these systems and how they work.
3. **Anti-Capitalist Politic.** We are anti-capitalist as the very nature of our mind/bodies often resist conforming to a capitalist "normative" level of production. We don't believe human worth is dependent on what and how much a person can produce. We critique a concept of "labor" as defined by able-bodied supremacy, white supremacy and gender normativity. We understand capitalism to be a system that promotes private wealth accumulation for some at the expense of others.
4. **Cross-Movement Solidarity.** Necessarily cross movement, Disability Justice shifts how social justice movements understand disability and contextualize ableism, lending itself toward a united front politic.
5. **Recognizing Wholeness.** We value our people as they are, for who they are, and understand that people have inherent worth outside of capitalist notions of productivity. Each person is full of history and life experience. Each person has an internal experience composed of their own thoughts, sensations, emotions, sexual fantasies, perceptions, and idiosyncracies. Disabled people are whole people.
6. **Sustainability.** We pace ourselves, individually and collectively, to be sustained long-term. We value the teachings of our lives and bodies. We understand that our embodied experience is a critical guide and reference pointing us toward justice and liberation.

7. **Commitment To Cross-Disability Solidarity.** We value and honor the insights and participation of all of our community members. We are committed to breaking down ableist / patriarchal / racist / classed isolation between people with physical impairments, people who identify as “sick” or are chronically ill, “psych” survivors and those who identify as “crazy”, neurodiverse people, people with cognitive impairments, and people who are of a sensory minority, as we understand that isolation ultimately undermines collective liberation.
8. **Interdependence.** Before the massive colonial project of Western European expansion, we understood the nature of interdependence within our communities. We see the liberation of all living systems and the land as integral to the liberation of our own communities, as we all share one planet. We attempt to meet each other’s needs as we build toward liberation, without always reaching for state solutions which inevitably then extend its control further over our lives.
9. **Collective Access.** As brown/black and queer crips, we bring flexibility and creative nuance to engage with each other. We create and explore new ways of doing things that go beyond able-bodied/minded normativity. Access needs aren’t shameful — we all have various capacities which function differently in various environments. Access needs can be articulated within a community and met privately or through a collective, depending upon an individual’s needs, desires, and the capacity of the group. We can share responsibility for our access needs, we can ask that our needs be met without compromising our integrity, we can balance autonomy while being in community, we can be unafraid of our vulnerabilities knowing our strengths are respected.
10. **Collective Liberation.** How do we move together as people with mixed abilities, multiracial, multi-gendered, mixed class, across the orientation spectrum – where no body/mind is left behind?”

The DJ Caucus is committed to providing space for disabled, Mad, crip, mentally ill, neuroqueer, neurodivergent, crazy, blind, deaf, and hard-of-hearing graduate students to be in community with each other, as well as to center their needs, interests, and concerns. Moreover, the DJ Caucus works to end ableist/sanist structures and dynamics within CGE and Oregon State University.

Section 14. *Environmental Justice Caucus.* The CGE Environmental Justice Caucus works with the university and Corvallis communities to address the causes and consequences of the climate crisis and environmental destruction through equitable and just solutions. In all its work and actions, the caucus will center *frontline communities* and voices.

Section 15. *International Caucus.* The CGE International Caucus is open to all graduate students regardless of CGE membership status and serves to represent the concerns of all international students at Oregon State University. The International Graduate Caucus recognises that international graduate students attending OSU have unique needs and difficulties in comparison to US students. It seeks to discover these issues through canvassing the international graduate student body and seeks solutions to them through cooperative action. Issues affecting international graduate students intersect with other Caucuses’ concerns (e.g. Women of Colour, Housing, Anti-Harassment), hence members will be active in voicing the specific issues affecting international graduate students within these groups. Additionally, the Caucus seeks to work with OSU administration to improve the environment for international graduate students

from the university side, whilst creating visible resources to aid international graduate students throughout all phases of their time at OSU. These might be cultural fluency materials, such as a glossary of oft-encountered academic terms in the US (e.g. GTA, Associate Dean for Academic Programs), events, or online platforms where students can find others of the same nationality easily.

Section 16. *Mental Health Caucus.* The CGE Mental Health Caucus directs our efforts to address the impacts of mental health on graduate student workers in three ways: resource dissemination, active advocacy, and community support. We work to communicate with graduate student workers about available resources for addressing increasingly prevalent mental health-related hardships while promoting mental wellness for all. We advocate for increased support from Oregon State University, striving to alleviate unnecessary stress and mitigate mental health crises for graduate student workers. In doing so, we aim to raise awareness and fight stigma across campus. We develop and foster community support networks for graduate student workers struggling with mental health-related hardships, either personally or through family and friends.

Section 17. *Hardship Fund Committee.* The committee shall have at least three members in good standing who will constitute the voting body. The Hardship Fund Committee shall meet at least once an academic term. Duties of the committee shall include administering the hardship fund each term and organizing to finance the Hardship Fund.

ARTICLE VI - COLLECTIVE BARGAINING

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. 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.

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