

# United Academics – American Association of University Professors/ American Federation of Teachers Local 4996 (UA-AAUP/AFT) Constitution

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## ARTICLE I – NAME

This organization shall be called United Academics – American Association of University Professors / American Federation of Teachers.

## ARTICLE II – OBJECTIVES

1. Facilitate a more effective cooperation among faculty at the University of Alaska for the promotion of the interests of higher education, teaching, research and creative activity, and service, and in general to increase the usefulness and advance the standards, ideals, and welfare of the profession.
2. Protect and advance the professional status and interests of all faculty.
3. Promote the diversity of unique academic interests and capabilities at each campus within a unified university.
4. Defend academic freedom at the University of Alaska.
5. Sustain and enhance governance at the University of Alaska.
6. Support and promote the purposes of the national constitutions of the AAUP and AFT as they relate to higher education.
7. Join AAUP in its commitment to use its procedures and to take measures, including censure, against colleges and universities practicing illegal or unconstitutional discrimination, or discrimination on a basis not demonstrably related to the job function involved, including but not limited to age, sex, disability, race, religion, national origins, marital status, or sexual orientation.
8. Promote educational programs, opportunities, and research and creative activity at the University of Alaska for the benefit of the people of the State of Alaska, and to contribute to the promotion of education for the common good.
9. Obtain and maintain satisfactory terms and conditions of employment through the collective bargaining process.

## ARTICLE III – MEMBERSHIP

**Section 1.** Members of the bargaining unit as certified by the Alaska Labor Relations Agency (ALRA) are eligible for membership in United Academics.

**Section 2.** 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 (12) months, has signed a union membership card, and was current in payment of dues to the union while they were employed.

1. New members to the bargaining unit who elect to join the union within thirty (30) days of start of contract are members in good standing and have voting rights as described in the Bylaws.

2. All other members who have been in good standing for at least three (3) months have voting rights as described in the Bylaws. The unqualified use of the term “member” is used throughout this document to mean an active member in good standing.
3. A member who is or was more than thirty (30) days delinquent in dues payment while they were employed shall be considered to be a member in bad standing, and shall be promptly notified of such status. A member shall be removed from full membership in this union, with notice, following three months of dues nonpayment during a period in which they were employed, unless a plan to pay back dues is made and approved by both the Executive Board and the member.
4. An eligible member is not a member in good standing because he or she has not signed a membership card and has not paid full dues. Eligible bargaining unit members do not have union voting rights, nor may they hold office.

**Section 3.** Bargaining unit membership may be extended to other educational employees at the University of Alaska upon a majority vote of the members of United Academics, i.e., a majority of valid ballots cast.

## **ARTICLE IV – OFFICERS**

**Section 1.** The following officers shall be elected in accordance with the Bylaws:

1. President
2. Secretary
3. Treasurer
4. Four Organizational Vice-Presidents, one each from the main campuses of the University of Alaska Anchorage, the University of Alaska Fairbanks, and the University of Alaska Southeast, who shall be a member of the faculty at one of the main campuses, and one representing all extended sites collectively, who shall be a member of the faculty at one of the extended sites as defined in the Bylaws,

The offices of President, Secretary, and Treasurer shall be elected by the membership at large. The Organizational Vice-Presidents shall be elected by their respective voting members at the main campuses of the University of Alaska Anchorage, the University of Alaska Fairbanks, the University of Alaska Southeast, and all extended sites collectively.

**Section 2.** Membership in good standing for at least one year prior to nomination is required to hold office.

**Section 3.** Vacancies which occur during the elected term of office shall be filled by the Executive Board.

## **ARTICLE V – THE EXECUTIVE BOARD**

**Section 1.** The Executive Board of United Academics shall consist of the elected officers, i.e., President, Secretary, Treasurer, and the four Organizational Vice-Presidents.

**Section 2.** The Executive Board shall administer the policy of UA-AAUP/AFT as set by the Representative Assembly and shall have the power to conduct the business of UA-AAUP/AFT in between the meetings of the Representative Assembly.

**Section 3.** The Executive Board shall have the power to appoint the Negotiation Team, which Team shall function as specified in the Bylaws.

**Section 4.** The President shall chair meetings of the Executive Board and the Representative Assembly and act as the executive officer of UA-AAUP/AFT. The President shall be a non-voting member ex officio of all committees.

**Section 5.** The President shall assume executive responsibility for all UA activities, preside at all meetings of the membership, the Executive Board and the Representative Assembly, and shall represent the union before the public or appropriate bodies.

**Section 6.** The Secretary shall maintain the non-financial files and records of the union, be the custodian of the seal and charter of the union, shall record and keep accurate minutes of meetings of the membership, the Executive Board and the Representative Assembly, and assume the duties of the President in the event of temporary absence or illness.

**Section 7.** The Treasurer receives, records, and deposits all dues monies and other income in the name of the union and is one of the responsible financial officers of the union and authorized to co-sign financial instruments and make regular and usual disbursements of funds, and maintains all financial records of the union.

**Section 8.** The Executive Board shall meet regularly as set forth in the Bylaws.

**Section 9.** The Executive Board shall have the power to employ all personnel as may be determined by the needs and finances of UA-AAUP/AFT.

**Section 10.** The Executive Board shall have the power to make contracts and incur liabilities in accordance with the policies established by the Representative Assembly.

**Section 11.** The Executive Board shall report its activities at each meeting of the Representative Assembly.

**Section 12.** Additional duties of officers are included in the Bylaws.

## **ARTICLE VI – REPRESENTATIVE ASSEMBLY**

**Section 1.** The Representative Assembly of United Academics shall consist of the following:

1. the elected officers; and
2. the elected Representatives.

**Section 2.** The Representative Assembly of United Academics shall:

1. establish overall policy of UA-AAUP/AFT;
2. approve the budget;
3. elect delegates to meetings of state and national affiliations;
4. receive and recommend action on a tentative contract;
5. receive and approve the reports of the President, Executive Board, and Committees;
6. take appropriate action as specified in the Constitution or as deemed necessary by the Representative Assembly;
7. assume additional duties that further the organizational objectives of UA-AAUP/AFT, in cooperation with the Organizational Vice-Presidents, including appropriate service to the membership.

**Section 3.** The main campuses of the University of Alaska Anchorage, the University of Alaska Fairbanks, the University of Alaska Southeast, and all extended sites collectively each will elect Representatives as provided in the Bylaws.

## **ARTICLE VII – COMMITTEES**

**Section 1.** The following Standing Committees shall be active in United Academics:

1. Collective Bargaining,
2. Legislative Relations,
3. Organizing, Membership, and Communications,
4. Finance, Budget, and Audit,
5. Elections.

**Section 2.** Committee Chairs shall be appointed by the Executive Board and be confirmed by the Representative Assembly according to a procedure specified by the Representative Assembly. Committee chairs and committee members may be removed for cause on the recommendation of the President or the Executive Board according to a procedure specified by the Representative Assembly.

**Section 3.** Members of each Committee, with the exception of the members of the Elections Committee, shall be appointed by the Chairperson of each Committee with the consent of the Representative Assembly.

**Section 4.** The Executive Board may appoint Ad Hoc committees as needed.

**Section 5.** The Collective Bargaining Committee (CBC) is responsible for conducting research and training in preparation for negotiations, including recommendations/nominations to the Executive Board for the Negotiation Team, and compiling and presenting concerns of the membership.

**Section 6.** The Legislative Relations Committee is responsible for monitoring government actions that may affect the membership and developing appropriate responses to such action in cooperation with affiliated organizations.

**Section 7.** The duties of the Organizing, Membership, and Communications Committee will include actively maintaining and recruiting members and working with the Executive Board to prepare newsletters and press releases, and create and maintain appropriate electronic communication services. A roster of Representatives shall be available to this committee to assist in collaboration and support.

**Section 8.** The Finance, Budget and Audit Committee assists the Executive Board in the preparation of the annual budget and, with the approval of the Executive Board, identifies and pursues activities for the good and welfare of UA- AAUP/AFT.

**Section 9.** The Elections Committee will conduct and supervise all elections of the union. Members of the Elections Committee may not run for or hold elected office in the union.

**Section 10.** Additional duties of each committee may be itemized in the Bylaws.

## **ARTICLE VIII – AFFILIATIONS**

**Section 1.** UA-AAUP/AFT is and shall remain an affiliate in good standing of the AAUP and AFT.

**Section 2.** UA-AAUP/AFT, through the Representative Assembly, shall elect representatives to the meetings of its affiliates.

**Section 3.** All delegates shall make written reports to the Representative Assembly through the Executive Board.

**Section 4.** UA-AAUP/AFT, to the best of its ability, shall be active in the affairs of affiliated organizations.

**Section 5.** Delegates to affiliated organizations must be members in good standing.

## **ARTICLE IX – MEETINGS**

**Section 1.** Meetings of the Representative Assembly:

1. The time and place of meetings of the Representative Assembly shall be determined by the Executive Board.
2. There shall be at least two Assembly meetings per year.
3. A quorum for the Representative Assembly meetings shall be defined in the Bylaws.

**Section 2.** Regional Membership Meetings:

Regional membership meetings may be called by the Organizational Vice-Presidents or by the President of UA-AAUP/AFT.

## **ARTICLE X – DUES**

Membership dues shall be determined as stated in the Bylaws.

## **ARTICLE XI – RULES OF ORDER**

Robert’s Rules of Order (current edition) shall govern all cases not covered by this Constitution and Bylaws of UA-AAUP/AFT.

## **ARTICLE XII – AMENDMENTS**

**Section 1.** The Constitution may be amended in either of two ways, as follows:

1. by submission of a proposed amendment to the Executive Board by no fewer than 25% of the total membership in good standing to the University of Alaska Anchorage, the University of Alaska Fairbanks, and the University of Alaska Southeast; or,
2. by majority vote of the Representative Assembly.

**Section 2.** A ballot on any such amendment shall be mailed to the membership thirty (30) days after receipt. A vote of two-thirds (2/3) of the valid ballots cast shall be sufficient to adopt the amendment. Amendments shall be submitted in writing to the Secretary of UA-AAUP/AFT, who shall be in charge of the notification and balloting.