

Draft Agenda
United Academics Representative Assembly
Anchorage, Alaska
Saturday, 14 October 2017

Meeting held at the Garden Hilton Inn Hotel in Anchorage, Alaska

- 9:30 am** **Buffett Breakfast and committee work.**
- 10:00 am** **Call to Order – Abel Bult-Ito**
- 10:05 am** **Introductory Business**
1. Roll Call – Soren Orley
 2. Introduction of Guests – Abel Bult-Ito
 3. Approval of Agenda – Abel Bult-Ito
 4. Approval of 22 April 2017 Minutes – Abel Bult-Ito
- 10:20 am** **Operational Business**
- i. Officers' Reports**
 1. President's Report – Abel Bult-Ito
 2. Secretary/Treasurer Report – Soren Orley
 3. Organizational Vice Presidents' Reports
 - a. UAS – Mike Stekoll
 - b. UAA – Nelta Edwards
 - c. UAF – Chris Coffman
- 10:45 am** **ii. Representative Assembly Members' Reports**
1. UAS Representatives
 2. UAA Representatives
 3. UAF Representatives
- 11:00 am** **iii. Committee Reports**
1. Joint Health Care Committee – Abel Bult-Ito
 - Abel Bult-Ito (chair)
 - Soren Orley
 - Charla Brown
 - Robert (Trey) Coker (alternate)
 2. Collective Bargaining Committee – Tim Hinterberger
 -
 3. Communications Committee – Inactive
 -
 4. Finance, Budget, and Audit Committee – Charlie Sparks
 - Charlie Sparks
 - Nalinaksha Bhattacharyya
 - Pat Fort
 - Soren Orley

5. Legislative Relations – Inactive
 -
6. Membership Committee – Andrea Dewees
 -
7. Ad Hoc Intellectual Property Labor-Management Committee – Abel Bult-Ito
 - Forrest Nabors
 - Robert (Trey) Coker
 - Peter DeCaro
 - Keith Cunningham
 - Andrej Podlutsky
 - Jim Arkell
8. Ad Hoc Bylaws Committee – Abel Bult-Ito
 -
9. APEA/AFT Board – Abel Bult-Ito and Tim Hinterberger
 - Seat A: Abel Bult-Ito
 - Seat A Alternate: Tony Rickard
 - Seat B: Tim Hinterberger
 - Seat B Alternate: Nelta Edwards
10. APEA/AFT EPIC – Tony Rickard and Nelta Edwards
 - Seat A: Tony Rickard
 - Seat A Alternate: Abel Bult-Ito
 - Seat B: Nelta Edwards
 - Seat B Alternate: Vacant
11. AFL-CIO Vice-Presidents – Abel Bult-Ito and Nelta Edwards
 - Abel Bult-Ito
 - Nelta Edwards

11:30 pm

New Business

1. Revisions of the Constitution – Abel Bult-Ito
2. Revisions of the Bylaws – Abel Bult-Ito
3. Appointment of Elections Committee – Abel Bult-Ito
 - Chair: Alan Barnes
 - UAS member:
 - UAA member: Stasia Straley
 - UAF member:
 - Additional member:
4. Appointment of Elections Appeals Committee – Abel Bult-Ito
 - UAS Representative Assembly Member:
 - UAA Representative Assembly Member:
 - UAF Representative Assembly Member:
 - Alternate Representative Assembly Member:
5. Appointment of Appeals Labor-Management Committee on Each Campus – Abel Bult-Ito
 - UAS:

- Chair:
 - Member:
 - Member:
 - Member:
 - UAA:
 - Chair:
 - Member:
 - Member:
 - Member:
 - UAF:
 - Chair:
 - Member:
 - Member:
 - Member:
6. Re-Apportionment of Seats on the Representative Assembly as of Pay Roll Run 20 – Abel Bult-Ito
- UAS bargaining unit membership: 63; 2 Representative Assembly members.
 - UAA bargaining unit membership: 358; 7 Representative Assembly members.
 - UAF bargaining unit membership: 446; 8 Representative Assembly members.
7. Date of April RA Meeting: Proposed 7 April 2017 – Abel Bult-Ito

- 12:30 pm Lunch – Buffet**
Lunch time presentation by Dr. Risa Lieberwitz on Union and Shared Governance Relations
- 1:30 pm New Business Continued**
- 3:45 pm Old Business**
- 4:15 pm Good of the Membership**
- 4:30 pm Adjourn**

**United Academics Representative Assembly
Anchorage, Alaska
Saturday, April 22, 2017**

Meeting held at the Garden Hilton Hotel in Anchorage, Alaska

Draft Minutes

10:00 am Call to Order – Abel Bult-Ito

10:05 am Introductory Business

Roll Call – Pat Fort

President Abel Bult-Ito, Secretary/Treasurer Pat Fort, Organizational Vice Presidents Mike Stekoll, UAS, Nelta Edwards, UAA, Chris Coffman, UAF

UAA: Nalinaksha Bhattacharyya, Sharon Chamard, Tim Hinterberger, Rebecca Moorman, Ian van Tets, Mark Wolbers

UAS: Andrea Dewees

UAF: James Arkell, Wendy Croskrey, Tony Rickard, Charles Sparks, Horacio Toniolo

Contract Administrator: Cyndee West, employee

Absent: Mara Bacsujlaky, Jenifer McBeath, Rich Carr, Robin Walz, Toby Widdicombe,

1. Introduction of Guests – Abel Bult-Ito - none
- a. Election Results
2. Approval of Agenda – Abel Bult-Ito – with changes
3. Approval of October 15 minutes - approved
4. Approval of February 18, 2017 Minutes – Abel Bult-Ito - approved

Operational Business

i. Officers' Reports

1. President's Report – Abel Bult-Ito in packet
2. Secretary/Treasurer Report – On Agenda later – Pat Fort
certified election results: President Abel Bult-Ito, Secretary/Treasurer Soren Orley
3. Organizational Vice Presidents' Reports
 - a. UAS – Mike Stekoll – not much happening in Juneau
 - b. UAA – Nelta Edwards – in packet, discussed with Sharon term workload issues in CAS
 - c. UAF – Chris Coffman – report in packet. Commented on workload issues at UAF, program eliminations

ii. Representative Assembly Members' Reports

1. UAS Representatives - none
2. UAA Representatives - none

3. UAF Representatives - none

iii. Committee Reports

1. Joint Health Care Committee – Abel Bult-Ito - most in report
 - a. Incentive Ideas – issues with rehab
 - b. Interest in Committee Membership Service
2. Collective Bargaining Committee - Tony Rickard – discussed the current status of negotiations
 - a. Member Organizing for Contract Support – Andrea Dewees Outlined ways to help organize support for our contract in case of failure to get a contract
3. Communications Committee - none
4. Finance, Budget, and Audit Committee - none
5. Legislative Relations Update - none
6. Member Training AAUP CBC and AAUP Summer Institute
7. APEA Update - Abel Bult-Ito – in report
8. AFL-CIO Update – none
9. AAUP Update
 - a. AAUP CBC June 14 to June 18 – Jim Arkell (Presenting), Abel Bult-Ito, Anthony Rickard, Patrick Fort, Nelta Edwards, Timothy Hinterberger
 - b. AAUP Summer Institute July 27 to July 30 –Chris Coffman, Abel Bult-Ito, Sharon Chamard

Committee Reports Continued

New Business

1. Budget Approval for July 2017 to June 30 2018 – Pat Fort
Motion: Increase staff salary by 3%. Approved.
Motion: Increase retirement benefit contribution for Contract Manager to 12% of salary effective July 1. Approved.
2. Motion: The Representative Assembly supports the March for Science.
Approved.

Andrea requested an update at the meetings on the state of issues, potential grievances, at the other MAUs.

Old Business

1. Affiliation with UAFT -

Next Meeting October 14, 2017

2:30 pm Adjourn

**President's Report
Representative Assembly Meeting
14 October 2017
Anchorage, Alaska**

1. Meet and Confer.

We had meet and confer meetings on 4 May and 8 May 2017. Issues discussed included closure of academic programs and suspension of enrollment at UAF and UAA, respectively.

2. Executive Board Meetings.

We had Executive Board meetings on 29 August and 26 September 2017. On 29 August 2017, we discussed having a Representative Assembly meeting on 2 September 2018, CBA voting, Dr. Risa Lieberwitz's visit about Title IX to UA, the Representative Assembly meeting agenda for 14 October, and Organizational Vice Presidents' reports on grievances and appeals. On 26 September 2017, we discussed Risa Lieberwitz's visit about Title IX to the UAS, UAF, and UAA campuses, the Representative Assembly meeting agenda for 14 October, and an in-person Executive Board meeting in January 2018 to develop policies and procedures for Representative Assembly approval.

3. Board of Regents Meetings.

I participated in the 22 May 2017 public comment period of the Board of Regents to oppose the elimination of the phantom program "CES Research Program."

I attended the 1-2 June 2017 regular Board of Regents meeting in Fairbanks. The operating and capital budget appropriations for fiscal year 2017-2018 were approved with the understanding that legislative funding actions may require changes.

I attended the 9 August 2017 special Board of Regents meeting on the capital budget.

I attended the 14-15 September 2017 regular Board of Regents meeting in Juneau. At this meeting the Board of Regents unanimously ratified our CBA!

Cyndee West and I are generally the only union representatives who show up for any Board of Regents meetings. This has been noted by the regents and President Jim Johnson and his team and has gained us access and respect.

4. National Meetings Attended.

I attended the AAUP annual meeting 14-17 June 2017 in Washington DC. At the business meeting, I had a chance to remember our past president Carl Shepro.

I attended the AAUP Summer Institute 27-29 June 2017 in Cincinnati, Ohio. I attended sessions and workshops on faculty support for student activism in the age of #45, academic freedom, civil rights and social justice: how to attract "diverse"

faculty to unions, make your union great again: building and sustaining relationships with your members, and courageous conversations: teaching race, class, gender, and social justice, in addition to plenary sessions and lunch presentations.

I attended the CUPA-HR annual meeting 16-18 September 2017 in San Diego, California. In addition to plenary sessions and lunch presentations, I attended sessions and workshops on HR myth busters: faculty and staff discipline in higher ed, reclaiming civility in the work place, conducting successful comprehensive presidential assessments, important higher ed labor and employment cases of 2017, defining and creating organizational excellence: a road map, workplace incivility: causes, costs, and cures, and creating conversations about new faculty models.

One of the take home messages of these meetings for me was that the nature of the professorate is changing, but that the heavy reliance on adjunct faculty has gone too far. This has been recognized by the AAUP leadership for many years, but now human resource professionals and administrators are starting to realize this as well. The current system is just not sustainable. This is a positive development, although this will not automatically mean that tenure-track faculty lines are going to increase. The tendency appears to be to look at fulltime non-tenure track positions and how these can be strengthened through for example multi-year contracts. Academic freedom protection for contingent faculty is discussed as important, but I have yet to see proposals as to how this could be implemented.

5. Other Meetings.

a. Meeting with members.

- i. I communicated with several members and elected officers in Juneau, Anchorage, and Fairbanks during in-person meetings, by email, or by phone.
- ii. I attended membership meetings about the new CBA at UAA on 16 August, at UAF on 17 and 18 August, and at UAS on 23 August 2017.
- iii. I attended grievance meetings with management at UAA and UAF on 12 June, 12 July, 17 August, 2 October 2017.
- iv. I helped organize and attended a single payer healthcare presentation by Carol A. Paris, M.D., on 25 August 2017, which was cosponsored by Representative David Guttenberg and United Academics. Dr. Paris is the president of the PNHP (Physicians for A National Health Program).
- v. I attended a new faculty orientation reception at the UAF Chancellor's House.

b. I attended the UAF promotion and tenure workshop on 21 April 2017.

I was able to contribute to the discussion and bring a clear union perspective to the review processes.

c. I attended the UAF Faculty Senate meeting on 1 May

I addressed the elimination of the phantom program “CES Research Program” and that it represented a direct attack on tenure by using a flawed process.

d. I attended the Alaska AFL-CIO Vice Presidents meeting in Anchorage on 13 July 2017.

At the meeting, Alaska Commissioner of Labor Heidi Drygas and Worker’s Comp Division Director Marie Marx discussed issues related to SB 112 (Worker’s Compensation Bill). A panel consisting of Commissioner Drygas, LIUNA Counsel Kevin Dougherty, and work compensation attorney Eric Croft discussed details of SB 112.

Don Etheridge and Tom Brice addressed HB 83 (Defined Benefit Bill).

Although these issues do not directly affect most of our members, I believe it to be important to know how other Alaska unions are affected by worker’s compensation and health care legislation. This will allow us to suggest incorporating best practices and creative ideas into our university benefits package, which will benefit our members in the long run.

e. Special Representative Assembly Meeting

At this special Representative Assembly meeting, the new collective bargaining agreement (CBA) was presented to a quorum (13) of the total membership (26) of the Representative Assembly. Chief negotiator Tony Rickard presented the substantive changes of the CBA and after a constructive discussion the members present voted to forward the new CBA to the membership for a vote without objection.

f. I participated in organizing training workshops with AFT National organizer Igor Kagan on 26 August and 27 September 2017, and a debrief phone conference on 8 September 2017.

The goal is to start a membership organizing campaign at UAF in fall 2017 and then expand this campaign to UAA and UAS in spring 2018. All three faculty unions, i.e., United Academics, United Academics Adjuncts, and University of Alaska Federation of Teachers, are participating. For United Academics Chris Coffman, Cyndee West, and I have been involved and we hope Representative Assembly members will be interested in getting involved as well.

With another assault on public unions currently pending at the US Supreme Court, we need to be as organized and connected to our members as best we can. Therefore, starting this organizing campaign is vital for our members and our strength for our next round of negotiations.

g. I participated in the Fairbanks CLC Labor Day parade and picnic on 4 September 2017.

United Academics AAUP/AFT Local 4996
Chris Coffman, UAF Organizational Vice President
Vice President's Report – UAF Campus

October 4, 2017

1. Faculty Senate Meetings: I attended UAF Faculty Senate Meetings on May 1 and September 11 on behalf of United Academics; I will do so for future Senate meetings as well, including the upcoming October 9 Faculty Senate meeting that will take place before the October 14 RA meeting.
2. UAF General Membership Meetings: since the April RA meeting, I facilitated two General Membership Meetings at UAF on August 17 and 18 to discuss the new Collective Bargaining Agreement. Thanks to Tony Rickard, Cyndee West, and Abel Bult-Ito for their active participation in these events, which generated lively discussion.
3. Upcoming lecture by Professor Risa Lieberwitz: I have also scheduled a public lecture by Title IX policy expert Professor Risa Lieberwitz of the Cornell University School of Industrial and Labor Relations for 11 AM – 1 PM on Thursday, October 12 as well as an afternoon working group with her from 1:15-2:15 PM to focus on Title IX policy in the UA system. All are encouraged to attend both events, which will take place in the Wood Center Carol Brown Ballroom; there will be food available at the talk. Special thanks to Nelta Edwards for inviting Professor Lieberwitz to visit the three main University of Alaska campuses this fall.
4. Executive Board Meetings: I attended meetings of the UNAC Executive Board on August 29 and September 26.
5. RA Meetings: I attended the July 14 RA meeting at which we voted to forward the proposed new CBA to the membership.
6. Communications with Members: using a distribution list updated in fall 2017, I continue to e-mail members with announcements of General Membership Meetings, lectures sponsored by UNAC, and other official UNAC information.
7. Advising Members: I've e-mailed and met with a number of UNAC members who approached me for various kinds of advice and assistance in spring and fall 2017.
8. AAUP-CBC Institute in Cincinnati, OH: I attended the AAUP-CBC Institute in late July in Cincinnati, OH and found it very useful. In addition to shorter presentations on topics such as arbitration and the implications of donor funding, I attended a three-day organizing workshop and picked up some useful new strategies for mobilizing members. A key point I took out of the three-day session was that to get members more engaged, they need to see that their union leadership understands and cares about what they value in their jobs. I have carried this important lesson into my work as part of an AFT organizing campaign that is currently under way in Fairbanks.

9. AFT campaign at UAF: along with Abel Bult-Ito, Cyndee West, and UNAD and UAFT leaders, I am participating in an AFT organizing campaign on the UAF campus this fall. The survey that went out in early September was part of this campaign.
10. Grievances, Complaints & Investigations: 1 official grievance (Step 3); 2 official complaints; 3 official investigations. I extend my thanks to our contract manager, Cyndee West, for her work on behalf of our members in late spring and summer 2017.
11. Transition in Grievance Chair Position: Doug Reynolds is on sabbatical leave for 2017-18, and thus resigned as UAF's Grievance Chair at the end of the 2016-17 academic year. Many thanks to Doug for his service to United Academics over the last several years. I have appointed Kris Racina of the UAF School of Management to this position and she began in fall 2017.

AFFILIATION AGREEMENT

This agreement is made between The University of Alaska Federation of Teachers, APEA/AFT, Local 2404 (hereinafter **UAFT**) and United Academics AAUP/AFT, Local 4996 (hereinafter **UNAC**). Both parties are unions who, between them, represent most of the faculty employed by the University of Alaska at all of its locations throughout the state, excluding adjunct faculty.

On December 18, 2013, the Alaska Labor Relations Agency (ALRA) issued Decision and Order number 301 in Case No. 08-1537-UC (**ALRA 301**). That decision clarified the UNAC and UAFT bargaining units. The decision was appealed by UAFT to the Superior Court and that Court affirmed ALRA's decision. UAFT appealed. The appeal is now pending before the Alaska Supreme Court.

This affiliation agreement will be effective September 18, 2017 upon completion of all conditions of this agreement, at which time UNAC will assume representation of UAFT bargaining unit members.

Conditions of Agreement:

1. UAFT will conduct appropriate procedures to affiliate with UNAC before September 18, 2017.
2. UAFT will withdraw its appeal from the Alaska Supreme Court on September 18, 2017.
3. The duties and obligations of collective bargaining for all UAFT members will be transferred to UNAC on September 18, 2017. UNAC accepts that this imposes on UNAC the duty of fair representation to all UAFT members. UNAC will then have authority to bargain on behalf of the members of both bargaining units.
4. UNAC will take over management of the assets of UAFT. UAFT warrants that it will not engage in lavish or unreasonable expenditures or accumulate debt.
5. UAFT members can voluntarily change to the UNAC dues structure.
6. Following the decision to affiliate with UNAC, UAFT shall conduct an election among the members at the UA extended sites to elect two (2) members from different extended sites to the UNAC Representative Assembly (RA). Their terms shall expire when their successors are seated. Successor representatives shall be elected as follows through the normal UNAC RA / organizational vice president (Org VP) election process:
 - At the next regular election for the RA and org VPs in the spring of 2018, UNAC will add the following elected representatives as per existing UNAC By-Laws, and these representatives and officer will be elected by extended site UNAC and UAFT full dues paying members:
 - At least one (1) RA member from the UAF extended sites (Bristol Bay Campus, Chukchi Campus, Community and Technical College in Fairbanks, Interior Alaska Campus, Kuskokwim Campus, Northwest Campus).
 - At least one (1) RA member from the UAA extended sites (Kenai Peninsula College, Matanuska-Susitna College, Kodiak College, Prince William Sound College).

- At least one (1) RA member from the UAS extended sites (Sitka Campus, Ketchikan Campus).
 - One (1) org VP representing all extended sites, who shall be a member of the faculty at one of the extended sites.
7. UNAC will update its constitution and bylaws by August 14, 2017, to include all full dues paying UAFT members as UNAC full dues paying members with all rights pertaining to UNAC full dues paying members, i.e., the right to vote and to hold elected office.
 8. The parties agree that UNAC may approach the University for expansion of the UAFT leave bank to cover all members transferred in to the UNAC unit upon implementation plus those members who have not previously contributed time to the leave bank. It is understood that the S/L bank is currently overfunded and the University may refuse further contributions at this time. The parties will develop a fair procedure for inclusion of all faculty in the leave bank once this agreement has been implemented.
 9. If UAFT decides not to affiliate, ALRA 301 will be implemented and UAFT will withdraw its appeal at the Alaska Supreme Court.

This agreement sets out the mutual understandings and agreements under which the parties will affiliate. This agreement shall be interpreted in accordance with the principals of good faith and fair dealing, and at all times respecting the duty of fair representation to members that obligates both Unions.

Date: June 6, 2017

Date: June 6, 2017



Tim Powers
University of Alaska Federation of Teachers
APEA/AFT, Local 2404



Abel Bult-Ito
United Academics
AAUP/AFT, Local 4996

Constitution
Of the
United Academics –
**American Association of University Professors/
American Federation of Teachers**
(UA-AAUP/AFT)

ARTICLE I – NAME

This organization shall be called United Academics ñ 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 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 at the University of Alaska for the benefit of the people of the State of Alaska.

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) under the United Academics Collective Bargaining Agreement (CBA) and bargaining unit members as certified by the ALRA under the University of Alaska Federation of Teachers CBA are eligible for active membership in United Academics.

Section 2. Membership may be extended to other educational employees at the University of Alaska upon a majority vote of the membership 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 By-laws:

- (1) President
- (2) Three-Four Organizational Vice-Presidents, one each from the University of Alaska Anchorage, the University of Alaska Fairbanks, and the University of Alaska Southeast main campuses, who shall be a member of the faculty at one of the main campuses, and one representing all extended sites, who shall be a member of the faculty at one of the extended sites,
- (3) Secretary/Treasurer.

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

Section 2. Membership in good standing 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 AND THE REPRESENTATIVE ASSEMBLY

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

Section 2. The Representative Assembly of United Academics shall consist of the following: (1) the elected officers; and (2) the elected Representatives.

Section 3. The Representative Assembly of United Academics shall:

- a) establish overall policy of UA-AAUP/AFT;
- b) approve the budget;
- c) elect delegates to meetings of state and national affiliations;
- d) receive and recommend action on a tentative contract;
- e) receive and approve the reports of the President, Executive Board, and Committees;
- f) take appropriate action as specified in the Constitution or as deemed necessary by the Representative Assembly;
- g) 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 4. The University of Alaska Anchorage, the University of Alaska Fairbanks, ~~and~~ the University of Alaska Southeast, **and all extended sites** each will elect Representatives as provided in the By-laws.

Section 5. 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 6. The Executive Board shall have the power to appoint the Negotiating Team, which Team shall function as specified in the By-laws.

Section 7. 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 8. The Executive Board shall meet regularly as set forth in the By-laws.

Section 9. The Executive Board shall have the power to employ all personnel as may be

determined by 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 By-laws.

ARTICLE VI – COMMITTEES

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

(1) Collective Bargaining, (2) Communications, (3) Legislative Relations, (4) Membership, (5) Finance, Budget, and Audit, and (6) 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.

ARTICLE VII – 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 VIII – MEETINGS

Section 1. Meetings of the Representative Assembly:

- (a) The time and place of meetings of the Representative Assembly shall be determined by the Executive Board. (b) There shall be at least two Assembly meetings per year. (c) A quorum for the Representative Assembly meetings shall be defined in the By-laws.

Section 2. Regional Membership Meetings:

Regional membership meetings may be called by the Organizational Vice-President from the University of Alaska Anchorage, the University of Alaska Fairbanks, ~~or~~ the University of Alaska Southeast, **or all extended sites**, or by the President of UA-AAUP/AFT.

ARTICLE IX – DUES

Membership dues shall be determined as stated in the By-laws.

ARTICLE X – RULES OF ORDER

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

ARTICLE XI – AMENDMENTS

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

- (a) 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,
- (b) 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/Treasurer of UA-AAUP/AFT, who shall be in charge of the notification and

balloting.

**By-laws of
United Academics - American Association of University
Professors/American Federation of Teachers Local 4996**

ARTICLE I. – Name

As stated in the Constitution, this organization shall be called United Academics – American Association of University Professors / American Federation of Teachers (UA-AAUP/AFT).

ARTICLE II. – Objectives

The objectives of UA-AAUP/AFT shall be as stated in the Constitution.

ARTICLE III. – Membership

Section 1. Voting rights.

- A. Voting rights shall be extended to all Bargaining Unit Members who have been a full member in good standing of UA-AAUP/AFT who have paid full dues for at least one pay period prior to the election as verified by the latest payroll run available prior to the date of the election~~who are current with their full membership dues.~~
- B. Agency fee payers are Bargaining Unit Members but shall not be extended voting rights, or those rights afforded members in good standing through the Constitution and By-laws.

Section 2. Bargaining Unit Members

The bargaining unit as certified by the Alaska Labor Relations Agency (ALRA) under the United Academics Collective Bargaining Agreement (CBA) and the bargaining unit as certified by the ALRA under the University of Alaska Federation of Teachers CBA ~~is are~~ eligible for full membership in UA-AAUP/AFT. ~~In accordance with the petition of representation filed with ALRA, the bargaining unit includes all regular, non-adjunct faculty in the following ranks: Instructor, Assistant Professor, Associate Professor, Professor, Research Assistant Professor, Research Associate Professor, Research Professor, Visiting Instructor, Visiting Assistant Professor, Visiting Associate Professor, Visiting Professor, Cooperative Extension Faculty and/or Agents, Postdoctoral Fellows, Librarians, Counselors, Rehabilitation Faculty, Advisors, and other academically related personnel and, Department Heads/Chairs.~~

Section 3. Resignation

A member may resign by notifying the Secretary-Treasurer and may be expelled for cause by a two-thirds majority vote of the Representative Assembly

after opportunity for a hearing. Membership shall be forfeited by non-payment of dues under conditions established by the Representative Assembly.

Section 4. Discrimination

No discrimination shall ever be shown toward individual members or agency fee payers because of union membership, race, creed, sex, sexual orientation, disability, social, political or economic status, or national origin.

ARTICLE IV. – Officers and Executive Board

Section 1. Election of Officers.

- A. The following shall be officers of the UA-AAUP/AFT and constitute its Executive Board:
1. President, a state-wide officer,
 2. **Three (3) Four (4)** Organizational Vice-Presidents, one each from the University of Alaska Anchorage, the University of Alaska Fairbanks, and the University of Alaska Southeast **main campuses, who shall be a member of the faculty at one of the main campuses, and one representing all extended sites, who shall be a member of the faculty at one of the extended sites,**
 3. Secretary-Treasurer, a statewide officer.
- B. To be eligible for office a person must be a full member in good standing of UA-AAUP/AFT for a period of one year prior to the date of the election.
- C. The **threefour** Organizational Vice-Presidents (University of Alaska Anchorage, University of Alaska Fairbanks, ~~and~~ University of Alaska Southeast, **and all extended sites**) shall be elected by the voting membership in good standing of their respective **MAU's main campus and all extended sites** according to the procedures established by the Labor-Management Reporting and Disclosure Act.
- D. Election Cycle
1. The offices of President and Secretary/Treasurer shall be elected by the at-large membership in good standing according to the procedures established by the Labor-Management Reporting and Disclosure Act, in the years 2014, 2017, and every three years thereafter.
 2. Elections for Organizational Vice-Presidents will be conducted in the year following the statewide elections (2015, 2018, and every three

years thereafter).

3. Forty-five (45) calendar days prior to the date of the election, the Elections Committee shall notify all members in good standing of UA- AAUP/AFT of the opening of nominations for office.
4. The date of all officer elections will be the third Monday in April of the year in which the election for that office is to be held.
5. All elections will be by secret ballot. All voting members will receive a reasonable amount of time prior to the date of the election in order to cast their vote according to the procedures established by the Labor- Management Reporting and Disclosure Act.

E. Nominations

1. To be nominated as the President or Secretary/Treasurer, the candidate must obtain the endorsement of twenty (20) members in good standing of UA-AAUP/AFT ~~or~~, ten (10) per cent of the members in good standing of the candidate's own MAU, **i.e., major campus, or ten (10) per cent of the members in good standing of all extended sites if the candidate is a member of the faculty at one of the extended sites,** whichever is the smaller, for the office sought. All endorsements must be submitted no later than twenty (20) calendar days following the notice of the opening of nominations.
2. To be nominated as an Organizational Vice-President, the potential candidate may self-nominate or be nominated by a member in good standing.
3. To complete their nomination, candidates may be required to provide candidate statements, personal photographs and other information necessary to allow the voting membership to correctly identify the candidate.

F. The President, Secretary/Treasurer and the Organizational Vice-Presidents shall be elected to three (3) year terms, and can be elected for up to a maximum of four (4) consecutive terms.

1. Successful candidates for office shall prevail in the election by receiving the highest number of votes cast for the office.
2. In the event the top two or more vote getters receive the same number of votes, a run-off election will be held between those tied vote getters within fifteen (15) calendar days following certification of the election.

G. Successful candidates shall assume office the first day of July of the election year.

H. With the exception of the office of the President, all vacancies in the Executive Board with less than half of the term remaining shall be filled by a majority vote of the Executive Board. Vacancies of all officers with more than half the term remaining will be filled by a special election of the membership in good standing, under the procedures outlined in this section.

I. Vacancy in the office of the President.

1. In the event of a vacancy of the office of President there will be a special election within sixty (60) calendar days and the Executive Board will appoint an interim president from among the ~~three~~ **(4)** Organizational Vice Presidents within ten (10) calendar days of the vacancy.
2. The Secretary/Treasurer will direct the Elections Committee to conduct a special election to fill the office within 60 days of the vacancy.
3. If the next regular election of the President is within 60 days of the vacancy, the interim president will serve out the remainder of the term and no special election will be held.

J. A petition signed by thirty percent (30%) of the membership in good standing for statewide officers ~~or~~, thirty percent (30%) of the MAU, **or thirty percent (30%) of all extended sites** for any other elected position and stating specific grounds, shall be sufficient to require the Elections Committee to conduct a recall election. The Secretary/Treasurer shall certify the petition and direct the Elections Committee to proceed with the recall election. If an officer is recalled, the Elections Committee shall hold a special election under the provisions of this section.

K. An officer absent from six (6) Executive Board meetings during the term will be considered to have resigned from the position. The position will be filled under the procedure outlined in this section.

Section 2. Duties of Officers.

A. The President shall:

1. Be the presiding officer at all meetings of the general membership, the Representative Assembly and the Executive Board,
2. Be an ex-officio member of all standing committees with the exception of the Elections Committee
3. Appoint, after consultation of the Representative Assembly and with

the approval of the Executive Board, the chairs of all standing and special committees except the Elections Committee,

4. Appoint, after consultation of the Representative Assembly and with the approval of the Executive Board, the members of the Negotiating Team, from the at-large membership in good standing of UA- AAUP/AFT, The negotiating team shall:
 - a. Serve at the pleasure and direction of the Executive Board,
 - b. Be made up of the president, a chief negotiator and one representative from each MAU **and all extended sites**,
 - c. Work closely with the existing committee structure,
 - d. Represent UA-AAUP/AFT in any contract negotiations,
 - e. Recommend to the Executive Board action on any contract proposed,
5. Be responsible for the ongoing administration of UA-AAUP/AFT and act as its chief executive officer,
6. Receive, report and respond to correspondence of UA-AAUP/AFT,
7. Supervise all employees of UA/AAUP/AFT,
8. Be one of the responsible financial officers of UA-AAUP/AFT. The President shall be authorized to sign financial instruments and make regular and usual disbursements of funds up to \$10,000. Financial instruments for disbursements of more than \$10,000 will require two authorized signatures,
9. Represent UA-AAUP/AFT before University of Alaska management and other organizations, as well as executive and legislative officials of the State of Alaska,
10. Be, by elected office, a delegate to the Central Labor Council of the AFL- CIO,
11. Be, by elected office, a delegate to the conventions of the American Association of University Professors and the American Federation of Teachers, and meetings of the conventions of its affiliated subordinate bodies,
12. Make an annual report to the membership of UA-AAUP/AFT,
13. Be able to delegate the responsibilities of the office except where otherwise specified by the Constitution and the By-laws,

14. Coordinate the work of, and receive regular reports from, all standing committees,
15. Be responsible for statewide political action, including the coordination of political action activities at the three MAUs **and all extended sites** in consultation with the Organizational Vice-Presidents and the Executive Board.

B. The Secretary-Treasurer shall:

1. Ensure the maintenance of the non-financial and financial files and records including membership records of UA-AAUP/AFT,
2. Issue or cause to be issued, membership cards and notices of delinquency,
3. Be the custodian of the seal and charter of UA-AAUP/AFT,
4. Take accurate minutes of general meetings of the membership, the Executive Board, and the Representative Assembly, and assure that these minutes are recorded and kept and distributed to the Representative Assembly.
5. Guarantee all dues monies and other income in the name of UA-AAUP/AFT are received, recorded, and deposited,
6. Make sure that per capita payments are transmitted on a regular basis to the Secretary-Treasurer of the American Association of University Professors, the Secretary-Treasurer of the American Federation of Teachers, and similar officers of all other bodies with which UA- AAUP/AFT is affiliated as well as overseeing other regular and usual disbursements of funds,
7. Be one of the responsible financial officers of UA/AAUP/AFT and be authorized to sign financial instruments and make regular and usual disbursements of funds up to \$10,000. Financial instruments for disbursements of more than \$10,000 will require two authorized signatures,
8. Arrange for an annual independent audit of the finances of UA-AAUP/AFT and make the results available to the Executive Board, the Representative Assembly, and the membership,
9. Oversee the work of and receive reports from the Finance, Budget and Audit Committee,
10. Ensure proper compliance by the Elections Committee with relevant

constitutional and by-law procedures; and receive and certify the results of the elections based on the reports of the Elections Committee. A statement to the membership at large stating the number of votes for each candidate and announcing the candidate with the most votes as the newly elected official shall constitute certification,

11. Perform other duties as delegated by the President, or assigned by the Executive Board,
12. Perform duties of the office as required by the Labor-Management Reporting and Disclosure Act,
13. Be, by elected office, a delegate to the conventions of the American Association of University Professors and the American Federation of Teachers, and meetings of the conventions of its affiliated subordinate bodies.

C. The Organizational Vice-Presidents at the University of Alaska Anchorage, the University of Alaska Fairbanks, ~~and~~ the University of Alaska Southeast, **and for all extended sites** shall:

1. Coordinate contract development, grievances, communications, public relations, benefits, professional development, social, legislative, and political education activities at each **major** campus **and all extended sites**,
2. Perform other duties as delegated by the President, or assigned by the Executive Board,
3. Be, by elected office, a delegate to the conventions of the American Association of University Professors and the American Federation of Teachers, and meetings of the conventions of its affiliated subordinate bodies.

Section 3. The Executive Board

All officers discussed in Article IV shall serve as members of the Executive Board. The Executive Board shall:

- A. Meet monthly, or at the call of the president, or at the call of two (2) or more of its members in good standing, or at the call of the Representative Assembly by a majority vote for the purpose of initiating, overseeing, or revising the program of UA-AAUP/AFT and to conduct other business of UA- AAUP/AFT. Meetings of the Executive Board shall be announced to the membership, such as on the United Academics website, no later than one week before the meeting date. Meetings may be conducted in person, or by phone or video conferencing,

- B. Establish the salary, benefits, and expense guidelines of any staff member who is employed by UA-AAUP/AFT,
- C. Consistent with the approved budget, be empowered to make contracts and incur liabilities for services, equipment, and real property, to borrow money, to secure such obligations by mortgage or other instrument and otherwise to engage in financial transactions to the extent permitted by applicable law or statute,
- D. Approve the chairperson and membership of all standing and special committees of UA/AAUP-AFT, except the Elections Committee, and receive regular reports from such committees,
- E. Be responsible for adherence to and enforcement of the Constitution and By-laws of UA-AAUP/AFT,
- F. Issue regular reports, including an annual report, to the Representative Assembly and the membership,
- G. Transmit any negotiated contracts (and its recommendations) to the Representative Assembly for action.

ARTICLE V. – Representative Assembly

Section 1. Election of Representative Assembly

Representative Assembly members will be elected by the members in good standing of UA-AAUP/AFT as follows:

- A. At each MAU and at all extended sites at each MAU one Representative shall be elected for each fifty (50) dues-paying Bargaining Unit Members, or a fraction thereof, according to established procedures. The extended sites at UAS include the Sitka Campus and Ketchikan Campus. The extended sites at UAA include the Kenai Peninsula College, Chukchi Campus, Matanuska-Susitna College, Kodiak College, and Prince William Sound College. The extended sites at UAF include the Bristol Bay Campus, Chukchi Campus, Community and Technical College, Interior Alaska Campus, Kuskokwim Campus, and Northwest Campus. All MAU's MAUs are entitled to a minimum of two (2) representatives. All extended sites at each MAU are entitled to a minimum of one (1) representative.
- B. The number of Representatives shall not exceed thirty (30),
- C. At such time as a re-apportionment of seats in the Representative Assembly is necessary, it will be the task of the members of the

Representative Assembly to accomplish that re-apportionment,

D. Representatives shall be elected for three (3) year terms in a procedure similar to and consistent with the nomination and election of Organizational Vice-Presidents in Article IV Section 1 of these By-laws. Representatives will take office on the first day of July

E. With the exception of a recall, all vacancies shall be filled by a majority vote of the Representative Assembly,

F. Representative Assembly Members who have been absent from three (3) Representative Assembly meetings during their term will be considered to have resigned their position. The position will be filled by a majority vote of the Representative Assembly,

F.G. The Representative Assembly election will be conducted in the year following the statewide elections (2015, 2018, and every three years thereafter).

Section 2. Duties of the Representative Assembly.

The Representative Assembly shall:

A. Be the governing body of UA-AAUP/AFT, subject to the final authority of the membership,

B. Fill all vacancies on the Elections Committee,

C. Be, by elected office, delegates to the conventions of the American Association of University Professors and the American Federation of Teachers, and meetings of the conventions of its affiliated subordinate bodies,

D. Meet regularly for the purpose of establishing the policies of the organization, receiving and reviewing the reports of the President, Executive Board, and Committees, taking appropriate action as specified in the Constitution, and initiating and taking other such actions as the body deems necessary,

E. The Representative Assembly shall meet bi-annually in Anchorage. It may meet more often and/or at other sites by majority vote of the Representative Assembly or by majority vote of the Executive Board. Meetings of the Representative Assembly shall be announced to the membership, such as on the United Academics website, no later than one week before the meeting date. Meetings may be conducted in person, or by phone or video conferencing.

E.,

Approved on October 14, 2017. Changes highlighted in yellow are contingent upon full implementation of ALRA 301. Changes highlighted in blue are contingent upon the full implementation of the Affiliation Agreement between United Academics and the University of Alaska Federation of Teachers, which was signed on 6 June 2017.

Approved April 23, 2016

- F. Upon a majority vote in favor of accepting the contract by the Representative Assembly, the contract will be submitted, under provisions determined by the Representative Assembly and together with the recommendation of the Representative Assembly, to the membership for ratification. A simple majority of the membership voting will constitute acceptance of the negotiated contract,
- G. A quorum for the Representative Assembly meetings is 50 percent of the Representative Assembly membership,

Section 3. Referenda

- A. Referenda concerning policies or actions taken by the Representative Assembly may be initiated by a petition signed by thirty percent (30%) of the membership in good standing.
- B. The petition is to be provided to the Secretary/Treasurer who will certify the petition and direct the Elections Committee to hold a special election

ARTICLE VI. – Committees

Section 1. Collective Bargaining Committee

The Collective Bargaining Committee shall be responsible for conducting research and training in preparations for negotiations, including recommendations/nominations for the negotiation team.

Section 2. Finance, Budget and Audit Committee

The Finance, Budget and Audit Committee shall assist the Executive Board in the preparation of the annual budget and, with the approval of the Executive Board, shall identify and pursue activities for the good and welfare of UA-AAUP/AFT.

Section 3. Membership Committee

The Membership Committee shall:

- A. Identify the training needs of UA-AAUP/AFT's officers, members of the Representative Assembly, committee members, and staff and develop or locate the resources needed to meet those needs,
- B. Assist the Organizational Vice-Presidents in developing programs and activities that shall cause all eligible persons to join and participate in UA-AAUP/AFT,
- C. Identify the ~~work-related~~work-related needs of the membership and

develop programs and activities that meet these needs,

- D. Conduct activities that promote the social ~~well-being~~wellbeing of the membership, are attractive to potential members, and promote community among faculty,
- E. Supervise and maintain the official list of members and recommend reapportionment to the Representative Assembly before the tri-annual election of Representatives (held in conjunction with election of Organizational Vice-Presidents),
- F. Identify, implement and administer programs of insurance, purchase, travel, and welfare that are of advantage to the membership,
- G. Send information to the membership concerning the duties, responsibilities, rewards, etc., of serving on the Representative Assembly. This will include how to be elected to the Representative Assembly, how often it meets, and other information, which will describe for potential candidates the commitment needed for successful membership on the Representative Assembly.

Section 4. Legislative Relations Committee

The Legislative Relations Committee shall:

- A. Be responsible for monitoring government actions that may affect the membership and develop appropriate responses to such action in cooperation with affiliated organizations,
- B. Secure voluntary contributions to support the political work of UA-AAUP/AFT, screen and recommend endorsement of candidates for local, state and federal office to the Representative Assembly, and develop programs to promote the registration of persons to vote and to support the election of candidates endorsed by the Representative Assembly.

Section 5. Communications Committee

The Communications Committee shall:

- A. Design, produce and distribute a regular printed communication to the membership, a regular bulletin for officers, members of the Representative Assembly, and committee chairs, and other printed material for UA-AAUP/AFT as necessary,
- B. Present the views of UA-AAUP/AFT on both a regular and special basis to the print and electronic media, other labor and community organizations, and the general public.

Section 6. Elections Committee

The Elections Committee shall:

- A. Be comprised of a Chair and four (4) members selected every three (3) years by the Representative Assembly. The membership of the Elections Committee must include representatives from the University of Alaska Fairbanks, the University of Alaska Anchorage, and the University of Alaska Southeast,
- B. The Chair of the Elections Committee shall be selected by the Representative Assembly and shall be responsible for reporting to the Secretary-Treasurer and to the Representative Assembly the results of elections,
- C. The Elections Committee shall be responsible for conducting all general and special elections to include votes on:
 1. The ratification of and / or amendments to contracts,
 2. Amendments to the Constitution,
 3. Elections of officers and representatives,
 4. Other matters covered in the Constitution and By-laws,
- D. Members of the Committee shall not run for an elective office during the same year they serve on the Committee.
- E. The Elections Committee shall conduct all general and special elections of UA-AAUP/AFT and promulgate guidelines and procedures consistent with the Labor-Management Reporting and Disclosure Act, the By-laws and the Constitution. The Elections Committee will create:
 1. Procedures for electronic/online elections and voting,
 2. Procedures for elections and voting for which paper ballots are to be used,
 3. Procedures for nominations to be on the ballot for all officers and Representative Assembly members.

Section 7. Election Appeals Committee

A. Membership

1. The Election Appeals Committee shall be composed of three members of the United Academics Representative Assembly, one

from each of the three Major Academic Units, and one alternate.

2. The Representative Assembly, at its fall meeting in odd-numbered years, will elect the members of the Election Appeals Committee. The Election Appeals Committee will select one of its members to serve as chair of the committee.
3. No candidate for or incumbent seeking reelection to the Executive Board or member of the Election Committee shall be eligible to serve on the Election Appeals Committee during that election cycle.

B. No member of the Election Appeals Committee may endorse a candidate for an Executive Board position or for the Representative Assembly membership.

C. Appeals

1. Appeals may only be considered after the final votes of the relevant election are certified by the Secretary/Treasurer.
2. Any United Academics member may appeal an adverse decision of the Election Committee by submitting an appeal, in writing, to the Election Appeals Committee no later than ten business days after the date on which the final vote totals were certified and announced by the Secretary/Treasurer.
3. Absent compelling circumstances, only evidence originally submitted to the Election Committee may be submitted to or be considered by the Election Appeals Committee. At the same time an appeal is submitted, the member submitting the appeal shall serve a copy of the appeal by certified mail, return receipt requested, upon any candidate(s) who may be affected by the disposition of the appeal and shall certify to the Election Appeals Committee that he or she has done so. Any other member involved in the Election Appeals Committee's investigation may submit an opposing statement in writing to the Election Appeals Committee within ten business days of the receipt of a copy of the appeal. At the same time, that member shall serve a copy of the opposing statement by certified mail, return receipt requested, upon the appealing member and shall certify to the Election Appeals Committee that he or she has done so.

D. The Election Appeals Committee shall establish a process of investigation that is consistent with the Labor-Management Reporting and Disclosure Act and should avoid any conflict of interest.

E. The decision of the Election Committee will be sustained unless the Election Appeals Committee determines that the Election Committee's

interpretation and / or its application of the United Academics Election Process were arbitrary or capricious.

- F. Three members of the Election Appeals Committee shall constitute a quorum for the disposition of an appeal. The Election Appeals Committee's decision will be final and binding.
- G. The Election Appeals Committee will report its final decisions to the Executive Board, the Representative Assembly, the appealing member, and any other member involved in the appeal within three months of its receipt of the appeal.

Section 8. Chairs and membership

Upon appointment by the President and approval by the Executive Board, committee chairs, with the exception of the Elections Committee and the Elections Appeals Committee, shall have one month to select committee members and present their names to the Executive Board for approval.

Section 9. Program of Action

Within one month of formation, each committee shall present its annual program of action to the Executive Board and the Representative Assembly.

ARTICLE VII. – Dues

Section 1. Membership Dues

The dues of this organization shall be equal to 1.02 percent of the gross salary plus mandated increases in required affiliation fees and insurance premiums.

Section 2. Special Assessments

Special assessments for specific purposes may be levied by action of the Representative Assembly.

ARTICLE VIII. – Availability of Constitution

Section 1. Copies

- A. Copies of the Constitution and all subsequent amendments shall be submitted to the offices of the Secretary-Treasurer of the American Association of University Professors, the Secretary-Treasurer of the American Federation of Teachers, and to the similar officer of each organization with which UA- AAUP/AFT is affiliated.
- B. The Secretary-Treasurer shall make available a copy of the Constitution

and the By-laws to each member of UA-AAUP/AFT.

ARTICLE IX. – Access

Section 1. Open meetings

All meetings of UA-AAUP/AFT shall be open to members in good standing, except when the meeting is called into an executive session.

Section 2. Documents

All documents of UA-AAUP/AFT shall be made available to members in good standing upon request, with the exception of those protected by statute, law, considerations of personal privacy, or because they are part of ongoing contract negotiations.

ARTICLE X. – Review and Amendment

Section 1. Review

These By-laws shall be re-examined every three (3) years.

Section 2. Amendment

After prior notice of intent to amend, i.e., at least one week prior to the meeting, these By-laws may be amended by ~~two-thirds~~ majority vote of the members of the Representative Assembly present in person, or by phone or video conference.