

LOCAL 2199

UNIVERSITY COUNCIL – AMERICAN FEDERATION OF TEACHERS

CONSTITUTION

PREAMBLE:

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

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

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

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

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

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

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

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

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

i) To propose and advocate for appropriate legislation that represents the interests of our members and of the labor movement, and to endorse and support the election of those political candidates, and coordinate and work with those government officials, who most completely and actively share our goals.

ARTICLE 1: NAME

The name of this organization shall be Local 2199, American Federation of Teachers, an affiliated local of the University Council – American Federation of Teachers (UC-AFT) and of the California Federation of Teachers.

ARTICLE 2: MEMBERSHIP

The following may be Regular Voting Members of the Local:

- a) Librarians (Unit 17) and Non-Senate Faculty (Unit 18) who are or will be employed by the University in the current academic year or summer session.
- b) Inactive members not currently employed by the University who are on leave without pay or who were employees of the University within the previous two academic years. However, such inactive members may not vote for statewide officers of UC-AFT or be counted for purposes of determining the vote of the Local on the statewide Council.
- c) Any Librarian or Non-Senate Faculty whose grievance or disciplinary case is currently being adjudicated.
- d) Other academic employees of the University – SOE Lecturers, Senate faculty, Researchers, Librarian Supervisors, University Extension Instructors, etc. – who are currently paying monthly union dues as established by the statewide UC-AFT.

The following may be Associate (non-voting) Members:

- a) Retired Regular Members.
- b) Staff and other employees of the University.
- c) Supporters from the community.

ARTICLE 3: AUTHORITY AND MEETINGS OF THE GENERAL MEMBERSHIP

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

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

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

4) The membership in General Meeting may propose a nominee, as provided for in the Unit 18 MOU, to fill the position of Union Steward for Local 2199, subject to the approval of the statewide UC-AFT. The Steward shall be the chief grievance officer for UC-AFT on the campus, will enlist others to assist with grievance work as appropriate, and will coordinate with the Grievance Chair, if that position is held by a different member, and with the statewide leadership on grievance matters. The Steward shall also report periodically to the membership on grievances at UCSC.

ARTICLE 4: REPRESENTATIVE COLLECTIVE

1) To help guide its organization and activities, the membership of Local 2199 shall elect, from among the Regular Voting Members, a Representative Collective composed of the following positions.

a) A Grievance Chair – Helps to handle grievances directly and coordinate the representation of grievants by others, chairs the local Grievance Committee if one is formed, reports on grievant cases to the membership, and assists in the education and training of members in grievance work. This position may be filled by the same person who serves as Union Steward.

b) A Membership Chair – Directs the work of the membership committee, helps design and lead a campaign to recruit new members, assists in development of recruitment materials, and participates personally in recruiting.

c) A Treasurer – Keeps the financial records of the Local, maintains its bank and checking accounts, distributes approved payments, and prepares reports for the membership and for outside auditors on the state of Local funds.

d) A Recording Secretary - Takes minutes of General and Representative Collective Meetings, or arranges for others to do so, and makes these available in a timely fashion to the members of the Local by either email or website.

e) A Representative of Unit 17 – Represents the interests of Librarians, polls members of the unit on matters of special concern to them, and helps to mobilize Librarian participation in the general work of the Local.

f) Representatives to the UC-AFT State Council – Attend meetings of the State Council on a regular basis, represent the interests of the Local in its deliberations and decisions, assist with the statewide planning and activities of UC-AFT, and report to the membership at UCSC. (The number of Representatives is set by the Council depending on membership in the Local. Positions may be shared.)

g) Six At Large Representatives - Take on other tasks, such as responsibility for specific areas of the work of the Local or service on committees, assist in its general activities, such as membership recruitment, and take part in the distribution of materials to and mobilization of the members of the UC-AFT contract units.

2) Elections will be every other year, in odd years, during the Spring Quarter, and those elected will take office as of July 1st of the same year. Balloting may be by mail or website.

3) Any Regular Voting Member of the Local may be elected to the above positions on the Representative Collective, and both self-nomination and the nominating of others, with their consent, is permitted. If a vacancy occurs on the Representative Collective, it may either choose to leave the position vacant until the next election, hold a special election, or appoint another regular voting member to fill the post.

4) Non-voting members of the Representative Collective may be appointed by it, from among the entire membership, to assist it in its work. Representative Collective members may be recalled by a petition of 10% of the regular voting members, and a majority of those voting in a recall ballot.

5) The Representative Collective will be responsible for helping to plan, organize and guide the work of the Local, subject to approval by the General Membership. It will meet at least once during each Fall Quarter, to plan the activities of the Local for the current academic year, and at other times as proves useful in carrying out its work. Meetings of the Representative Collective will be open to all members, and it will report on its work and decisions to the membership, at a General Meeting or by other means.

6) The Representative Collective will choose from among its members a Local President and a Convenor. The President will have the general duties of overall organization and representation of the Local, especially in its relationship with the systemwide UC-AFT, other campuses, other labor unions at UC, the University Administration and the wider community. The Convenor shall call and chair the General and Representative Collective Meetings, assist in overall coordination of the activities of the Local, and oversee the appointment and work of any committees. The duties of these two offices may be shared or delegated.

7) Members of the Representative Collective will, in addition to the other duties of their positions, be expected to attend, as their work and commuting schedules permit, all of the General Meetings of the Local.

8) The Representative Collective may choose a smaller group of its members to act as its Coordinating Committee, which will meet more frequently to help guide its work and that of the Local in general. Any work of the Coordinating Committee will be reported to the next Representative Collective or General Meeting.

ARTICLE 5: ADOPTION AND AMENDMENT

1) This Constitution, which reflects in general the current organization and practices of Local 2199, shall be formally adopted by a majority of those members voting in a ballot, either by mail or website, during the academic year 2006-07.

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