

Proposed By-Law Changes

These proposed changes will be up for a vote at the UCW Convention: Sept. 29, 2018,

****NEW LOCATION****: 531 Fairground Ct, Nashville, TN 37211 (MNEA building).

The strikethrough text are words to be deleted. Bolded text are words to be added.

Proposed Change 1:

Article IX. LOCAL OFFICERS. Section 3. Eligibility

Any member in good standing shall be eligible for election as an Officer, however no member may serve in more than one (1) office. **No full-time staff person or retiree member may serve as a Local Officer.** Chapter Vice-Presidents must be members of the Chapter they represent.

[Reason for proposed change: Local officers, to be good representatives of members, need to work directly on campus under the conditions their fellow members work under. Staff members and retirees, while often close to members, do not work directly on campus. The union serves as a vehicle for worker power, and thus its officers should have direct and continuing ties with fellow members. As they currently exist, our by-laws do not do enough to explicitly state this.]

Proposed Change 2:

Article VIII. EXECUTIVE BOARD. Section 2. Composition and Responsibilities.

- (a) The Executive Board shall be composed of the Local Officers and elected Board members. Elected Board members shall number in such an amount as to ensure that the total number of Board members be no less than seven (7) persons.
- (b) The procedures for nominating and electing members to the Executive Board shall be the same as apply to Local Officers. The term of office shall be the same as the term of office for Local Officers.
- (c) In the event of a vacancy for any reason, the membership shall have the power to elect a new Board member by majority vote at any membership meeting to serve the remainder of the term.
- (d) The membership shall strive to elect members to the Executive Board that reflect the diversity of the membership in all respects. Towards this end, the membership shall have the power to specify the number of Board members and from which work areas, geographic locations, and/or job classifications individual Board members may be elected;
additionally, the membership shall strive to ensure racial & gender diversity is also reflected in the members elected to the Executive Board. At no time may any two (2) Board members be employed in the same department or shop.

[Reason for proposed change: as a union that practices anti-racist politics we should specify our commitment to gender and racial diversity.]

Proposed Change 3:

Article IX. LOCAL OFFICERS. Section 2. Responsibilities.

- (a) The Local President shall serve as the primary contact person for the union, shall enforce these Bylaws, shall report all actions of the Executive Board and Local Officers to the membership, and shall preside at all **state-wide** meetings of the union or arrange otherwise.
- (b) The Local Vice President shall assist the Local President, help coordinate activities throughout the Local, and perform the duties of the Local President in her/his absence.
- (c) The Local Treasurer shall be responsible for the maintenance of all bank accounts and for the account of all receipts and expenditures to the membership and Executive Board in the form of monthly and annual financial reports and shall cause the proper filing of all reports or filings required by federal, state or local law.
- (d) The Local Secretary shall be responsible for the recording and distribution of the minutes of membership and Executive Board meetings, for the maintenance of member and mailing lists and files, for furnishing the CWA District Vice-President and the International Secretary-Treasurer with copies of any changes to these Bylaws within ten (10) days after such changes are adopted, and for certifying the Local delegates to the CWA Convention to the International Secretary-Treasurer within the time limits specified in Article VIII of the CWA Constitution.

[Reason for proposed change: no president can be at every meeting so the language should reflect where it's actually required/possible.]

Proposed Change 4:

Article XV. WORK COMMITTEES, Section 1. Definition.

The union shall have the following regular work committees:

- 1) Education Committee
- 2) Election Committee
- 3) Organizing Committee
- 4) Legislative-Political Committee
- 5) Membership Committee
- 6) Community Services Committee
- 7) Civil Rights & Equity Committee
- 8) ~~Women's~~ **Gender Equity** Committee
- 9) Other work committees as determined by the Executive Board or the membership.

[Reason for proposed change: Our committee has been hard at work defining our goals and we realized that the rights we are fighting for are not limited to people who identify as cisgender women. We want to include other gender oppressed groups, such as LGBT+ and gender non-conforming individuals. We believe that this is an important step in furthering the effectiveness of this committee for years to come.]

Proposed Change 5:

Article XV. WORK COMMITTEES. Section 3. Duties.

- (a) The Education Committee shall assist in developing the union's education program and, with the Local Officers, be responsible for effectuating the CWA and UCW-CWA education programs.
- (b) The Election Committee shall conduct all nominations and elections and referenda of the union.
- (c) The Organizing Committee shall assist the Local Officers, Stewards and members in organizing all non-union workers within the union's jurisdiction, as well as unorganized workers in external units.
- (d) The Legislative-Political Committee shall work to advance the interests of the Local, CWA, and its members in the legislative-political field, to promote members being registered voters, and to involve the members in campaigns of candidates who care about working people and their families.
- (e) The Membership Committee shall accept or reject membership applications in accordance with the Bylaws and rules of the union and Article V of the CWA Constitution and policies of the CWA.
- (f) The Community Services Committee shall assist in developing all community service programs and maintain and develop communications with the union's community allies.
- (g) The Civil Rights & Equity Committee shall develop and promote the CWA Human Rights program by building a union where members of all cultures, religions, sexual orientations, gender, disabilities, ages, and nationalities feel welcomed, respected, and heard. The Committee will study and report to the union on the ways and means of eliminating discrimination on the basis of gender, race, sexual orientation, or any other basis..
- (h) The ~~Women's~~ **Gender Equity** Committee shall ~~educate on health, economic, and social issues that affect women and encourage~~ **advance equity and justice for all gender identities in the workplace through education, organizing, and legislation and policy change; additionally this committee will be responsible for encouraging** the involvement of women, **gender non-conforming, and LGBT+ people's participation** in the labor movement.

[Reason for proposed change: this is in line with the mission statement that the Gender Equity Committee/GEC members wrote and approved.]

Proposed Change 6:

Article VII. MEMBERSHIP. Section 3. Retirement and Resignation.

- (a) Members in good standing who retire or otherwise leave higher education or public service employment may have their membership continue with minimum dues set at the part-time rate.
- (b) A member ~~may~~ **must** resign in writing to their ~~Chapter Vice President or member of the organizing staff~~ **the Membership Service Coordinator**.

[Reason for proposed change: This has been the process for as long as I've been a member of UCW; I just think it should be accurately reflected. Also the current language says "may" as if it's an option of whether or not to resign via letter.]

Proposed Change 7:

Where: throughout the Bylaws anywhere this applies

Change: ~~her/his~~ to **they/them/their**

[Reason for proposed change: to use gender neutral pronouns throughout the document. There are only a few places where this pops up, but would support a forward-looking approach to inclusivity and acknowledgment of all genders.]