

United Faculty of Central Constitution

ARTICLE I: Name and Definitions

The name of this organization shall be the United Faculty of Centralor UFC.

UFC shall be incorporated as a nonprofit organization under the laws of Washington State.

ARTICLE II: Purpose and Objectives

The purpose of the UFC shall be to:

1. Represent all eligible faculty members in bargaining, grievances, and in all matters relating to wages, hours, and terms and conditions of employment with Central Washington University;
2. Promote the improvement of standards in the employment situation of the faculty;
3. Encourage mutual understanding and cooperation among the union members;
4. Promote the interest of citizens who are served by the faculty;
5. Promote additional benefits for members;
6. Work for the preservation of freedom of inquiry, freedom of discussion, and freedom of association, recognizing that these are vital to the pursuit of the profession.

ARTICLE III: Affiliation and Support Services

UFC shall affiliate with United Faculty of Washington State (hereinafter UFWS): Washington Education Association, AFT Washington, American Federation of Teachers, and the National Education Association.

ARTICLE IV: Membership Eligibility and Rights

1. All faculty members in the bargaining unit as defined by the Washington State Public Employees Relations Commission may, upon completion of the application, become members of the UFC with full rights and privileges of membership.
2. Active members of the UFC shall also be members of our affiliate organizations (Article III).
3. Except for nonpayment of dues and assessments, no member shall be fined, censured, suspended, expelled, or otherwise disciplined, except as provided in the UFWS affiliate Constitution and Bylaws.
4. All members of the UFC shall have equal rights and privileges within the UFC which include:

- a. nominating candidates,
- b. petitioning UFC,
- c. participating in membership meetings,
- d. voting in elections or on referenda of the UFC,
- e. voting on contract ratification,
- f. holding office (having been a member in good standing for at least one year),
- g. attending Stewards' Council meetings, and
- h. attending steward training programs

ARTICLE V: Dues and Fees

1. UFC members shall pay dues or fees as established in the Bylaws. The dues shall be payable within sixty (60) days of September 1 or date of employment, or through payroll deductions.
2. The UFC may levy special assessments on its membership as provided in the Bylaws.
3. A member of this organization who has been in good standing for a least one year immediately before retirement from the institution shall become an emeritus member and not pay dues. Emeritus members shall participate in activities of this organization, but they shall not vote, nor hold office, nor serve as official delegates.

ARTICLE VI: Officers

1. The officers of the UFC shall consist of a President, Vice-President, Communications Officer, Financial Officer, and Chief Steward.
2. Nominations of officers other than Chief Steward shall be closed at a Spring Quarter meeting following notice to all members and an open period for nominations. Specific requirements concerning this notice and this open period shall be contained in the Bylaws. The election shall be held not less than fifteen (15) nor more than thirty (30) days after nominations have been closed.
3. The Chief Steward shall be chosen by a vote of Stewards at the last Stewards' Council meeting of the academic year preceding the Chief Steward's term of office.
4. The term of office for officers shall be two (2) years, beginning June 1. Terms of officers shall be limited to three (3) consecutive terms.
5. Terms of office for elected at-large representatives to the Executive Board shall be two (2) years and commence on June 1.
6. In the event of vacancy in the office of President, the Vice-President shall become President for the balance of the term.
7. The duties of officers shall be as provided in the Bylaws.
8. An elected officer may be removed from office for cause by a recall election which may be initiated by at least 10% of the general membership.
9. A general membership meeting will be scheduled prior to the recall election within thirty (30) days after receipt of the recall petition. Following the general membership meeting, the recall election shall be by secret ballot which will be made available to the entire membership.

10. The Executive Board shall notify any officer who has been recommended for recall in writing.

ARTICLE VII: The Stewards' Council

1. The Stewards' Council shall consist of all UFC Stewards. The Chief Steward shall chair the Stewards' Council; this duty may be delegated to another UFC Officer.
2. Duties of the Stewards' Council and its members shall be as set forth in the Bylaws.
3. Any member of UFC who is not a member of the Stewards' Council may attend and speak at Stewards' meetings, but will not have voting privileges. By invitation of the Chief Steward, any Central Washington University faculty in the bargaining unit may attend Stewards' meetings and may speak, but will not have voting privileges.

ARTICLE VIII: Standing and Ad Hoc Committees

1. UFC will have Standing Committees as outlined in the UFC Bylaws.
2. The chair of each standing committee shall be elected as set forth in the Bylaws. Members of each standing committee shall be appointed by the President with consent of the Executive Board.
3. Specific duties of each committee are provided in the UFC Bylaws.
4. Ad Hoc committees may also be appointed, including, but not limited to, an Elections Committee.
5. The chair of each ad hoc committee shall be appointed by the President with the consent of the Executive Board. Members of each ad hoc committee shall be appointed by the committee chair with the consent of the Executive Board.
6. Each Standing Committee shall meet at the call of its chair at least quarterly.

ARTICLE IX: Executive Board

1. The Executive Board shall consist of the Executive Board elected officers and the chairs of standing committees, as outlined in the Bylaws, the chief steward, and one non-tenure track representative.
2. The Executive Board shall administer the policy of UFC as set by the membership at regular meetings. It shall have the power to act for the good of UFC in emergency situations where policy cannot be established by the full membership.
3. The President of UFC shall be the chairperson of the Executive Board.
4. The Executive Board shall meet at least once per month during the months that school is in session. The times and places of meetings shall be determined by the chairperson and announced to the general membership. A quorum shall be a majority of the Executive Board members.

5. Except where precluded in the Bylaws, the Executive Board shall have the power to make contracts and incur liabilities appropriate to achieving the purposes and objectives of this organization.
6. All actions of the Executive Board shall be reported with minutes of meetings at the next following general membership meeting.
7. Other duties of the Executive Board are those described in the Bylaws.

ARTICLE X: Policy Authority

A majority of the membership present and voting at any duly authorized meeting may make policy decisions; likewise, the Stewards' Council may determine the policies and actions of the UFC, provided those decisions do not conflict with a decision already made by the membership, or as otherwise provided in the Constitution and Bylaws.

ARTICLE XI: Constitutional Amendments

Proposals to amend this Constitution may be made by the Executive Board or by petition of ten (10) percent of the membership. This Constitution shall be amended by 2/3 of the votes cast by members using a secret ballot. Notice of this election and the proposed amendment(s) shall have been delivered to each member at least twenty (20) days in advance. Voting, at the discretion of the Executive Board, may be part of an annual or special meeting or through other established election procedures. Amendments shall become effective immediately unless otherwise provided.

ARTICLE XII: Availability of Constitution

1. A copy shall be made available to any member in good standing of UFC upon his or her request to the Communications Officer.
2. A copy will be on file with the UFWS, AFT-Washington, WEA.

Article XIII: Non-discrimination

The UFC shall not discriminate on the basis of disability, ethnicity, race, color, gender, pregnancy, age, religion, military or veteran status, marital status, or sexual orientation.

Article XIV: Local Dues

From its inception through June 2009, local dues have been \$40 per person. Effective 15 September 2009, these dues shall be \$60 per person.