

Proposed Changes to PSU-AAUP Constitution and Bylaws
Prepared for Membership Meeting, Oct 29, 2018

For proposed changes to Constitution and Bylaws, new text is underlined, text to be removed is ~~stricken through~~

Proposal: To amend Article B, Section 2 of the Bylaws by the addition of part (g) as follows:

(g) The Membership Action Committee, consisting of a Chairperson and no more than five members appointed by the President with the advice and consent of the Executive Committee. The Membership Action Committee shall be responsible for activities related to membership, including but not limited to running membership drives, maintaining the database of members, organizing grassroots campaigns among members, and organizing membership actions, particularly during contract negotiations. The Chairperson shall additionally serve as a non-voting ex-officio member of the Executive Committee.

Rationale: For the last year, we have had an ad-hoc committee, the “Contract Action Team,” that has had the responsibilities listed above. This has been a tremendously useful committee, and rather than continuing to appoint it in an ad hoc manner, this would make the committee permanent. It would also extent the responsibilities of the committee beyond the times of contract negotiation.

Proposal: To amend Article B, Section 2(f) of the Bylaws to read:

(f) The Grievance Committee, consisting of a Chairperson and no more than five members appointed by the President with the advice and consent of the Executive Committee. The Chairperson shall additionally serve as a voting member of the Executive Committee. The responsibilities of the Grievance Committee shall be to serve as the intake point for all inquiries regarding potential violations of the contract; to provide official PSU-AAUP representation for bargaining unit members at any meetings related to discipline or grievances; to determine whether actions covered in potential grievances constitute violations of the contract, and if so, to file the official Grievance Notification Form on behalf of the grievant; to advocate on behalf of grievants, and to guide grievances through the grievance process.

The Grievance Committee does not have the authority to take a grievance to the level of external arbitration. In the event that a grievance has not been resolved at the levels below arbitration, the Grievance Committee will offer a non-binding recommendation to the Executive Committee as to whether the grievance should be continued to arbitration. The Executive Committee shall then make the decision about whether to proceed to arbitration.

Currently this section is:

(f) The Grievance Committee, consisting of a Chairperson and no more than five members appointed by the President with the advice and consent of the Executive Committee.

Rationale: The current language gives not description of the duties of this committee. Also, given the role of the Grievance Committee, it makes sense to have the formalized communication with the Executive Council by having the Chair be a member of the EC.

Proposal: To amend Bylaw A, Section 2(d) to read:

(d) determining whether grievances that have risen to the level of arbitration shall be taken to arbitration, pursuant to Bylaw B

Currently this section is:

(d) ~~appointing the Grievance Committee pursuant to Bylaw B.~~

Rationale: this will help clarify the role of the EC voting whether to take grievances to arbitration. this is necessary, as arbitration is a significant cost to the chapter, so it is important that the EC have a role in determining whether to spend the money. Also, by removing “appointing the Grievance Committee,” this will align the appointment of the committee to the process used for appointing all other committees: the President appoints with the advice and consent of the EC, which is already the language of Bylaw B, section 2(f)

Proposal: To amend Article V, Section 2 of the Constitution to read:

2. The Executive Committee, which shall consist of the Elected Officers of the Chapter, the two immediate past Presidents of the Chapter, two (2) elected Members-At Large, the Chief Negotiator, and the Chairperson of the Grievance Committee. The Chairpersons of the Communications Committee and of the Membership Action Committee shall serve as a non-voting, *ex-officio* member of the Executive Committee.

Currently, this section is:

2. The Executive Committee, which shall consist of the Elected Officers of the Chapter, the two immediate past Presidents of the Chapter, two (2) elected Members-At Large, and the Chief Negotiator. The Chairperson of the Communications Committee shall serve as a non-voting, ex-officio member of the Executive Committee ~~in order to facilitate communication with internal and external stakeholders.~~

Rationale: Assuming previous proposals pass, this will clarify the members of the EC to be in parallel with the descriptions of the committee in Bylaws