

Constitution

United Academics of The University of New Mexico

(ratified 6/11/2021); amended 5/23/2023)



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1 **ARTICLE I**

2 **Name**

3
4 This union shall be known as United Academics of the University of New Mexico (UA-UNM),
5 American Association of University Professors/American Federation of Teachers Local 6662,
6 AFL-CIO.
7

8
9 **ARTICLE II**

10 **Objectives**

11
12 Our primary goal is to build a proactive, member-run union that reflects the diversity of our
13 faculty across campuses, departments, and academic ranks. We faculty serve our students and
14 the people of New Mexico through our world-class teaching, research, creative work, and
15 public service. Our actions as educators are guided by our majority-minority student
16 population, and we affirm our commitment to our state’s valuable economic, linguistic, racial,
17 ethnic, gender, ability, religious, and cultural diversity.
18

19 We promote principles of equitable teaching loads and compensation, due process, and
20 academic freedom for all faculty, including the right to represent faculty interests to university,
21 local, state, and federal officials. We advocate for faculty hiring, promotion, and retention
22 policies that maximize diversity, equity, and inclusion, and we support a defined path to job
23 security for all faculty.
24

25 The purpose of this organization shall be:
26

27 **Section 1.**

28 To secure full trade-union rights--including the rights to exclusive recognition and collective
29 bargaining--for all employees who are eligible for membership.
30

31 **Section 2.**

32 To advance the economic, societal, and professional well-being of the membership.
33

34 **Section 3.**

35 To improve the employment conditions of the membership.
36

37 **Section 4.**

38 To facilitate mutual understanding and cooperation among the membership.
39

40 **Section 5.**

41 To voice the interests of communities who are served by the membership.
42

43 **Section 6.**

44 To advocate for the success and quality of the institutions for which our members work.
45

46 **Section 7.**
47 To promote democracy, equality, and trade unionism in society at large.

48
49
50 **ARTICLE III**
51 **Membership**

52
53 **Section 1.**
54 Faculty with the following positions who are members in good standing as defined in Article III,
55 Section 4 are voting members of Unit 1: professor (assistant, associate, full); professor of
56 practice; research professor (assistant, associate, full); lecturer I, II, and III; principal lecturer I,
57 II, and III; senior lecturer I, II, III; research lecturer I, II, and III; instructor; and senior instructor.

58
59 **Section 2.**
60 Faculty with the following positions who are members in good standing as defined in Article III,
61 Section 4 are voting members of Unit 2: adjunct faculty, including temporary term and part-
62 time term faculty.

63
64 **Section 3.**
65 No person shall be denied membership, nor shall this union ever discriminate against individual
66 members or applicants for membership on the basis of political beliefs; individual or group
67 identity characteristics, such as race, color, religion, national or ethnic origin, age, sex, sexual
68 orientation, gender identity or expression; marital or civil union status; or disability.

69
70 No member in good standing shall be denied the opportunity to serve as a committee member,
71 officer, representative, or delegate of UA-UNM on the basis of political beliefs; individual or
72 group identity characteristics, such as race, color, religion, national or ethnic origin, age, sex,
73 sexual orientation, gender identity or expression; marital or civil union status; or ability.

74
75 **Section 4.**
76 A member in good standing is defined as a bargaining unit member who has been actively
77 employed by the university in a bargaining unit position at any time during the last twelve
78 months, has signed a union membership card, and pays regular membership dues while
79 employed by the university.

80 a. Members in good standing have voting rights as described in the relevant section(s)
81 below. The term “member” is used throughout this document, except in Article VIII, to
82 mean a member in good standing.

83
84 **Section 5.**
85 Faculty who hold positions that require managing or supervising other faculty are excluded
86 from Unit 1 and Unit 2 membership. These positions are provost, senior vice provost, associate
87 vice provost, deputy provost, chancellor, dean, associate dean, assistant dean,
88 department/division chair, and academic director.

89

90 **Section 6.**
91 Also excluded from Unit 1 and Unit 2 are all visiting faculty, working retirees, and all faculty
92 positions at the UNM Health Sciences Center.

93
94 **Section 7.**
95 Faculty retain membership for one year following the cessation of teaching duties, with the
96 exception of faculty assuming managerial/supervisory duties as listed in section 5 above. If the
97 faculty member resumes teaching or teaches in a subsequent semester, the one-year
98 extension is reset.

99
100
101 **ARTICLE IV**
102 **Election of Officers**

103
104 **Section 1.**
105 The organization will elect the following officers:
106 a. President
107 b. Secretary
108 c. Treasurer

109
110 No person may serve more than two consecutive terms as President, Secretary, or Treasurer.

111
112 In addition, the union will elect up to six Vice Presidents, each representing one of the following
113 specific constituencies:

- 114 a. Vice President (Unit 2)
- 115 b. Vice President (Albuquerque)
- 116 c. Vice President (Gallup)
- 117 d. Vice President (Los Alamos)
- 118 e. Vice President (Taos)
- 119 f. Vice President (Valencia)

120
121 Officers and Vice Presidents shall assume office within thirty (30) days of the conclusion of the
122 election. Terms of office shall be two (2) years.

123
124 **Section 2.**
125 a. To be eligible for office, a person must be a member in good standing.
126 b. To be eligible for Vice President of a constituency, a person must meet all other
127 qualifications for office under this article and be employed in the constituency area for
128 which they seek office as Vice President.

129
130 **Section 3.**
131 With the exception of the President, the Executive Council will have the power to fill vacancies
132 within the Executive Council or in the Representative Assembly until the next general election.

133

134 **Section 4.**
135 A petition signed by thirty percent (30%) of the members, alleging constitutional violations,
136 fiduciary breaches, or acts clearly detrimental to the union, shall be sufficient to require the
137 Executive Council to vote on whether to conduct a recall election of the officer identified in the
138 petition. The officer subject to recall and any Executive Council member signing the petition
139 shall not vote or be present during the vote on the question of a recall election. If a majority of
140 the Executive Council approves a recall election, the Elections Committee shall supervise all
141 aspects of the recall process.

142
143 **Section 5.**
144 All officers and representatives shall be eligible to complete their term of office even if they do
145 not hold an appointment at the university for the entire duration of their term.

146
147
148 **ARTICLE V**
149 **Duties of Officers**

150
151 **Section 1.**
152 The duties of the President are as follows:
153 a. Serve as a facilitator at all meetings of the Executive Council;
154 b. Serve as a non-voting facilitator at all meetings of the Representative Assembly;
155 c. Represent the members at all non-Bargaining Committee meetings with representatives
156 of the UNM administration alongside at least one rotating member of the
157 Representative Assembly or otherwise delegate a Vice President to attend in their
158 stead;
159 d. Assume executive responsibility for all UA-UNM activities and represent the union
160 before the public or appropriate bodies;
161 e. Carry out the policies and decisions of the Executive Council;
162 f. Act as chairperson of UA-UNM membership meetings if no other individual(s) are
163 identified;
164 g. Be the official spokesperson for UA-UNM, and sign all necessary documents;
165 h. Be authorized to sign checks and payments of the union and monitor and approve with
166 the Treasurer financial matters;
167 i. Represent the union and participate in external union activity whenever possible;
168 j. Work on building the union among all members of the bargaining unit;
169 k. Take reports from the Representative Assembly and Committees and ensure that
170 information from those governing groups is communicated in an effective and
171 transparent manner to the Executive Council and members;
172 l. Be able to delegate the responsibilities of the office except where otherwise specified by
173 the Constitution.

174
175 **Section 2.**
176 The duties of the Vice Presidents are as follows:
177 a. Represent their specific constituencies who are members of the union;

178 b. Perform other duties as delegated by the President or assigned by the Executive Council.
179

180 **Section 3.**

181 The duties of the Secretary are as follows:

- 182 a. Take notes at all Executive Council and Representative Assembly meetings or appoint
183 another member in attendance to do so;
 - 184 b. Ensure that all minutes are shared in an accessible and transparent manner with
185 members;
 - 186 c. Ensure that all meetings are conducted according to Martha's Rules;
 - 187 d. Oversee the work of and receive reports from the Communications Committee.
 - 188 e. Serve as a voting member at Executive Council meetings;
- 189

190 **Section 4.**

191 The duties of the Treasurer are as follows:

- 192 a. Receive, record, and deposit all dues, monies, and other income in the name of the
193 union;
 - 194 b. Maintain accurate membership records;
 - 195 c. Serve as one of the responsible financial officers of the union and be authorized to co-
196 sign financial instruments and make regular and usual disbursements of funds;
 - 197 d. Maintain all financial records of the union;
 - 198 e. Arrange for an independent audit or review of the finances of the union annually and
199 make the same available to the Executive Council, Representative Assembly, and
200 membership;
 - 201 f. Transmit per-capita payments on a regular basis to the Secretary-Treasurer of the AFT
202 and the Secretary-Treasurer of the AAUP;
 - 203 g. Oversee the work of, and receive reports from, the Finance Committee;
 - 204 h. Perform other duties of the office as required by state and federal law and the guidelines
205 developed by the AFT and AAUP;
 - 206 i. Perform other duties as assigned by the Representative Assembly and/ or the Executive
207 Council;
 - 208 j. Serve as a voting member at Executive Council meetings.
- 209
210

211 **ARTICLE VI**
212 **Executive Council**

213
214 **Section 1.**

215 The Executive Council shall meet monthly, or at the call of the President, or at the call of two (2)
216 or more of its members, or at the call of the Representative Assembly, for the purpose of
217 initiating, overseeing, or revising the program of the organization and to conduct other business
218 of the organization that is within its authority. A quorum for the Executive Council shall be one-
219 half of its members.

220

221 **Section 2.**
222 The Executive Council shall consist of the elected President, Vice Presidents, Secretary,
223 Treasurer, standing committee chairs, and any active Ad-hoc committee chairs.
224

225 **Section 3.**
226 The Executive Council shall approve an annual budget prepared by the Finance Committee and
227 the Treasurer, which will be presented to the Representative Assembly for approval in the
228 month prior to the beginning of the fiscal year.
229

230 **Section 4.**
231 The Executive Council shall oversee all professional, technical, clerical, and support staff of the
232 organization.
233

234 **Section 5.**
235 The Executive Council shall establish the salary, benefits, and expense guidelines for any
236 employees of the union.
237

238 **Section 6.**
239 The Executive Council shall be empowered to: make contracts and incur liabilities, including the
240 purchase of services, equipment, and real property; borrow money, to secure such obligations
241 by mortgage or another instrument; and otherwise engage in financial transactions to the
242 extent permitted by applicable law or statute. The Executive Council shall have the power to
243 sue, complain, and defend on behalf of the membership.
244

245 **Section 7.**
246 The Executive Council shall approve the chairperson and membership of all standing and ad hoc
247 committees of the organization (except the Elections Committee, see Article X) and receive
248 regular reports from such committees.
249

250 **Section 8.**
251 The Executive Council shall interpret and enforce the Constitution and Bylaws of UA-UNM.
252

253 **Section 9.**
254 The Executive Council shall issue regular reports, including an annual report, to the
255 Representative Assembly and the membership.
256

257 **Section 10.**
258 The Executive Council shall have the power to employ all personnel as may be determined by
259 the needs and finances of UA-UNM.
260

261 **Section 11.**
262 The Executive Council shall have the power to make contracts and incur liabilities in accordance
263 with the policies established by the Representative Assembly.
264

265 **Section 12.**
266 Three unexcused absences from an Executive Council meeting within one year, counted from
267 the date of assumption of office, shall be grounds for an Executive Council member’s
268 suspension and/or replacement. Pursuant to Article IV, Section 14, the Executive Council shall
269 have the authority to appoint a member to take the seat of an Executive Council member who
270 was suspended or replaced under the terms of this section. If the seat of a Vice President
271 becomes vacant due to unexcused absence, he or she must be replaced by a member from the
272 same constituency.

273
274 **Section 13.**
275 Meetings of the Executive Council shall be conducted according to Martha’s Rules (see Article
276 XVI).

277
278
279 **ARTICLE VII**
280 **Committees**

281
282 **Section 1.**
283 The standing committees, composed of UA-UNM voting members and staff, include but are not
284 limited to the committees described below:

- 285 a. **Organizing and Membership Committee** – grows UA-UNM membership; monitors,
286 develops and implements a goal of recruiting members.
- 287 b. **Communications Committee** – supports the President in representing the union before
288 the public; conducts interviews and writes editorials; electronically communicates with
289 members; creates materials and communications for members and faculty eligible for
290 membership; maintains and updates union website and social media platforms; reports
291 to the Secretary;
- 292 c. **Finance Committee** – directs all fiscal matters of the union; draws up and recommends
293 the proposed budget; reviews financial activities and records prepared by the Treasurer
294 on a regular basis; reports to the President, the Executive Council, and the
295 Representative Assembly;
- 296 d. **Grievance Committee** – works with the officers to resolve contractual and non-
297 contractual disputes in the workplace; maintains records of grievances and their
298 disposition; and is responsible for processing grievances and disputes beyond the
299 immediate work location. The grievant may appeal these last decisions to the Executive
300 Council. The Executive Council shall develop and adopt a policy that governs how it shall
301 approach grievances not referred to arbitration, as well as other litigation and/or
302 administrative appeals. The grievance committee shall follow this policy;
- 303 e. **Other committees** – necessary to carry out our work.

304
305 **Section 2.**
306 The Ad-hoc committees are committees that meet when needed, including but not limited to
307 the committees described below:

- 308 a. **Survey Committee** – develops survey instruments to assist in refining our bargaining
309 priorities as well as other ongoing priorities of the union; solicits feedback on survey
310 instruments from subject experts on campus; compiles and analyzes the results of
311 surveys and reports the results to the EC and other appropriate bodies of UA-UNM;
- 312 b. **Collective Bargaining Committee** – creates bargaining workgroups that will research and
313 develop bargaining proposals (e.g., regarding job security, salary, benefits, and teaching
314 load) in support of collective bargaining activities;
- 315 c. **Constitution and Bylaws Committee** – researches and drafts the constitution and bylaws
316 that govern UA-UNM;
- 317 d. **Events Committee** – organizes social events (happy hours, picnic/pot-lucks, etc.); plans
318 and implements member and public events to support the work and activities of UA-
319 UNM;
- 320 e. **Legislative Committee** – monitors higher education issues in state and federal
321 government; researches viewpoints of the membership on such issues; and assists the
322 Executive Council in initiating and coordinating lobbying activities;
- 323 f. **Elections Committee** – manages and conducts all elections and ratification votes of the
324 union as described in Article X;
- 325 g. **Member Benefits Committee** – identifies, implements, and administers programs of
326 insurance, purchase, travel and welfare, and other benefits/programs that are of
327 advantage to the membership.

328

Section 3.

330 The Executive Council, either on its own initiative or at the direction of the Representative
331 Assembly, may establish Ad-hoc committees or Task Forces.

332

Section 4.

334 Committee chairs are chosen by each respective committee, unless otherwise noted, and
335 approved by the Executive Council.

336

Section 5.

338 Each committee shall present for comment and/or approval its annual program of action to the
339 Executive Council and the Representative Assembly.

340

Section 6.

342 At least one elected officer shall be a non-voting ex officio member on each committee.

343

344

345

ARTICLE VIII

346

Representative Assembly

347

348 The Representative Assembly (Assembly) is the main governing body of UA-UNM. Members of
349 the Assembly shall consist of: (i) elected officers; (ii) representatives from each campus, college,
350 and school (academic units); and (iii) equity representatives.

351

352 **Section 1.**
353 The Elections Committee shall conduct elections for the Assembly at the same time as elections
354 for officers.

355
356 **Section 2.**
357 No more than fifty (50) total representatives shall be apportioned to the academic units listed
358 in Section 6 of this article. Each representative of an academic unit will represent a roughly
359 proportional number of members. The precise number of representative seats for the academic
360 units shall be determined pursuant to the rules set forth in the Bylaws.

361
362 **Section 3.**
363 There shall be equity representatives in the Assembly aimed at achieving proportional
364 representation of Black, Indigenous, and People of Color (BIPOC) members in the Assembly. The
365 proportion of equity representatives in the Assembly shall be determined by the proportion of
366 BIPOC members to be determined by the Elections Committee. Determination of the precise
367 number of equity representatives shall be made pursuant to the rules set forth in the Bylaws.

368
369 **Section 4.**
370 For full-term elections, prior to the call for nominations of officers and representatives, the
371 Elections Committee shall work with the Executive Council to determine the proper
372 apportionment of representative seats, according to the UA-UNM Bylaws.

373
374 **Section 5.**
375 At the time of the call for nominations, the Elections Committee shall notify all members in
376 good standing as to the number of representative seats apportioned to each employment
377 classification within each academic unit and the total number of equity representative seats
378 apportioned. Nominating information shall be circulated at this time to the members of each
379 academic unit for either self-nomination or for the nomination of another member. Any
380 member in good standing is eligible to run for election, vote, and serve as a representative of
381 their academic unit or as an equity representative. Any member in good standing may self-
382 nominate or nominate candidates to run for office, represent their academic unit, or serve as
383 an equity representative. Nominees must confirm to the Elections Committee their willingness
384 to serve. All representatives shall assume office within thirty (30) days following the conclusion
385 of the election.

386
387 **Section 6.**
388 No more than fifty (50) representatives, apportioned as described in the UA-UNM Bylaws,
389 Article I: Composition of the Representative Assembly, shall represent their respective
390 academic units, reflecting the current structure of the University, such as:

- 391 a. Anderson School of Management
- 392 b. College of Arts & Sciences
- 393 c. College of Education and Human Sciences
- 394 d. College of Fine Arts
- 395 e. Honors College

- 396 f. College University Libraries & Learning Sciences
- 397 g. School of Architecture and Planning
- 398 h. School of Engineering
- 399 i. School of Law
- 400 j. University College
- 401 k. UNM-Gallup
- 402 l. UNM-Los Alamos
- 403 m. UNM-Taos
- 404 n. UNM-Valencia

405 Equity representatives shall represent the general membership.

406
407 **Section 8.**

408 Representatives of academic units shall be elected by the members in good standing of their
409 employment classification within their academic unit. Equity representatives shall be elected by
410 all members in good standing from any academic unit.

411
412 **Section 9.**

413 All members of the Assembly shall be eligible to complete their term of office even if they do
414 not hold an appointment at the University for the entire duration of their elected position, as
415 long as they remain members in good standing.

416
417 **Section 10.**

418 All representatives shall serve for two (2) years. Any vacancies that occur will be filled by the
419 Executive Council until the next general election. If BIPOC members are underrepresented
420 within the Assembly at the time a seat becomes vacant, then BIPOC members interested in
421 filling the vacancy shall be preferred.

422
423 **Section 11.**

424 Meetings of the Assembly shall be conducted according to Martha's Rules (see Article XVI).

425
426 **Section 12.**

427 Additional duties of officers and members of the Assembly are included in other articles and the
428 Bylaws.

429
430
431 **ARTICLE IX**
432 **Duties of Representative Assembly**

433
434 **Section 1.**

435 Assembly Representatives shall:

- 436 a. Elect a chair of the Representative Assembly at the March meeting in an odd year;
- 437 b. Attend regular and special meetings of the Representative Assembly and all meetings of
438 the general membership;

- 439 c. Hold regular meetings for the purpose of making reports, discussing workplace and
- 440 organizational concerns, receiving instruction from the membership, and other activities
- 441 as may be required;
- 442 d. Recruit eligible persons to membership;
- 443 e. Process grievances and resolve disputes;
- 444 f. Consult regularly with the employer's management personnel at the worksite regarding
- 445 matters of interest to the union membership; and
- 446 g. Serve as stewards for their work unit.

447

448 **Section 2.**

449 The Representative Assembly shall meet in September, October, November, January, February,

450 March, and April for the purpose of:

- 451 a. Establishing the policies of the union;
- 452 b. Receiving and reviewing the reports of the President, Executive Council, and
- 453 Committees;
- 454 c. Reviewing and approving the budget submitted by the Executive Council;
- 455 d. Initiating and taking other such actions as the body deems necessary;
- 456 e. Participating in training related to stewardship and representative work;
- 457 f. Appointing members of the Elections Committee.

458

459 **Section 3.**

460 A simple majority of its members shall be a quorum for the Representative Assembly.

461

462 **Section 4.**

463 The Representative Assembly may be called into Special Session at the Executive Council's

464 discretion or upon presenting a valid petition of twenty-five (25) percent of the Representatives

465 to the Secretary of this union.

466

467

468 **ARTICLE X**

469 **Elections and Ratification Procedures**

470

471 **Section 1.**

472 All elections and ratification votes shall be conducted in accordance with the [AFT](#) and [AAUP](#)

473 constitutions and the standards set out by the [Labor-Management Reporting and Disclosure Act](#)

474 [of 1959](#) (LMRDA).

475

476 **Section 2.**

477 The Elections Committee shall conduct all general, Representative Assembly, and special

478 elections and referenda of the organization.

479

480 **Section 3.**

- 481 a. The Elections Committee shall consist of three members in good standing selected by the
- 482 Representative Assembly at its first meeting of the year.

- 483 b. Any member of the Elections Committee nominated for or seeking office must vacate
- 484 their position and will be replaced by a member nominated by the President and
- 485 approved by the Executive Council.
- 486 c. Members of the Elections Committee are prohibited from campaigning for any member
- 487 during their time on the committee.
- 488 d. The Elections Committee shall supervise all aspects of the recall process.
- 489

490 **Section 4.**

- 491 a. At least sixty (60) days prior to the date of an election or ratification vote, the Elections
- 492 Committee shall:
 - 493 i. Determine the manner of the election (e.g., mail ballot, ballot box);
 - 494 ii. Notify all members of the opening of nominations for officers, convention delegates,
 - 495 the offices to be filled, and of the date of the election by email to the members'
 - 496 email addresses on file;
- 497 b. To be nominated for office, candidates or nominating members must submit a
- 498 nomination form determined and distributed by the Elections Committee.
- 499 c. The deadline to submit nomination forms must be at least twenty (20) days before the
- 500 first day of the election. Members nominated to run for office or positions in the
- 501 Representative Assembly will be notified of their nominations by the Elections
- 502 Committee and must accept their nominations no later than forty-eight (48) hours
- 503 following the close of nominations in order to be placed on the ballot.
- 504 d. The Elections Committee shall determine whether the nominees are eligible.
- 505 e. The Elections Committee shall make available to voting members information about
- 506 candidates and documents for ratification at least ten (10) days before the start of an
- 507 election or ratification vote.
- 508

509 **Section 5.**

- 510 a. All ballots shall be tabulated by the Elections Committee;
- 511 b. When there are fewer than two (2) candidates for any single office or position, elections
- 512 will be conducted using an "Approval Voting" system. Under this system, all eligible
- 513 voters will vote to approve or disapprove candidates. A simple majority (50% of those
- 514 who voted + 1) will determine whether the candidate is approved (wins the election) or
- 515 is disapproved (loses the election);
- 516 c. When there are two (2) or more candidates for any single office or position, elections
- 517 shall be conducted using a conventional preference vote system. The candidate with the
- 518 most eligible votes will win;
- 519 d. In the event of a tie, the Elections Committee shall conduct a second election for the tied
- 520 position.
- 521

522 **Section 6.**

523 The election results will be published and distributed to the membership within five (5) days of

524 the count. All election materials, including the ballots, will be kept in a secure location for a

525 minimum of one (1) year.

526

527 **Section 7.**
528 Challenges and objections to the election must be submitted in writing, with a statement of
529 supporting reasons that includes specific facts as well as any documentation, to the Elections
530 Committee no later than five (5) days after the count has been distributed to the membership.
531 The Elections Committee shall issue its written opinion regarding the objections no later than
532 ten (10) days after receipt of such objections.

533
534
535 **ARTICLE XI**
536 **Membership Meetings**

537
538 **Section 1.**
539 The union will hold two (2) regular membership meetings each academic year, one in the Fall
540 Semester and one in the Spring Semester.

541
542 **Section 2.**
543 A quorum for transacting business at a membership meeting shall be a simple majority (50% +
544 1) of those present.

545
546 **Section 3.**
547 a. Special meetings of the membership may be called by: The Representative Assembly, or
548 b. A petition of ten percent (10%) of the members. The petition must state the reason for
549 the meeting. Such a meeting must be called no more than fourteen (14) days after the
550 Executive Council receives a valid petition. The Executive Council will provide at least
551 seven (7) days' notice of such a meeting with all agenda items listed on the notice.

552
553
554 **ARTICLE XII**
555 **Collective Bargaining Committee**

556
557 **Section 1.**
558 During the year before a current contract expires, the Executive Council will appoint a Collective
559 Bargaining Committee responsible for negotiating a contract with the representatives of the
560 administration of the University of New Mexico. The chair of this team shall be a member of the
561 Executive Council nominated by the President of the union.

562
563 **Section 2.**
564 The Collective Bargaining Committee will consist of a Chief Negotiator and no less than two
565 other members, with each of these selections ratified by a majority vote of the Executive
566 Council.

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ARTICLE XIII
Collective Bargaining and Contract Ratification

Section 1.

The Collective Bargaining Committee will draft contract proposals. Such proposals shall be prepared in consultation with the Executive Council.

Section 2.

The President may appoint special subcommittees to research and assist in drafting proposals.

Section 3.

Early in the process, the Chief Negotiator and the President will hold a Collective Bargaining Caucus to gather and discuss members' ideas and concerns.

Section 4.

The Executive Council is responsible for keeping the Representative Assembly informed during contract negotiations.

Section 5.

A tentative agreement will be presented to the membership of the union for ratification. The ratification vote will be conducted by the Elections Committee (see Article X).

ARTICLE XIV
Dues

Section 1.

The dues rate is set at one percent (1%) of the salary for all bargaining unit faculty members.

Section 2.

Under no circumstances may the membership vote to terminate or modify the dues pass-through set forth in Section 3 of this Article.

Section 3.

The dues assessed shall include at least the prevailing per capita amounts for the AAUP, AFT, AFT-New Mexico, AFL-CIO local and state affiliates, and insurance premiums. Whenever the dues of a required affiliate increase, the dues of the local shall automatically and simultaneously increase by the same amount.

Section 4.

The dues of the organization shall be posted and announced publicly.

Section 5.

The union is authorized to receive contributions from any donor (grants, donations, contributions, and other funding activities) provided that the Executive Council determines that

614 the conditions or purposes of any contribution are not inconsistent with this Constitution or the
615 general purposes of the union.

616
617

618 **ARTICLE XV**
619 **Affiliations**

620

621 This union shall maintain affiliation with the following organizations:

622

623 **Section 1.**

624 The American Federation of Teachers (AFT). Whenever possible, the union will send delegates
625 to the AFT's convention. The delegates will be elected by procedures consistent with Article IV
626 of this constitution.

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628 **Section 2.**

629 The American Association of University Professors (AAUP). Whenever possible, the union will
630 send delegates to the AAUP's national meetings. The delegates will be elected by procedures
631 consistent with Article IV of this constitution.

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633 **Section 3.**

634 American Federation of Teachers New Mexico (AFT NM). Whenever possible, the union will
635 send delegates to the AFT NM convention. The delegates will be elected by procedures
636 consistent with Article IV of this constitution.

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638 **Section 4.**

639 New Mexico Federation of Labor (NMFL). Whenever possible, the union will send delegates to
640 the NMFL convention. The delegates will be elected by procedures consistent with Article IV of
641 this constitution.

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643 **Section 5.**

644 Delegates to affiliated organizations must be members in good standing.

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646 **Section 6.**

647 All convention delegates shall make written reports to the Executive Council on meetings
648 attended. Every reasonable effort shall be made by the union to pay the legitimate expenses of
649 delegates to meetings and conventions of affiliated organizations. The union, to the best of its
650 ability, shall actively participate in the affairs of affiliated organizations.

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653 **ARTICLE XVI**
654 **Rules of Order**

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656 A modified version of Martha's Rules of Order (as outlined below) shall govern this organization
657 and all of its subordinate bodies in all matters not expressly covered by this constitution or the
658 bylaws of this organization.

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Section 1.

- Decisions made by the Executive Council and the Representative Assembly that are NOT time-sensitive shall be made by consensus.
- a. Decisions that are time-sensitive shall be made by super-majority (2/3).
 - b. Proposals will be submitted for a sense vote where initial support for a proposal is determined. If there is consensus at that time, then the proposal will be adopted without further discussion.
 - c. There are three (3) types of votes a voting member might use:
 - i. Thumbs up – I support the proposal.
 - ii. Thumbs sideways – I can live with the proposal.
 - iii. Thumbs down – I cannot support the proposal.
 - d. If there are “Thumbs Sideways” votes, then discussion will continue, and a modified proposal may be adopted and put to another sense vote up to two more times.
 - e. If there are 3 rounds of voting with no “Thumbs Down” votes, the proposal will be adopted (“Thumbs Sideways” votes then equate to “I can live with it”)
 - f. No proposal can proceed with a Thumbs Down vote in the final round. If there are “Thumbs Down” votes still in place after three (3) rounds of discussion (limited to 10-15 minutes total), then the proposal will be tabled and may be brought back in a revised form at a future meeting.
 - g. A tabled proposal can only be presented in one (1) more subsequent meeting with a three-round sense vote discussion and can be treated as time-sensitive. The person making the proposal must announce whether they want it to be treated as time-sensitive (requiring supermajority by a third discussion) or if they want to continue to pursue consensus.

Section 2.

Decisions made by the General Membership, such as the approval of tentative agreements, Collective Bargaining Agreements, and Constitution and Bylaws, shall be decided by a simple majority (50%+1) of the members in good standing who vote in such elections.

**ARTICLE XVII
Amendment**

Section 1.

Thirty percent (30%) of the membership, or representatives of 30 percent thereof, may present, by petition, a proposed amendment to this constitution to the secretary, who shall notify the membership of the proposed amendment no later than thirty (30) days prior to the next Membership Meeting. Alternatively, two-thirds (2/3) of the Executive Council may vote to present a proposed amendment to the Membership at the General Membership Meeting. A copy of the proposed amendment, along with an explanation, shall be distributed to the membership a reasonable time before the Membership meeting at which the amendment will be introduced and discussed.

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Section 2.

Members in good standing shall vote on all amendments to the Constitution.

- a. Following the Membership Meeting at which the proposed amendment was introduced, the Elections Committee will hold a vote on the amendment.
- b. The Elections Committee will tally the results. A simple majority (50% + 1) of eligible voting members shall be required for passage of the amendment.

ARTICLE XVIII
Availability of the Constitution

Section 1.

Copies of this Constitution and all subsequent amendments shall be digitally submitted to the office of the Secretary-treasurer of the American Federation of Teachers.

Section 2.

Copies shall be digitally sent to the similar officers of each organization with which this organization is affiliated.

Section 3.

The secretary shall make digitally available, upon request, a copy to any member of the organization.