



Our Constitution is the governing document of UA-UNM. It determines membership and dues; organizational structure; roles and responsibilities; elections procedures; bargaining and ratification processes; a schedule for meetings; and processes for amending our constitution.

Over the course of six months, a group of UA-UNM members reviewed the constitutions of comparable faculty unions and compiled specific articles that apply to UA-UNM, in consultation with members. In addition, a Dues and Finance Workgroup met to learn about the fundamentals of how to build and maintain an effective faculty union here at UNM. That group developed a recommended dues rate that is included in this Constitution.

Please find a brief summary of the UA-UNM Constitution below. You can review the full document at www.uaunm.org/ratification.

Objectives

- Build a proactive, member-run union that reflects the diversity of our faculty across campuses, departments, and academic ranks.
- Advance the economic well-being of our membership by fighting for better terms and conditions such as improved compensation, benefits, leave, and defined paths to job security for all.
- Advocate for equitable hiring, promotion, and retention policies.
- Promote democracy, equality, and solidarity among UNM faculty.

Membership

- Details which faculty employees are eligible for membership and to which bargaining units they belong.
- Assures our members that no eligible member will be denied membership or the right to serve as an officer, representative, delegate, or committee member on the basis of their political beliefs, race, color, religion, age, sex, gender identity, or disability.
- Defines a member in good standing as a bargaining unit member who has been actively employed by UNM, has signed a membership card, and is regularly paying dues.

Dues

- Sets dues at 1% of salary, and requires the dues rate to be posted and announced publicly.
- Establishes that a vote by membership is necessary to change the dues rate.
 - Dues pay for collective bargaining campaigns, staff members, contract enforcement, communications to members, and basic office expenses.
 - Some of our dues also go to maintain our affiliation with the American Federation of Teachers New Mexico (AFT NM)— which advocates for education legislation in Santa Fe and provides for a legal fund—and to our affiliation to both American Federation of Teachers (AFT, AFL-CIO) and the American Association of University Professors (AAUP) to advocate for improvements in higher education policy at the national level.

Election and Duties of Officers

- Establishes elections by secret ballot, conducted by mail, polls, or electronically.
- Establishes an Elections Committee to conduct all elections and referenda of our union.
- Affirms that members in good standing may nominate, run, vote, and serve as officers of our union.
- States that the President, Secretary, and Treasurer shall represent the general membership, whereas the six Vice-Presidents shall represent specific constituencies, namely Unit 2 faculty and faculty on each of the branch campuses.
- Establishes two-year terms with elections occurring in the Spring and elected officers assuming office within 30 days of the conclusion of the election.
- Details the duties of each elected position.
- Establishes Interim Officers to be elected at the start of the 2021-2022 school year for a shortened term.

Executive Council

- States that the Executive Council shall consist of the officers and chairs of our standing and ad-hoc committees.
- Empowers the Executive Council to prepare an annual budget, oversee all support staff, make contracts and incur liabilities, commence litigation on behalf of our membership, and interpret and enforce our Constitution.

Committees

- Identifies four standing and seven ad-hoc committees and details their responsibilities.
- Permits the formation of additional committees to carry out the work of our union.

Election and Duties of Representative Assembly Members

- Establishes the same election timeline as that of elected officers.
- Details how the Assembly shall be composed.
- Authorizes the Assembly to act as the principal policy-making body of our union.
- States that representatives must attend all regular and special meetings of the Assembly and all meetings of the general membership.
- Outlines the duties of representatives, including serving as departmental stewards and processing grievances.

The Bargaining Team, Collective Bargaining and Contract Ratification

- States that the Executive Council will appoint a Bargaining Team responsible for negotiating each contract.
- Outlines process for the Bargaining Team to draft contract proposals and work with committees.

Membership Meetings

- States that there shall be two regular membership meetings each academic year, one in the Fall and one in the Spring.
- Outlines a process for convening special meetings of the membership.