

URI AAUP

GENERAL MEMBERSHIP MEETING
Wednesday, March 29, 2023, 4PM
Memorial Union, Atrium 1

You must be a member to attend this meeting.

- Vote on the proposed changes to the URI/AAUP Constitution
- Share your ideas/feedback with the Executive Committee
- Nominate yourself or a colleague to serve on the Executive and/or Political Action Committees

Please see agenda and slate of nominees below.



SOLIDARITY



AGENDA

1. **President's Report** (*Miriam Reumann*)
2. **Executive Director's Report** (*Jay Walsh*)
Changes to the URI/AAUP Constitution (vote required)
3. **Nominating Committee Report** (*Betsy Cooper, Chair*)
 - a) Presentation of the Slate of Nominees for the Executive and Political Action Committees (*see below*)
 - b) Nominations from the floor

Note: *You must be a member to attend this meeting and to vote. If you are not a member, or are uncertain of your membership status, please contact Mary Pinch at mpinch@uri.edu.*

4. **Treasurer's Report** (*Jay Walsh*)
 - a) Audit Report FY22
 - b) Third Quarter Budget Report
5. **Political Action Committee Report** (*Jay Walsh*)
6. **Grievance Committee Report** (*Andrée Rathemacher, Chair*)
7. **Membership Committee Report** (*Ernest Dupuis, Chair*)
8. **Report on National** (*Miriam Reumann*)
9. **Other Business**

SLATE OF NOMINEES

EXECUTIVE COMMITTEE 2023-2025

(Terms begin July 1, 2023 and run thru June 30, 2025)

Officers

President - Miriam Reumann, Teaching Professor, History
Vice President - Catherine (Cate) Morrison, Teaching Professor, Communication Studies
Secretary - Ian Reyes, Professor, Communication Studies
Treasurer - Erik Loomis, Professor, History

At-Large Members (Select 3)

Jessica Frazier, Associate Professor, History
Amelia Moore, Associate Professor, Marine Affairs
Jessica Strübel, Associate Professor, Textiles, Fashion Merchandising & Design

POLITICAL ACTION COMMITTEE 2023-2025

Terms begin July 1, 2023 and run thru June 30, 2025. (Select 4)

Ernest (Ernie) Dupuis, Associate Teaching Professor, Economics
Patrick Kelly, Associate Teaching Professor, Pharmacy Practice
Brian Plouffe, Assistant Professor Clinical, Cell & Molecular Biology
Michael Rice, Professor, Fisheries, Animal & Veterinary Sciences

Explanation of Proposed Changes to Constitution

The proposed changes were distributed to members prior to the fall general meeting. The changes were considered at that meeting for a vote at this spring's general meeting. This memo explains the rationale for the proposed changes. A redline version of the Constitution follows.

Rhode Island Labor Law does not specifically govern electronic elections. The National Labor Relations Board (NLRB), which governs private sector labor unions, does provide standards for electronic elections. The Rhode Island State Labor Relations Board (RISLRB) and Rhode Island Labor Law are based on the National Labor Relations Act and NLRB (mostly). We have used Merriman River Group to conduct electronic elections and contract ratifications since the spring of 2020. Their practices comply with federal law. The proposed changes to the Constitution allow the Executive Committee to conduct electronic elections and keep the language flexible so our practice will be in line with national standards.

The AAUP Collective Bargaining Congress (CBC) no longer exists. The proposed change in Article III.C strikes the CBC from the Constitution.

The AAUP affiliated with AFT and AFL-CIO in June 2022. The proposed change in Article III.E addresses that affiliation.

There are a couple of other minor changes that should be self-explanatory.

Proposed Constitution Changes to be voted on at Spring 2023 Membership Meeting:

Constitution

ARTICLE I: MEMBERSHIP

- A. The URI Chapter of AAUP shall consist of active members who have signed a membership card and pay Chapter and National dues determined in accordance with Article VII.
- B. Members eligible to vote on collective bargaining issues shall be limited to those members paying Chapter dues who are members of the bargaining unit as defined in the recognition clause of the collective bargaining agreement.

ARTICLE II: OFFICERS

- A. The officers of the Chapter shall be the President, Vice President, Secretary and Treasurer. The term shall be for two years, and no officer shall serve for more than two successive terms in the same office. The vote will be by remote electronic voting or secret ballot mailed to all members eligible to vote under Article I. Provision shall be made to ensure the anonymity of the voter. ~~(Two-year term to become effective with the election of the 1999-2000 executive committee.)~~
- B. The President has the authority to call meetings of the Chapter, shall preside over meetings, and has the responsibility for carrying out the purposes and aims of the organization.
- C. The Vice President has the responsibility for acting in the absence of the President.
- D. The Secretary shall record minutes of meetings of the Chapter and of the Executive Committee and shall have custody of all records except financial records, of the organization.
- E. The financial authority shall be the Treasurer in conjunction with the Executive Committee. The treasurer shall prepare the budget and shall report to the membership on the financial state of the Chapter at a general meeting at least once a year. The Treasurer shall be bonded by a corporate surety company for not less than 10% of the funds he annually handles. All checks shall be signed by the Treasurer or another Officer. ~~and checks over \$500 shall be countersigned by a member of the Executive Committee.~~

ARTICLE III: EXECUTIVE COMMITTEE

- A. The Executive Committee shall consist of the officers, the immediate past President, and six other members elected from the membership at large. ~~the immediate past President, and six other members elected from the membership at large.~~ The at-large members shall serve for terms of two years, elected on a staggered basis, and may serve only two successive terms. After serving two successive terms, an individual becomes eligible for election to the Executive Committee after the lapse of at least one year. Elections shall be by a plurality. Fifteen days written notice in advance of any election shall be sent to members. The vote will be by remote electronic voting or secret ballot mailed to all

members eligible to vote under Article I. Provisions shall be made to ensure the anonymity of the voter. ~~(Two-year term to become effective with the election of the 1999-2000 executive committee.)~~

- B. The Executive Committee has the power and authorization to act for the organization between meetings. The membership at a general meeting can always rescind, repeal, or amend any action of the Executive Committee except when the action is no longer within control of the members or when the action has been specifically assigned as the power of duty to the Executive Committee. The Executive Committee also has the duty to administer and carry out the collective bargaining agreement as ratified.
- C. Elected members of the executive committee may serve as delegates to AAUP/~~Collective Bargaining (CBC)~~ meetings.
- D. The Executive Committee shall report regularly on its activities to the membership.
- E. A faculty member holding elected office in the National AAUP including membership on the National Council ~~or the CBC Executive Committee~~, or holding elected office in the national American Federation of Teachers (AFT), or holding elected office in the national American Federation of Labor & Congress of Industrial Organizations shall serve as an ex-officio, voting member of the URI/AAUP Executive Committee so long as ~~s/het~~they hold such office or membership. ~~(To become effective July 1, 1998.)~~

ARTICLE IV: THE ALL-UNIVERSITY COLLECTIVE BARGAINING COMMITTEE

- A. The Executive Committee shall appoint up to fifteen (15) members to the All-University Collective Bargaining Committee from all the Colleges. The Executive Committee shall also select one member from its ranks.
- B. A new All-University Collective Bargaining Committee shall be chosen for each new contract period. The Executive Committee shall appoint a replacement, should a vacancy occur.
- C. The duties of the Committee shall be to collect information relative to bargaining, to formulate proposals to be presented, and to turn over to the Executive Committee a package of proposed changes in the contract at which point the All-University Collective Bargaining Committee will cease to exist.
- D. A new Negotiating Team shall be chosen for each new contract period. It shall consist of five members, at least one of whom shall be from a previous Negotiating Team and at least one shall be a member of the Executive Committee, and one from the All-University Collective Bargaining Committee. There shall be no more than three members from any one college.
- E. The Negotiating Team shall be appointed by the Executive Committee (including the officers) from nominees solicited from the membership. When vacancies occur, they shall be filled as soon as possible by appointment by the Executive Committee.
- F. The Negotiating team shall have authority to conduct contract negotiations with the Board of ~~Governors-Trustees~~ (or its successor) and the University Administration. The Team shall be responsible to and shall report to the

Executive Committee. Should any questions of policy arise in which no agreement between these two bodies can be worked out, these questions shall be brought before the membership for determination. As soon as a contract is ratified by both parties, the Negotiating Team will cease to exist.

ARTICLE V: CONTRACT RATIFICATION

- A. Prior to the ratification of the contract between the bargaining unit and the University, the provisions of the contract shall be explained and discussed in a meeting (or meetings) of the University AAUP Chapter arranged by the Executive Committee and Negotiations Team. Unless the Executive Committee jointly with the Negotiations Team decide otherwise, at least five (5) days shall be allowed members of the unit for study of the proposed contract terms. Copies of the proposed agreement shall be made available to all members of the bargaining unit. Voting shall be by a majority of those eligible members voting. The vote will be by remote electronic voting or a secret ballot at the ratification meeting. Provision shall be made to ensure the anonymity of the voter. Proxy votes or mail ballots shall not be allowed unless by special action of the Executive Committee.

ARTICLE VI: COMMITTEES

- A. The Executive Committee shall appoint all special and standing committees which are deemed appropriate except as provided for elsewhere in the Constitution or in the current contract. At least one member of each special and standing committee shall be chosen from the Executive Committee.

ARTICLE VII: DUES

- A. Annual dues shall be established by a majority vote of the members at a general meeting, and no changes may be made in the rate of dues and no assessment may be levied except by the procedures stated in this Article and only after five (5) days notice in writing has been given of the proposal.

ARTICLE VIII: MEETINGS

- A. There shall be at least one meeting each semester of the membership. There shall be a meeting at the end of the Spring Semester for the election of officers and members of the Executive Committee. The President is obliged to call a meeting when requested by the All-University Collective Bargaining Committee or when he/she receives a petition signed by 40 members of the Chapter. Except in unusual circumstances, an agenda shall be sent to members prior to general meetings.

ARTICLE IX: AMENDMENTS

- A. Amendments to this Constitution shall be made as follows: the proposed amendment shall be distributed to the membership at least ten (10) days prior to a general meeting at which the proposed amendment shall be considered; voting on the amendment will take place either at a subsequent general meeting or by mail ballot or remote electronic voting, but in any case, it will be by secret ballot. Any amendment to the Constitution must be approved by two-thirds of those voting at a general meeting or mail ballot or remote electronic voting.

ARTICLE X: BY-LAWS

- A. By-Laws governing procedure, structure of committees, and like matters shall be adopted by a majority of those members voting either at a general meeting or by mail ballot.

ARTICLE XI: ACCESS TO INFORMATION

- A. Every member has the right to information concerning the rules, actions, and other matters affecting the membership of the Chapter. The Chapter shall forward a copy of each collective bargaining agreement to those members whose rights are directly affected by it, shall make available to each member an up-to-date copy of the Constitution and By-Laws of the Chapter, shall permit any member to examine the accounts and minutes of the Chapter and the Executive Committee as well as the list of the names and addresses of the membership.

ARTICLE XII: THE GRIEVANCE AND CONFLICT RESOLUTION COMMITTEE

- A. The Grievance and Conflict Resolution Committee shall consist of at least seven persons selected from those members who are members of the bargaining unit as defined by the Rhode Island State Labor Relations Board. Three shall be elected by a majority vote of those members voting. The vote will be by remote electronic voting or secret ballot at a general meeting. Provision shall be made to ensure the anonymity of the voter. The other members shall be appointed by the Executive Committee.
- B. The Grievance and Conflict Resolution Committee shall have the duty of carrying out the functions relating to the complaint and grievance provisions of the collective bargaining agreement.
- C. The Grievance and Conflict Resolution Committee shall be responsible to and shall report to the Executive Committee. Should questions of policy arise in which an agreement between these committees cannot be resolved then these questions shall be brought before the membership for determination.

ARTICLE XIII: RATIFICATION

- A. This Constitution shall become effective when ratified by a majority vote of the membership except that the present officers and the present membership of the Grievance and Conflict Resolution Committee shall retain office until the first elections under this Constitution.