

CONSTITUTION
FOR
LOCAL 2087
UNIVERSITY OF THE DISTRICT OF COLUMBIA EMPLOYEES

PREAMBLE

Workers organize labor unions primarily to secure better wages and better working conditions.

We hold that they also organize in order to participate in the discussion which affect them at work. One of the fundamental tenets of democratic government is consent of the governed. Unions are an extension of that idea.

Union members are both workers and citizens.

Collective bargaining is the expression of citizenship in employment.

Participation in the political life of the nation is but another aspect of that citizenship.

In the same way unions are dedicated to improvement of the terms and conditions of employment, we are equally dedicated to exert ourselves, individually and collectively, to fulfill the promise of American life. Amidst unparallel abundance, there should be no want. Surrounded by agricultural surpluses of all descriptions, there should be no hunger. With advance science and medical research, sickness should not go untreated. A country that can shoot rockets to the moon can provide adequate education for all its children.

For unions, the work place and the polling place are inseparable, and the exercises of the awesome rights and responsibilities of citizenship is equally required at both.

Unions are under a solemn obligation to represent members forcefully and effectively in negotiations with management and to conduct internal union affairs according to democratic standards.

Therefore, we, the members of Local 2087, University of the District of Columbia, employees of the American Federation of State, County and Municipal Employees, adopt this constitution and this:

BILL OF RIGHTS FOR UNION MEMBERS

1. No person otherwise eligible for membership in this union shall be denied membership on a basis of unqualified equality, because of race, creed, color, national origin, sex, or political belief.
2. Members shall suffer no impairment of freedom of speech concerning the operations of this union. Active discussion of union affairs shall be encouraged and protected within this organization.
3. Members shall have the right to conduct the internal affairs of the union free from employer domination.

4. Members shall have the right to fair and democratic elections at all levels of the union. This includes due notice of nominations and elections, equal opportunity for competing candidates, and proper election procedures which shall be constitutionally specified.
5. Members shall have an equal right to run for and hold office, subject only to constitutionally specified qualifications, uniformly applied.
6. Members shall have the right to a full and clear accounting of all union funds at all levels. Such accounting shall include, but not limited to, periodic reports to the membership by the appropriate fiscal officers and periodic audits by officers selected for that purpose or by independent auditors not otherwise connected with the union.
7. Members shall have the right to full participation, through discussion and vote, in the decision-making processes of the union and to pertinent information needed for the exercise of this right. This right shall specifically include decisions concerning the acceptance or rejection of collective bargaining contracts, memoranda of understanding, or any other agreements affecting their wages, hours, or other terms and conditions of employment. All members shall have an equal right to vote and each vote cast shall be of equal weight.
8. Charges against a member or officer shall be specific and shall be only on grounds provided in Article X of the International Constitution. Accused members or officers shall have the right to a fair trial with strict adherence to due process. The accused shall be considered innocent until proven guilty.

ARTICLE I NAME

The name of this organization shall be University of the District of Columbia Employees Local 2087 of the American Federation of State, County and Municipal Employees, AFL-CIO.

ARTICLE II AFFILIATIONS

This local union shall be affiliated with District of Columbia, District Council 20 of the of the American Federation of State, County and Municipal Employees; the Maryland State and D.C. AFL-CIO; and the Greater Washington Central Labor Council, AFL-CIO.

ARTICLE III OBJECTIVES

The objectives of this local shall be to carry out on a local basis the objectives of the American Federation of State, County and Municipal Employees.

ARTICLE IV MEMBERSHIP AND DUES

Section 1. All non-faculty and security persons regularly employed by the University of the District of Columbia, Washington, D.C. are eligible for membership in this local union, subject to the requirements of the Constitution of the International Union.

Section 2. Application for membership shall be made on a standard application form. Unless such form includes a valid authorization for payroll deduction of dues, the application shall be accompanied by the current month's dues.

Section 3. The membership dues of all locals affiliated with Council 20 shall be \$10.94 biweekly, \$11.85 semi-monthly or \$23.70 monthly. These dues rates shall be adjusted annually in accordance with the provisions of Article IX, of the AFSCME International Constitution.

Section 4. To the extent possible, membership dues shall be payable through payroll deduction. Dues shall also be payable monthly in advance to the local secretary-treasurer and in any event shall be paid not later than the 15th day of the month in which they become due. Any member who fails to pay dues by the 15th day of the month in which they become due shall be considered delinquent, and upon failure to pay dues for two successive months shall stand suspended. Provided, however, that any person who is paying dues through a system of regular payroll deduction shall for so long as such person continues to pay through such deduction method, be considered in good standing.

Section 5. A member suspended under the above section may be reinstated to membership in the local on payment of all arrearages.

ARTICLE V MEETINGS

Section 1. Regular meetings shall be held once each month, at a time and place to be fixed by the membership or the local executive board.

Section 2. Special meetings may be called by the local president, the executive board, or by petition filed with the president and signed by 25 percent of the members of the local. Special meetings may also be called by the International President or his authorized representatives.

Section 3. The quorum for this local shall be ten percent of the membership in good standing.

ARTICLE VI OFFICERS, NOMINATIONS, AND ELECTIONS

Section 1. The elected officers of this local shall be a president, a vice-president, a recording secretary, a secretary-treasurer and three at-large executive board members. These seven shall constitute the local executive board. In addition, there shall be elected three members who shall serve as trustees. The trustees shall not be members of the executive board. The trustees shall be elected to three-year terms of office except in the initial election, one shall be elected for a one-year term, one for a two-year term, and one

for a three-year term. All other officers shall be elected for a term of two years in the even-numbered years.

Section 2. Nominations shall be made at a regular or special meeting of the local. At least fifteen days' advance notice shall be given the membership prior to the nomination meeting. A nominating committee may be appointed or elected to make nominations, but whether or not such nominating committee is used, nominations shall be permitted from the floor at the nomination meeting. All regular elections shall be held in the month of March.

Section 3. To be eligible for office, a member must be in good standing for one year immediately preceding the election, except in the initial election held in this local; provided, however, that no retired member shall be a candidate for office.

Section 4. Officers shall be elected by secret ballot vote, and the balloting shall be so conducted as to afford to all members a reasonable opportunity to vote. At least fifteen days' advance notice shall be given the membership prior to the holding of the election.

Section 5. All matters concerning nominations and elections in this local union shall be subject to the provisions of Appendix D, entitled Elections Code, of the International Union Constitution.

Section 6. Vacancies in office shall be filled for the remainder of the unexpired term by vote of the executive board.

Section 7. Every officer shall, upon assuming office, subscribe to the Obligation of an Officer contained in Appendix B of the International Union Constitution.

Section 8. Officers and trustees shall be automatically removed from office for unexcused absences from three consecutive meetings.

ARTICLE VII CONVENTIONS

Section 1. If the local is entitled to more than one delegate, Article VI, Section 5 shall be enforced.

Section 2. The membership shall determine if the local shall send any delegates to convention based on the recommendation of the executive board.

ARTICLE VIII DUTIES OF OFFICERS AND EXECUTIVE BOARD

Section 1. The president shall:

- a. preside at all meetings of the local union and of the executive board.
- b. be an automatic delegate to all AFSCME International and Council 20 conventions.
- c. be a member of all committees except election committees.
- d. countersign all checks drawn against the funds of the local.

- e. appoint all standing committees and all special committees of the local, subject to the approval of the executive board.
- f. report periodically to the membership regarding the progress and standing of the local and regarding the president's official acts.

Section 2. The vice-president shall:

- a. assist the president in the work of the president's office.
- b. in the absence of the president or in his inability to serve, preside at all meetings and perform all duties otherwise performed by the president.
- c. upon approval by the local executive board, be authorized to act as co-signer of checks drawn on the local funds in place of either the president or the secretary-treasurer.

Section 3. The recording secretary shall:

- a. keep a record of proceedings of all membership meetings and all executive board meetings.
- b. carry on the official correspondence of the local, except as the executive board may direct otherwise.
- c. perform such other duties as the executive board may require.

Section 4. The secretary-treasurer shall:

- a. receive and receipt for all monies of the local union.
- b. deposit all money so received in the name of the local union in a bank or banks selected by the executive board, and money so deposited shall be withdrawn only by check signed by the president and the secretary-treasurer.
- c. prepare and sign checks for such purposes as are required by the constitution or are authorized by the membership or the executive board.
- d. prepare and submit the monthly membership report to the International Union office and see that a check is drawn in payment of the local's per capita tax each month and sent to the International Secretary-Treasurer.
- e. keep an accurate record of receipts and disbursements and shall, once each month submit to the membership a monthly operating statement of the financial transactions of the local for the previous month.
- f. act as custodian of all properties of the local union.
- g. give a surety bond for an amount to be fixed by the executive board of the local union, at the expense of the local union and through the International Union.
- h. see that any financial reports required by the International Union Constitution to be submitted to the International Union are submitted in accordance with the International Union Constitution.
- i. chair the finance committee.

Section 5. All at-large officers shall chair or co-chair a committee during their term of office.

Section 6. All executive board members shall act as stewards to assist with grievances when needed.

Section 7. The trustees, in accordance with the AFSCME Financial Standards Code, shall make or cause to be made at least annually an audit of the finances of the local, including the finances concerning any health and welfare, pension, insurance or other benefit programs covering members of such local, and shall report to the membership on the results of such audit.

Section 8. The executive board shall be the governing body of the local union except when meetings of the local union are in session. All matters affecting the policies, aims and means of accomplishing the purposes of the local not specifically provided for in this constitution or by action of the membership at a regular or special meeting shall be decided by the executive board. The board shall meet at the call of the president or of a majority of the members of the board. A report on all actions taken by the executive board shall be made to the membership at the next following meeting. A majority of the members of the executive board shall be required for a quorum.

Section 9. All committees shall meet at the call of the president, the chairperson or a majority of the members of the committee. A report on all actions taken shall be made to the executive board and to the membership at the following meeting.

Section 10. The Finance Committee shall evaluate semi-annually the financial condition of the local and present its evaluations and recommendations to the local, at least once a year. The committee shall address all financial issues affecting the local (University's budget, wage, etc.).

Section 11. The Community Affairs and Public Relations Committee shall investigate benevolent and charitable organizations for the purpose of making contributions of funds and volunteering the local's services, subject to approval of the executive board. The committee also has the responsibility of keeping the membership informed and involved.

Section 12. The PEOPLE Committee shall promote legislative equality by acting as the liaison between the local and AFSCME Council 20 and the city government as it relates to local legislation, community issues and policies affecting the local.

Section 13. The Good and Welfare Committee shall, under guidelines approved by the executive board, assist members of the local.

Section 14. The Personnel Committee shall coordinate all personnel related issues that affect the local membership. The committee shall welcome all new members, maintain a 100% membership list with dues paying members, review the university personnel manning chart, and review D.C. Government information from DC Human Resources (DPM bulletins, etc.).

Section 15. The Steward Committee shall be comprised of all stewards. All stewards shall be certified by the International. Chief stewards shall report to the executive board on all actions taken by stewards.

ARTICLE IX
MISCELLANEOUS PROVISIONS

Section 1. This local union shall at all times be subject to the provisions of the constitution of the American Federation of State, County and Municipal Employees.

Section 2. Except to the extent specified in this constitution, no officer of the local union shall have the power to act as agent for or otherwise bind the local union in any way whatsoever. No member or group of members or other person or persons shall have the power to act on behalf of or otherwise bind the local union except to the extent specifically authorized in writing by the president of the local union or by the executive board of the local union.

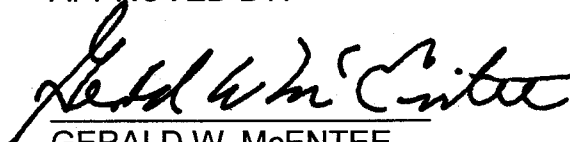
Section 3. The rules contained in the current edition of Robert's Rules of Order, Newly Revised shall govern this local union in all cases to which they are applicable and in which they are not inconsistent with the constitution and special rules of this local union or of the American Federation of State, County and Municipal Employees.

Section 4. Any charges or allegations made against an officer or member of the local shall be adjudicated as provided in Article X of the International Constitution.

ARTICLE X
AMENDMENTS

This constitution may be amended, revised, or otherwise changed by a majority vote of the members voting on such proposed change and such change shall take effect only upon written approval of the International President. Proposed amendments to this constitution must be read at a regular or special meeting of the local union and read and voted on at a subsequent meeting of the local union, adequate and proper notice having been given to the membership prior to the date on which the vote is taken. A written copy of the proposed amendment shall be furnished to every eligible voter at the meeting at which the vote is taken.

APPROVED BY:



GERALD W. McENTEE
International President

7/15/03
DATE