

GSOC members of Bylaws Committee 1.0, assembled through open call:

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**Local 2110 Staffperson*

GSOC-UAW Articles of Representation and Elections

First Ratified: 22 April 2015

Last Revised: 17 April 2015

Article 0 EXPIRATION DATE AND EVENTUAL ADOPTION OF COMPLETE BYLAWS

- A. These articles shall expire September 17, 2015 at 7pm.
- B. To ensure smooth transition of leadership in our unit, the Bylaws Committee of the Assembly of Stewards (as defined by Article 4) is charged with drawing up the complete bylaws and sending them to the Assembly of Stewards for approval of such changes and distribution to membership by August 19 at 11:59pm. A two-week period of public review will follow, with the final version of bylaws posted to the website and emailed to membership by September 3. The final approval of the bylaws shall be by a secret-ballot up-or-down vote by general membership to be held at a September 16 member meeting with online voting until 5pm the following day.
- C. Should the bylaws proposal of September 16 be voted down, these bylaws shall remain in force until October 8 at 7pm following another two-week period of public review, a vote on revised final bylaws at a special member meeting on October 7 and a parallel period of online voting.
- D. The Assembly of Stewards will be responsible for all counting of bylaws votes.

Article 1 NAME

The name of this organization shall be the Graduate Student Organizing Committee of New York University or GSOC, a unit within Local 2110 of the United Auto Workers (UAW).

Article 2 MEMBERSHIP AND MEMBER RIGHTS

- A. Full membership rights will be given to everyone who could work in the bargaining unit who signs a union membership card.
- B. A member in good standing is entitled to full voice and a single vote on all questions and to hold any elected or appointed position in the unit. Each member in good standing of the unit has the right to nominate and vote; express opinions on all subjects before the Local; attend all membership meetings and express views, arguments and opinions on all matters and business, including candidates for office, properly before the meeting; meet, assemble freely, and caucus with other members; and, generally, participate in the activities of the unit and the Local.
- C. Members will be considered in good standing if they are current in their payment of applicable dues.
- D. All unit members working during a given semester (Fall, January, Spring, Summer 1, and Summer 2) will have dues deducted from their paycheck as specified by Article XII Section 3 of Local 2110

Bylaws. Dues shall not be taken from compensation of anyone not currently covered by the contract.

- E. The initiation fee is set in accordance with the UAW constitution and Local 2110 bylaws.
- F. GSOC derives all of its power from the members. The membership reserves the right to override any decision of the Assembly of Stewards or any other Committee at any time by a vote at a meeting at which a quorum is present.
- G. All GSOC meetings are open to all members and all GSOC members have the right to participate in the discussion of all decisions, with the exception of confidential personnel matters. This right includes notification of meetings, when feasible.
- H. The Assembly of Stewards are empowered to make decisions on behalf of the membership, but they shall not make any decisions which contradict decisions made by the membership.
- I. GSOC does not discriminate against or prevent people from participating in the union in any fashion, including holding elected positions, based upon any characteristics of marginalized, traditionally underrepresented, and/or oppressed groups including but not be limited to the following: racial and ethnic minority groups; women; religious minority groups; people who identify as lesbian, gay, bisexual queer, transgender, genderqueer, gender non-conforming, gender variant, intersex; people with disabilities, people with chronic illness including seropositive status, youths and seniors; people with low-incomes, the working poor, people experiencing poverty, and people experiencing homelessness; immigrants; people for whom English is a not a primary language; single parents; veterans; and people with limited education or literacy.
- J. GSOC is a union made up of graduate employees from many different countries. We do not condone or operate under the patriotic notions of any one of these represented countries, but are instead steered by the common interests of our members as academic workers.

Article 3 STEWARDS

- A. Stewards will be responsible for enforcing the contract, handling grievances, chairing and participating in standing committees, and continuing to mobilize membership in non-negotiation years to build on contract gains.
- B. Any member in good standing is eligible to be nominated for a steward position.
- C. Stewards must be in-residence for fall and spring semesters of their term, reachable electronically in summer.
- D. All stewards will receive workplace grievance training to assist in handling grievances from workers in their school and work class.
- E. Stewards will attend monthly meetings of the Assembly of Stewards, with attendance requirement pursuant to Section K of this Article.
- F. Stewards must actively serve on at least one standing committee
- G. Stewards must hold at least two hours of membership walk-in "office hours" per month.
- H. Of thirty (30) stewards, all shall be elected at large as "head stewards" with a vote in the Assembly of Stewards. The proposed breakdown will be as follows**:

GSAS Humanities and Social Sciences - 8
GSAS Sciences, Technology, and Math - 5

Poly, 2 Metrotech - 4
Poly, 6 Metrotech and 4 Metrotech - 5
Professional Schools (including Steinhardt and Tisch) - 8

There will also be an unlimited number of volunteer stewards who qualify by attending a grievance training and serving as a union contact person in their department, with the goal of having at least 1 volunteer steward per dept, if not per cohort. These stewards do not have voting rights in the elected Assembly of Stewards.

***Please see Appendix A for a specific list of each department under these districts*

- I. Elections for stewards will take place in the first week of May. Stewards will take office immediately upon election.
- J. Stewards may be recalled at any time by a simple majority vote of at least 7 percent of membership, rounded up. This vote must be initiated by a petition that sets forth the reasons why the recall is sought. The petition must be signed by at least 3 percent of the membership, rounded up.
- K. Attendance is required at the Assembly of Stewards and committee assignment. Attendance will be taken by Communications Committee at Assembly meetings and by chairperson at committee meetings. Attendance records will be made available to membership.
- L. If a steward is to be absent from the bodies they are required to attend, prior notification must be given to the Communications Committee for Assembly meetings and the chair of the committee for any committee meetings. After more than four (4) absences without prior notification, negligent stewards are subject to immediate recall. It is the responsibility of the Steering Committee, in conjunction with the Elections Committee, to initiate vacancy elections as a result of any recall.
- M. The Stewards elected in May 2015 will hold office for a two-year term.
- N. Any member may only hold elected office as steward for a maximum of two terms.

Article 4 ASSEMBLY OF STEWARDS

- A. The Assembly of Stewards will consist of the 30 (thirty) elected stewards. Each member of the Assembly of Stewards will be entitled to one vote on any proposal raised at any assembly of Stewards.
- B. The Assembly of Stewards shall meet at least one time a month during the academic year. The Assembly shall meet once every other month at other times.
- C. Monthly Assembly of Steward meetings will be scheduled in advance, with dates and location information made known to membership.
- D. A quorum of 16 voting members of the Assembly of Stewards is necessary to conduct business and vote on any proposals.
- E. Meetings will be conducted using Roberts Rules of Order.
- F. Decisions are to be made through simple majority voting.
- G. All members are welcome to observe and participate during segments of proposal discussion at Assembly of Stewards meetings and shall be considered ex-officio non-voting members of this body.

Article 5 UNIT REPRESENTATIVES

- A. The Assembly of Stewards, upon their first meeting as Stewards Elect before taking office, shall nominate and elect three (3) Unit Representatives from among the Assembly of Stewards. Their duties and any compensation will be determined by the first Assembly of Stewards.
- B. The Unit Representatives will chair those standing committees which are permanent members of the Steering Committee, executing the day-to-day operations of the Unit with further duties to be determined by the first Assembly of Stewards and the Bylaws Committee.

Article 6 STANDING COMMITTEES

Upon the first sitting of the Stewards Assembly, the following Committees shall be established. Each Steward should join and serve actively on at least one of the following Committees. Committees shall record attendance (which will be made available to membership), require one half of active members rounded up for quorum, take meeting minutes to be sent to GSOC-UAW Historian, and make decisions by simple majority vote.

1. Bylaws Committee

which shall consist of all interested stewards and members, will draw up the full bylaws of the Union. The Committee shall make available a final and full version of the bylaws to the Assembly of Stewards per the conditions set forth in Article 0. The Bylaws Committee has the right and duty to give recommendations on

(a) changes of the bylaws, from general concepts to final drafts, (b) disputes over interpretations or implementations of the bylaws, and (c) conflicts between actual procedures and procedures as outlined in the bylaws. The Bylaws Committee is also responsible for educating people holding positions in GSOC about their rights and duties according to the bylaws and established practices and to resolve conflicts related to the bylaws.

2. Organizing Committee

will be responsible for signing up new members and entering their data, working with stewards to develop leadership in departments and department clusters, and helping to organize non-contract year issue campaigns. The goals of the Organizing Committee will be to build a strong internal organizing structure able to lead and support a contract campaign, any strike organizing, respond to and prevent grievances, and create a stronger union presence and awareness in individual departments campus-wide. To aid with achieving these goals, committee members will have access to and will update contact information and related membership data. During any elections apart from candidate elections, the Organizing Committee will have access to daily voter data.

3. Communications Committee

will consist of at least four (4) stewards elected by the Assembly of Stewards if more than three members express interest. The Communications Committee shall be responsible for internal and external communications including but not limited to: generating and distributing member updates, sharing meeting schedules, steward contact information, drafting and distributing press releases, and maintaining the GSOC website and social media presence. To these ends, committee members will have access to semesterly updated contact information of membership and the website, as well as sole access to one-way membership and supporter listservs and the most commonly-used social media. One member of the Communications Committee will be designated GSOC Historian, tasked with archiving of materials including meeting minutes.

4. Contract Enforcement Committee

will enforce the contract and begin educating the membership of their rights. The Committee's main responsibility will be to identify grievances and to establish the system of remuneration of the dependent healthcare and childcare funds. The Committee will consist of head stewards, volunteer stewards, and any other grievance-trained members. They are charged with assisting pending grievance claims based on their school and work duties. Stewards working on a particular case will apprise aggrieved of their rights according to the contract and advise them on how to proceed; relevant members of the committee shall meet to decide which grievances will be filed. The Committee will also educate membership about grievances including definitions and procedures. The Committee will keep information on past grievances on file and in good order to assist in research on trends and patterns. In order to facilitate grievance work, the members appointed to the Health and Safety Committee provided by the contract shall be regular members of this Committee.

Article 7. ELECTIONS

- A. Members in good standing (as defined by Article 2) may nominate themselves or any other member in good standing for any office. Nominations must be open for at least one (1) week. The deadline for nominations shall be five (5) calendar days before the date of the election. Elections for the Assembly of Stewards must occur no later than the first full week of May.
- B. Candidates for the Assembly of Stewards may run on caucus or partisan platforms, as a "slate," or as independents. Such partisan designations shall be solicited and stated during the nomination period, be clearly marked on the sample ballot emailed out to membership in advance of elections, and appear on the actual ballots used by membership in those elections.

- C. Elections to fill vacancies shall be held within two (2) member meetings following the date the office became vacant. The Assembly of Stewards can appoint a Steward or member of the Assembly of Stewards to fill a position on an interim basis.

Article 8 JURISDICTION

- A. As a unit within Local 2110 of the UAW, GSOC is subject to the rules and regulations governing the UAW as well as the Local 2110 bylaws. However, in all unit matters GSOC has autonomy so long as actions and bylaws do not conflict with Local 2110 bylaws or the International constitution.
- B. GSOC has proportional representation on Local 2110 Joint Council based on the dues dollar amount GSOC pays to the Local Union in accordance with Article 35 Section 3 of the UAW Constitution.

Article 9 ENACTMENT

These articles shall be voted on by online ballot and enacted thereupon.

Appendix A - Representational Structure for Article 3H (based on worker data from Fall 2013)

GSAS HUMANITIES AND SOCIAL SCIENCES (324 workers)

8 seats

Anthropology (21)
East Asian Studies (10)
Economics (22)
Hebrew & Judaic Studies (2)
History (26)
Politics (44)
Social & Cultural Analysis (6)
Sociology (22)
Classics (3)
Comparative Literature (7)
Creative Writing (20)
English (15)
French (27)
German (9)
Italian (15)
Linguistics (13)
Middle Eastern & Islamic Studies/Near Eastern Studies (6)
Music (13)
Philosophy (14)
Religious Studies (1)
Slavic Studies (1)
Spanish (27)

GSAS SCIENCE, TECHNOLOGY, and MATH (212 workers)

5 seats

Biology (35)
Chemistry (46)
Center for Neural Science (6)
Computer Science (20)
Math (40)
Physics (26)
Psychology (39)

2 METROTECH, POLY (168.5 workers)

4 seats

Center for Advanced Technology in Telecommunication (1)
Computer Science Engineering (45)
Electrical & Computer Engineering (83)
Integrated Digital Media (2)
Admin Services (37.5)

6 METROTECH & 4 METROTECH, POLY (190.5 workers)

5 seats

Chemical & Biomolecular Engineering (36)
Civil Engineering (18)
Financial & Risk Engineering (40)
Mathematics (9)

Mechanical Engineering (23)
Technology, Culture, and Society (5)
Technology Management & Innovation (22)
Admin Services (37.5)

PROFESSIONAL SCHOOLS (including Tisch) (307 workers)

8 seats

Art & Arts Professions (18)
Administration, Leadership, and Technology (10)
Applied Psychology (20)
Communicative Sciences & Disorders (7)
Food Studies (6)
Humanities & Social Sciences in the Professions (16)
Media, Culture, and Communication (16)
Music & Performing Arts Professions (101)
Teaching & Learning (17)
Cinema Studies (10)
Dentistry (2)
Nursing (8)
Stern (32)
School of Social Work (10)
Wagner (6)
Gallatin (7)
Institute of Fine Arts (9)
Journalism (10)
Performance Studies (2)