

GSOC-UAW Local 2110 Bylaws

Latest revisions ratified 31 March 2017

Last revised 10 March 2017

First ratified 10 October 2015

PREAMBLE

Union democracy is both the guiding principle and daily practice of this unit. Our concept of union democracy includes but is not limited to: ensuring fair and open elections in which our membership exercises its right to vote, engaging in critical conversations and open meetings so the unit can remain receptive to the needs of its membership, advocating for term limits in elected and appointed offices, and making this document a living and flexible one to accommodate the changing needs of the organization.

To these ends, we derive all our power from membership; they are the highest authority in this unit.

We are building a union, a community, a movement.

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 PURPOSE

- A. GSOC is a democratic union that aims to organize and represent graduate employees at New York University, per Article I of the Collective Bargaining Agreement (CBA) of March 2015, over issues related to their employment and the improvement of their working conditions. GSOC supports the struggle of all workers and stands in solidarity with other unions and like-minded organizations in their fights for social and economic justice.
- B. GSOC shall negotiate with the University on its employment practices and policies as they relate to graduate employees, which include, but are not limited to: affirmative action; appointment and reappointment processes; childcare; anti-sexual harassment training; contract length; disciplinary policy and codes of conduct; dues check-off and agency fee; evaluations; fee waivers; grievance and arbitration; health and safety, including health benefits and sick leave; class size, hours of work, and workload; surveillance, privacy, and data collection related to graduate workers; and job descriptions, retrenchment, salary, and seniority.

Article 3 COMMITMENT TO SOCIAL AND ECONOMIC JUSTICE

- A. GSOC follows an equal opportunity policy, employing personnel and serving its members without regard to race, creed, color, ethnicity, national origin, religion, sex, sexuality, sexual orientation, gender expression, age, physical or mental ability, HIV status, political affiliation or belief, citizenship, veteran status, military obligations, or marital or relationship status. GSOC strives to be an inclusive union and to build solidarity among its members. It will actively seek to promote

the participation and engagement of marginalized groups and underrepresented work sites at all levels of the Union. This policy also applies to internal promotions, training, opportunities for advancement, terminations, and, where possible, outside vendors, service clients, use of contractors and consultants, and dealings with New York University and the general public.

- B. GSOC understands marginalized, historically underrepresented, and oppressed groups to include, 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, and/or intersex; people disabled (differently abled yet often classed as disabled); youths and seniors; people with low incomes, the working poor, people experiencing poverty, and people experiencing homelessness; immigrants and foreign nationals; people for whom English is not a primary language; single parents; first-generation university students; veterans; and people with limited education or literacy.
- C. Social Justice and/or Ally Trainings on the topics of racism, sexism, ageism, heterosexism, cisgenderism, classism, and ableism will be strongly encouraged for all GSOC staff and elected officers. GSOC staff and elected officers will coordinate regular trainings. Where appropriate, these trainings will be coordinated in partnership with campus and community resources (i.e. [NYU LGBTQ Student Center](#), [the Moses Center](#), the [Center for Multicultural Education and Programs](#), etc.).

Article 4 MEMBERSHIP AND MEMBER RIGHTS

- A. To be eligible for full membership in GSOC and in Local 2110, a graduate student must fulfill one of the two following conditions:
 - 1. Be currently employed in a bargaining unit position; or
 - 2. Have been employed in a bargaining unit position in the fall, spring or summer during the prior academic year.
- B. To be considered a member in good standing in accordance with Article III of the Bylaws of Local 2110, a graduate student must meet one of the above criteria and pay dues as follows:
 - 1. During semesters when a graduate student is employed in a bargaining unit position, dues shall be 2% of salary and shall be collected pursuant to the terms of the collective bargaining agreement.
 - 2. During semesters when a graduate student is not employed in a bargaining unit position, dues shall be \$10 per month for fully-funded Ph.D. students and \$5 per month for unfunded graduate students. The payment of such dues shall not be subject to dues checkoff under the collective bargaining agreement and shall be voluntarily remitted to Local 2110 by the graduate student. It shall be the responsibility of the graduate student to pay the requisite dues to Local 2110 in order to maintain their membership in good standing. Such payments shall be made on a monthly schedule to be determined by Local 2110.
- C. Graduate students who are not eligible for membership as defined in A above may become associate members of GSOC by contributing dues of \$10 per month for fully-funded Ph.D. students and \$5 per month for unfunded graduate students. Such dues will be payable to Local 2110 and it shall be the responsibility of the graduate student to pay the requisite amount to maintain their associate membership. Associate members are not full members of Local 2110,

but may participate in GSOC membership meetings and volunteer committees, and may vote for stewards.

- D. Local 2110 shall maintain a record of all dues collected pursuant to B and C above.
- E. 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 unit, Local, and International Union; attend all membership meetings and express views, arguments and opinions on all matters and business, including candidates for office; meet, assemble freely, and caucus with other members; and, generally, participate in the activities of the unit, the Local and the International.
- F. GSOC derives all of its power from its members. Membership reserves the right to override decisions of Unit Officers and any elected bodies or committees and to originate directives at any time via the referendum procedure laid out in Article 15, Section C. Unit Officers, elected bodies, and committees are empowered to make decisions on behalf of the membership, but they shall not make any decisions which contradict those made by the membership within the past term length of a steward.
- G. All GSOC meetings are open to all GSOC members, and all members have the right to participate in the discussion of all decisions, with the exception of confidential personnel matters. This right includes advance notification of meetings.
- H. GSOC does not discriminate against or prevent members from participating in the union in any fashion—including holding elected positions—based upon affiliation with a political party or organization, personal political or criminal history, or any characteristics enumerated in Article 3, Sections A and B.
- I. GSOC is a union made up of graduate employees from many different territories. We do not condone or operate under the patriotic notions of any one of these territories but are instead guided by the common interests of our members as workers.
- J. Article 4 as written here shall expire on 1 August 2017, reverting back to Article 4 of GSOC-UAW Local 2110 Bylaws ratified 10 October 2015.

ARTICLE 5 TRANSPARENCY

- A. GSOC aims to ensure accountability of elected representatives to the membership through a transparent record-keeping process. We aim to mobilize membership, while protecting members' data, by keeping that information private, as pseudonymous as possible, and available on a need-to-know basis to the co-chairs of relevant committees.
- B. Voting records of all elected representatives in their capacity as representatives shall be made available to current GSOC members upon request and under the condition that such information not be shared with non-GSOC members. In cases of highly-sensitive votes, representatives may request that records be kept anonymous. Such a request must be proposed in advance of a member meeting, with a rationale for the request, and voted on by the general membership present at the meeting. A simple majority is sufficient to pass this motion.
- C. Regarding transparency of funding:

1. Any funding, donations, or other form of remuneration provided to the unit, to a committee, or to an elected representative in their role as elected representative, must be publicly reported on the unit's website, by amount and donor.
 2. Targeted, limited fundraising campaigns for unit activities (including but not limited to: distress funds, rally material funds, etc.) need not be public. These donations will be managed by the finance committee and a donor list will be made available to members upon request, in the same manner outlined above.
- D. Elected representatives must report on the unit's website the committees, councils, and conferences on which they are serving. The unit's website will also include short biographies and names of all elected representatives, and a means for members to contact them.

Article 6 STEWARDS

- A. Stewards will be responsible for enforcing the contract, handling grievances, and organizing membership.
- B. Any member in good standing is eligible to be nominated for a steward position.
- C. Thirty (30) stewards shall be elected by district as *elected stewards* with a vote in the Assembly of Stewards. The numbers of seats in each district are determined proportionally according to the number of workers in each district. Every spring semester, the Internal Governance Committee will compile the total numbers of workers from each district in the previous fall, summer, and spring semesters. Changes to the districting of this unit will follow in proportion to these numbers, and will be ratified by the Assembly of Stewards or a member meeting. Any change that would result in the subtraction of a seat from a district shall be made at the next expiration of the term or vacancy of a steward in that district.

The breakdown by district as of spring 2017 will be as follows:

GSAS Humanities and Social Sciences – 8 seats

GSAS Sciences, Technology, and Math – 5 seats

Professional Schools (excluding Steinhardt) – 7 seats

Steinhardt – 5 seats

Tandon – 5 seats

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

- D. Elected Stewards must:
1. Be in residence in or around New York City for fall and spring semesters of their term and be reachable electronically with audio and/or video capabilities in January term and summer;
 2. Receive workplace grievance training to assist in handling grievances from workers in their school and work class;
- E. Elections for stewards will take place in April or May. Stewards Elect will take office on June 1.

- F. Attendance will be taken by the Unit Representatives at Assembly meetings and by the Chairperson at committee meetings. Attendance records will be made available to membership upon request.
- G. The Stewards elected in May 2015 will hold office for a two-year term which concludes in May 2017. All stewards elected thereafter shall also hold office for a two-year term, which expires upon elections two years later during the same academic semester in which they were elected on the date the new Stewards Elect take office.
- H. Any member may only hold elected office as steward for a maximum of two consecutive full terms.
- I. There will also be an unlimited number of unelected "departmental stewards" who qualify by attending grievance training and serving as a union contact person in their department, with the goal of having at least 1 departmental steward per department, if not per cohort. These stewards, as with the general membership, are encouraged to attend the Assembly of Stewards and participate in the decision-making process. In cases in which consensus is not possible, however, departmental stewards do not have voting rights in the elected Assembly of Stewards.

Article 7 ASSEMBLY OF STEWARDS

- E. The Assembly of Stewards will consist of the 30 (thirty) elected stewards. Each elected steward will be entitled to one vote on any proposal put to a vote at any Assembly of Stewards meeting.
- F. All GSOC members are welcome to observe, participate, and bring forward proposals at all Assembly of Stewards meetings.
- G. The Assembly of Stewards shall hold meetings at least one time a month during the fall and spring semesters. They shall hold meetings at least once every other month at other times of year.
- H. Monthly Assembly of Stewards meetings will be scheduled in advance, with dates and location information made known to membership as far in advance as possible through both virtual and physical methods.
- I. A quorum equal to half the current members of the Assembly of Stewards plus one is necessary to ratify any proposals. If quorum is not present, proposals may be ratified on an interim basis.
- J. Consensus shall be the goal of every decision made at Assembly of Stewards meetings. In the event consensus cannot be reached, decisions are to be made by simple majority unless otherwise specified elsewhere in these bylaws.
- K. In the interest of time, non-essential matters or questions that do not require the Assembly of Stewards' approval or direction shall be delegated to working groups and standing committees.

Article 8 JOINT COUNCIL DELEGATES

- A. Joint Council delegates shall promote the interests of GSOC within Local 2110 and build relationships with other members units of the Joint Council to further their interests within GSOC.
- B. The Joint Council Delegates are jointly responsible for attending Joint Council Meetings and noting issues of relevance for GSOC and its membership. They are also jointly responsible for

presenting summary notes and major points of interest at monthly Assembly of Steward Meetings.

- C. Joint Council Delegates will deliberate with the Unit Chair when action is required at the Joint Council or Local 2110 level.

Article 9 UNIT OFFICERS

- A. During the November, March, and June Assembly of Stewards meetings, the membership present shall nominate and elect three (3) Graduate Employee/Unit Representatives from among the Assembly of Stewards with two (2) alternates, pursuant to the timeline established in Article IV, Section H(c) of the CBA.
- B. The compensation of the Graduate Employee/Unit Representatives (hereafter "Unit Representatives") will be determined by Article IV, Section H of the collective agreement.
- C. Responsibilities of Unit Representatives will include: liaising with NYU; overseeing internal affairs and petty finances; proposing unit hires and reviewing job performance when applicable; doing substantive work with the unit's standing committees and working groups; and drafting the agendas of and securing spaces for member meetings; remaining impartial in all member appeals they hear per Article 19. All responsibilities shall be divided among the Unit Representatives as they see fit.
- D. As per Article V, Section A of the CBA and Article VIII, Section 1 of Local 2110 bylaws, a Unit Chair shall be selected as the an outward-facing representative of GSOC membership. This position shall be elected by membership vote conducted by Local 2110.
- E. Responsibilities of the Unit Chair will include, but are not limited to, acting as primary GSOC representative to the Joint Council of Local 2110 and therefore attending all Joint Council and AoS meetings and ensuring that that all relevant queries, requests and decisions of relevance between the two bodies are followed up; reporting back to the AoS (together with one other Joint Council delegate) on all matters raised at the Joint Council that pertain to the Unit; coordinate with all GSOC delegates to the Joint Council to ensure their attendance and participation; establishing, maintaining and deepening the Unit's relationship with other Units within the Local.
- F. Unit Officers shall hold office no more than three consecutive semesters at a time, the equivalent of one calendar year.

Article 10 STANDING COMMITTEES

- A. Committees shall record attendance (which will be made available to membership upon request), require one half of active members present (physically or virtually) for quorum, take meeting minutes to be sent to the GSOC Historian, and make decisions first by consensus and, if consensus fails, by simple majority vote.
- B. Members shall not be considered active after they have missed two consecutive committee meetings without excuse or forewarning.
- C. All committee meetings are open to all members of GSOC, unless otherwise noted, e.g. for privacy purposes. Committee meeting times and places will be posted on the GSOC public calendar online.

- D. Upon the first meeting of a committee each semester, co-chairs must be elected. A committee may choose to have rotating co-chairs. Co-chairs are responsible for keeping the committee on task. Responsibilities may include: facilitating the delegation of committee tasks, maintaining long-term timelines and agendas, reporting back to member meetings, posting meeting times and places, reaching out to other committees as necessary, and securing meeting times and places.
- E. The rights, responsibilities, and priorities of all of the below committees may be further amended and directed by the unit's Organizational Chart pursuant to Article 13.
- F. The following committees are established for the day to day administration and upkeep of the unit. New committees may be founded in addition to these, but the below committees must be operational.

1. Internal Governance Committee

shall be responsible for recommending annual revisions to these bylaws and overseeing elections of officers and membership votes on bylaws and referenda. Regarding bylaws, the Internal Governance Committee has the right and duty to give recommendations on changes, from general concepts to final drafts; disputes over interpretations or implementations of the bylaws; and conflicts between actual procedures and procedures as outlined in the bylaws. The Internal Governance Committee is also responsible for educating people holding positions in GSOC as well as general membership about their rights and duties according to the bylaws and established practices, and for assisting resolution of conflicts related to the bylaws.

Regarding votes, the Internal Governance Committee must provide at least three members who are not seeking office or, in the case of a bylaws ratification vote, who are not members of the revision team to facilitate and preserve the democratic voting process. They are responsible for organizing the staffing and oversight of ballots, coordinating secure online voting with the Communications Committee, and working with the Communications Committee to enforce and publicize nominations, candidates, and proposals in a timeline that is in accordance with these bylaws.

2. Organizing Committee

will be responsible for signing up new members, working with stewards to develop leadership in departments, and helping to organize campaigns. The goals of the Organizing Committee will be to build a strong internal organizing structure able to lead and support a contract campaign and any strike organizing, channel grievances to the stewards and Unit Representatives, and create a stronger union presence and coalitional awareness campus-wide. 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. The Organizing committee may agree to hold private meetings when discussing actions or grievances of a sensitive nature.

3. Communications Committee

shall be responsible for internal and external communications. No more than four members of the committee will have full access to website administration and semesterly-updated contact information of membership, as well as full access to one-way membership and supporter listservs, and the most commonly-used social media, at the highest levels of administrative control. The Local and International representatives will also have access to these channels and will serve in an advisory capacity.

One member of the Communications Committee will be designated GSOC Historian, tasked with archiving of materials including meeting minutes and producing Steward voting history upon request pursuant to Article 5.

4. Contract Enforcement Committee

will enforce the contract and educate the membership about their rights. The Committee's main responsibility will be to handle grievances. The Committee will consist of elected stewards, departmental stewards, any other grievance-trained members, and the Health and Safety Representatives (per Article XIII of the MOA). They are charged with assisting pending grievance claims based on their school and work duties. Stewards working on a particular case will apprise the 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. The committee will decide by consensus or, barring consensus, vote by simple majority when to recommend that a grievance be moved to arbitration. The committee will also decide on and pursue collective grievances, supported by the Organizing Committee and Political Solidarity Committee, when public actions are needed. The Contract Enforcement Committee may agree to hold private meetings when discussing grievances of a sensitive or private nature.

5. Political Solidarity Committee

which shall consist of all interested stewards and members, will build coalitions with campus and off-campus allies; actively liaise with specific organizational allies; manage and decide on GSOC signatures on petitions, public endorsements, and actions of solidarity with other organizations engaged in struggle within the guidelines set forth in the Affiliation Article; and propose and organize political initiatives. The Political Solidarity Committee may agree to hold private meetings when discussing actions of a sensitive or private nature.

6. Finance Committee

which shall consist of all interested stewards and members and come into enactment in such a time as the unit possesses funds for its sole management, will oversee drafting of the annual budget for the unit, to be presented at the first membership meeting of the spring semester and to be approved by membership meeting or the Assembly of Stewards. The chair or co-chairs of the finance committee shall be selected by the Assembly of Stewards to oversee the distribution of funds in accordance with its budget, and shall share sole access with the Graduate Employee/Unit Representatives to the financial accounts of the unit.

7. Bargaining Committee

will consist of nine (9) members, elected by the membership during years in which the contract will be renegotiated, who will serve during contract negotiation until settlement with replacements elected whenever vacancies occur. The Bargaining Committee will be elected no later than six weeks before negotiations with the employer are scheduled to commence as per the CBA. A quorum of five (5) is needed to make decisions; decision-making shall be according to the same method employed by the Assembly of Stewards and laid out in Article 6, Section F. Membership has oversight of the Bargaining Committee. The Bargaining Committee must provide regular updates to and opportunities for dialogue with membership. All elected Bargaining Committee members collectively will serve as the union's chief negotiators, with members co-chairing each negotiation session. They will work in conjunction with Local 2110 and IUAW Representatives. To that end, all negotiations, meetings, and correspondence with the employer shall be conducted with elected Bargaining Committee members present.

Article 11 STAFF

- A. All paid positions within the unit, whether by the employer or the unit, must also be elected positions, either by general membership, district, or Assembly of Stewards.
- B. Unit staff, part time and full time, shall be paid with funds set aside from the dues of GSOC members pursuant to the IUAW Constitution Article 35 Section 3. Three positions will also be paid for pursuant to Sections (a) and (b) of Article IV, Section H of the contract with NYU.
- C. Candidates for paid staff positions will be identified and interviewed by the Unit Officers and approved by membership meeting vote. The Unit Officers will conduct performance evaluations of staff at least once per semester. These evaluations will be kept on file and used in future hiring decisions.
- D. No member shall hold two or more paid positions simultaneously from any combination of union funding structures, including the Local, Regional, and International levels of the UAW, and Article IV, Section H of the collective agreement.

Article 12 MEMBER MEETINGS

- A. General membership meetings will be scheduled once per semester at minimum, but may be called more often by Unit Officers or the Assembly of Stewards, or by membership referendum per Article 15, Section C.
- B. Regular member meetings shall be held at least once a month during the fall and spring semesters and at least once every other month at other times of year, in accordance with Article 37, Section 4 of the IUAW Constitution. These shall coincide with Assembly of Steward meetings.
- C. Meetings will follow the decision-making process outlined in Article 6, Section F for any discussion or proposals, with the option of defaulting to the referendum procedures in Article 15, Section C if desired.
- D. At each member meeting, standing committees, elected bodies, and unit officers will offer report-backs.
- E. General membership meetings and regular member meetings will be open to all GSOC members.

Article 13 AFFILIATION

- A. Affiliation with another organization, for purposes of better realizing the goals and objective of GSOC, or conversely, disaffiliation with another organization, may be initiated by three different ways, depending on the nature of the affiliation:
 - 1. The Assembly of Stewards may vote on behalf of GSOC to affiliate with organizations engaged in struggle that are in line with the Unit's Commitment to Social and Economic Justice (Article 3), including but not limited to fellow graduate worker unions, fellow UAW Units and Locals, and campaigns previously-approved by either the Assembly of Stewards or member referendum. These votes will be publicized in advance whenever possible and time will be made at the meeting to hear from supporters and detractors. The AoS must reach consensus to support an affiliation.
 - 2. When timing requires action in between Assembly of Stewards meetings, Political Solidarity Committee may release public solidarity statements on behalf of GSOC to organizations engaged in struggle. If a member objects to a solidarity statement passed

by Political Solidarity Committee, then they should bring their objection to the next Assembly of Stewards meeting, where subsection 1, above, will apply. Political Solidarity Committee may not affiliate GSOC with other organizations.

3. Affiliations that fail to reach consensus at Assembly of Stewards meetings may be taken to GSOC membership via the referendum procedure outlined in Article 15.
- B. GSOC members are welcome to affiliate individually with any organization or political party of their choosing, and GSOC does not discriminate against members or determine their eligibility for office based on such affiliations.

Article 14 BYLAWS

- A. In order to change a bylaw, a revision team of the Internal Governance Committee must first post the proposed change(s) online for at least a five working-day comment period. The GSOC Communications Committee must notify membership by email that the change(s) are available online. Membership will have the opportunity to submit comments and concerns by email to the revision team. These comments will be made available to any member, anonymized and by request.
- B. Second, the revision team must have a public meeting after the comment period has ended. This will allow members with strong feelings or those who do not like email to discuss the proposed change(s) with the revision team. The revision team Committee will consider the comments from membership and present the final version of the proposed bylaw change(s) online within five working days.
- C. Once the final version of the bylaw change(s) has been posted, the following holds true:
 1. The language of the proposed bylaw cannot be changed. The change must be voted up or down by the membership.
 2. The final language of the proposed bylaw change must be posted for at least one week during the academic year before it can be put to membership vote.
 3. Members of the Internal Governance Committee not serving on the bylaws revision team, along with GSOC leadership and staff, will make voting available for members online and, if possible, in person.
 4. If the bylaw change is voted down, the revision team may continue trying to pass the proposed change. However, in order to do so, the revision team must start the process over. That is, the proposed bylaw change must undergo a comment period, a public meeting to discuss appropriate changes, and the new language must be posted at least ten days before the next meeting.
- D. The Assembly of Stewards is empowered to interpret these regulations governing the revision of the bylaws, subject only to the authority of the membership as outlined in these bylaws.

Article 15 CAUCUSES

- A. Any member of GSOC is entitled to start an Official Caucus. Members have the right to caucus and are not required to seek status as an Official Caucus to exercise this right granted in Article 4, Section C of these bylaws.

- B. To start an Official Caucus, a member must submit their caucus name, a short description of the caucus' goals and positions, and a caucus representative's name and email.
- C. Official Caucus proposals must be submitted to GSOC's three Unit Representatives, who, in turn, will announce the proposal at the Assembly of Stewards meeting directly following the submission. Given member rights to caucus, all complete proposals are considered approved after they have been heard by the Assembly of Stewards.
- D. Following approval, Caucus information provided in Section B shall be posted on the "Caucuses" page of GSOC's website.
- E. Elected representatives listed on GSOC's website shall be permitted to list their caucus affiliation should they choose to do so.
- F. Caucuses do not have the right to use GSOC membership lists or other member information collected by GSOC but are free to build their own lists for caucus organizing.

Article 16 ELECTIONS

- A. Elections of officers and referenda votes shall be held by secret ballot at membership meetings, polling stations, and/or online. Before such a vote, provisions shall be made for absentee or mail-in balloting if necessary.
- B. Members in good standing (as defined by Article 4, Sections A through C) 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 in the Spring semester, no later than the last full week of April.
- C. Candidates may choose to list Official Caucus affiliation(s) on official election ballots. Official Caucus affiliations shall be solicited and stated during the nomination period by the Internal Governance Committee, be clearly marked on the sample ballot emailed out to membership in advance of elections, and appear on the actual ballots and e-ballots used by membership in those elections.
- D. Elections to fill vacancies shall be held within one semester following the date the office became vacant unless such elections would happen in summer, in which case the vacancy election must follow early in the fall semester. The Assembly of Stewards can appoint a Steward to fill a position on an interim basis.

Article 17 RECALL

- A. Stewards may be recalled at any time by a two-thirds majority vote of at least 20 percent of membership in their district, 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 10 percent of the membership within the district, rounded up.
- B. 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 member meetings and the chair of the committee for any committee meetings. After more than two (2) consecutive unexcused absences from Assembly meetings, negligent stewards are subject to automatic recall. It is the responsibility of the Unit Officers to notify stewards of unexcused absences. It is also the responsibility of Unit Officers, in conjunction with the Internal Governance Committee, to coordinate interim

appointments for approval by the Assembly and initiate vacancy elections as a result of any recall.

Article 18 REFERENDA

- A. Referendum text must be presented in writing at an Assembly of Stewards meeting with either the signatures of at least one-tenth of the membership or the signatures of over two-thirds of active Stewards. Membership signatures must be submitted to Unit Representatives for verification at least five (5) working days in advance of the aforementioned meeting. Verification will be completed by checking signatories' names against the most current membership list and by confirming via email to these member-signatories that they intended to sign the referendum. Verification will be considered complete when one-tenth of the membership is confirmed to appear on the signature list and 20% of those emailed have confirmed their intent to sign. Irregularities identified by Unit Representatives will be subject to investigation.
- B. Valid referendum texts will contain a question or series of questions to be put to a vote along with a clear and specific description of the actions desired by subordinate Unit body, Unit officer, or agent or representative of the Unit from a positive vote. Referendum text must appear on the ballot as it appeared to signatories unless changes are approved per section C below.
- C. The Internal Governance Committee shall work with the Communications Committee to distribute written and online copies of the referendum, including proper notification of the place, date, and time for any general member meeting concerning a vote and the referendum vote itself, within five (5) working days after the referendum is presented at the Assembly of Stewards meeting.
- D. A general meeting must be scheduled, in order to discuss the referendum, no later than ten working days following the notification of referendum in Section 2 above. Amendments may be solicited at the general membership meeting and decided upon by membership vote, requiring a majority of attendees, which must constitute at minimum 10% of membership, to affirm any proposed changes. After the member meeting, the Internal Governance Committee will facilitate a vote by secret ballot on the general membership on the final text of referenda online and, if possible, in person, within five (5) working days of the general meeting. In order for referenda to pass, at least 25% of membership at the time the referendum election closes must participate in the election.
- E. No referendum shall be presented to the Assembly of Stewards during the months of May, June, July. If a referendum is presented to the Assembly of Stewards in August or December, then the referendum proceedings outlined in Sections B and C shall be scheduled to begin after the beginning of the fall semester or spring semester, respectively.
- F. Pursuant to the Preamble and Article 4, Section F, the decisions rendered by membership referenda shall be binding.

Article 19 APPEALS

- A. There are three circumstances in which appeals may occur:
 - 1. A member feeling her/himself aggrieved by any official union-related action, refusal to act, or decision by a subordinate Unit body, Unit officer, or agent or representative of the Unit must request a trial before the Unit Representatives within thirty (30) days of the time s/he first learns of, or reasonably should have learned of the action, refusal to act, or decision. If any of the Unit Representatives themselves are the subjects of the appeal, an

Appeals Committee of three shall be voted upon by the Assembly of Stewards, excepting Unit Representatives, at their next scheduled meeting.

2. A member harboring any *procedural* objection to an action, refusal to act, or decision by the Unit membership must request a trial before the Unit Representatives within seven (7) days of the time s/he first learns, or reasonably should have learned of the action, refusal to act, or decision.
 3. An appeal treating the *substance* of an action, refusal to act, or decision by the Unit membership, in keeping with the Preamble and Article 4, Section F placing membership as the highest authority within the Unit, shall be directed to the Local, with Unit Representatives serving as representatives of the Unit in charge of filing a brief and coordinating the Unit's defense.
 4. For appeals concerning the unit membership and containing both procedural and substantive elements, the foregoing process will apply only to the procedural components.
- B. The Unit Representatives or Appeals Committee shall then:
1. Preside over an evidentiary hearing at the next scheduled Assembly of Stewards meeting;
 2. Ensure the recording of all proceedings except deliberations of the Unit Representatives or Appeals Committee, providing the membership with access to these records;
 3. Consult with members of the Internal Governance Committee who shall serve as impartial experts on governing documents;
 4. Issue a full report and decision to membership of no more than twenty (20) pages on the appeal, as well as briefs submitted for consideration, within fifteen (15) working days of hearing the case.
- C. The decision of the Unit Representatives shall be final and binding at the Unit level. Within thirty (30) days of receiving notice of such decision, the grievant may appeal further by submitting her/his appeal to the Local Recording Secretary in writing for consideration by the Local pursuant to Article XIV of the Local bylaws.

Article 20 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 actively conflict with Local 2110 Bylaws or the IUAW Constitution, as per Article 35, Section 3c of the IUAW Constitution.
- B. GSOC has proportional representation on the 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 IUAW Constitution.
- C. GSOC representatives to the Joint Council shall serve the greater of one year or until such time as new elections for representatives to the Joint Council takes place. If a GSOC representative to the Joint Council resigns or is recalled, the Assembly of Stewards must appoint an interim

representative to serve until the next elections, at which point a new representative will be elected in accordance with the bylaws of Local 2110.

Article 21 ENACTMENT

These articles shall be voted on and enacted thereupon.

***Appendix A - Representational Structure for Article 6, Section C
(based on data from complete academic year fall 2015–summer 2016)***

GSAS HUMANITIES AND SOCIAL SCIENCES — 1013 workers — 8 seats

Anthropology	Italian
Art History	Journalism
Comparative Literature	Center for Latin American and Caribbean Studies
Creative Writing	Linguistics
Classics	Middle Eastern and Islamic Studies
East Asian Studies	Music
Hebrew and Judaic Studies	Philosophy
Economics	Politics
English	Religious Studies
French	Social and Cultural Analysis
German	Sociology
History	Spanish and Portuguese

GSAS SCIENCE, TECHNOLOGY, and MATH — 631 workers — 5 seats

Applied Physics	Mathematics (Courant)
Biology	Neural Science
Chemistry	Physics
Computer Science (Courant)	Psychology

PROFESSIONAL SCHOOLS (excluding Steinhardt) — 902 workers — 8 seats

Dentistry	Silver
Global Public Health	Stern
Law	Tisch
Medicine	Wagner
Professional Studies	

STEINHARDT — 667 workers — 5 seats

Administration Leadership and Technology	Media Culture and Communication
Applied Psychology	Music and Performing Arts Professions
Art and Art Professions	Nutrition and Food Studies
Communicative Sciences and Disorders	Occupational Therapy
Humanities and Social Sciences	Teaching and Learning

TANDON — 646 workers — 5 seats

Chemical and Biomolecular Engineering	Mathematics (Tandon)
Civil and Urban Engineering	Mechanical and Aerospace Engineering
Computer Science and Engineering (Tandon)	Technology Culture and Society
Electrical and Computer Engineering	Technology Management and Innovation
Financial and Risk Engineering (Tandon)	