CCFT March 2021

**Proposal:**

Revisions to Constitution and Bylaws

**Rationale:**

The most recent revision of the Constitution and Bylaws started in 2019. The initial reason for changes was the mention of “fair share” dues that is now disallowed after the Janus decision. Upon close examination, numerous additional changes and edits were identified. The revisions not only remove mention of fair share fees but streamline our organization by removing one standing committee (Grievance), simplifying and clarifying election timelines and processes, and removing inconsistencies between the two documents.

Below is a summary of the changes, with short explanations if appropriate.

**Constitution:**

* Added a Table of Contents for easier navigation. How cool is that?

Article III

* Tri Counties Labor name change

Article IV

* Revised to be gender-neutral (throughout document)

Article V

* Changes the title of Chief Negotiator to Lead Negotiator
* Allows Lead Negotiator to sign MOU/TA agreements. This had been done for years. The lead negotiator is often the one with the most knowledge of such agreements. All TAs will still go to the member ship for ratification.
* Removed mention of Grievance Committee. We use Grievance Officer(s) to handle grievances as it’s more effective to have one or two point people who can intervene immediately rather than a committee structure. Also helps with confidentiality concerns.
* Adds Grievance Officer and Lead Negotiator to the officers of the organization.
* Removed communications committee chair from EB (we haven’t had a negotiations committee in a long time)
* Adds Grievance Officer and Lead Negotiator duties to list of officer duties
* Updated the election list to be more current
* Defined selection of the Grievance Office and Lead Negotiator

Article VI

* Added communication responsibility to COR reps
* Added that the COR reviews challenges to elections
* Added that COR may changes to the By-Laws
* Removed NCC union rep
* Clarified that EB officers can be elected to COR by division

Article VII

* Removed Grievance, Communications committee, added them as ad hoc
* Added description of Financial Review committee
* Elaborated the role of the benefits and Calendar committees.
* Added a mechanism for an electronic vote of the COR for committee recommendations

Article VIII

* Dues amount update (slight reduction, dues required by CFT to be in Constitution)
* Fair share fee references removed due to Supreme Court ruling
* Changes to how dues or special assessments can be passed. (A special assessment, dues suspension, or dues change often needs to be ratified much more quickly than a full membership vote or on a normal election cycle)

Article IX

* Allows COR to approve changes to constitution/bylaws
* Clarifies election notification process
  + Nomination requests can be electronic
  + Notification of elections of officers must be by mail (Federal requirement)
  + Other election notifications can be electronic
* Makes all signature requirements 5 members (less to keep track of)
* Allows for electronic ballots
* Sets timelines for elections
* Increases time allowed for reporting elections results from 24 to 72 hours (why the rush?)
* Eliminates the requirement to use voicemail in announcing election results (does anyone still use a phone?)
* Establishes procedure for recount of paper ballots and for review of electronic voting records by COR

Article V

* Allows more time to present notification of amendments to constitution (5 days instead of 3 days).
* Allows for membership meeting vote, COR, or general election ratification of amendments (will help us be more flexible in making future changes to the constitution
* Requires 2/3 majority of those voting to ratify changes (up from 55%, to make consistent with other sections)

Article VI

* Allows for posting of Constitution in other electronic formats other than a website
* Reduces number of required copies that need to be sent to affiliates (we’re sure they have a photocopier, and we send electronically anyway)

**Bylaws:**

* Added a Table of Contents for easier navigation. How cool is that?
* Made terms gender-neutral

Section 1

* Changes quorum requirement from 33% of members to 35 members (we rarely get that many at all-member meetings.

Section 2

* Allows EB members to be Council reps, if elected by division
* Clarifies supervisory role of CCFT President (not sure president should supervise all faculty)
* Adds nomination of Grievance Officer and Lead Negotiator to President duty
* Tri Counties Labor name change
* Adds duties of Grievance Officer and Lead Negotiator

Section 3

* Updates division names and apportionment

Section 4

* Updates list of committees
* Identifies members of financial review committee

Section 5

* Creates new task force and process to replace grievance committee in the case of internal complaints (hard to justify formation of standing committee in the rare case of internal complaints, but we do need a process. Puts more in the hands of the COR).

Section 6

* Makes changes to bylaws possible by COR or membership meeting