

CONSTITUTION AND BYLAWS

LOCAL 1466

UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA

PREAMBLE

We, the members of the United Graduate Workers of University of New Mexico (United Electrical Workers Local 1466), recognize that we can improve our living and working conditions only when we organize ourselves to counteract the inherent power of our employer. We, therefore, pledge ourselves to struggle for and defend the right of all graduate student workers to fair and equitable working conditions.

As employees of The University of New Mexico (UNM) and workers in the academy, we insist on the right of all graduate workers to democratic participation in university governance, and we commit ourselves to fight for higher education that is accessible to all, regardless of class or income; race or ethnicity; sexual orientation; gender; family planning status; HIV, immigration, or disability status; national origin or citizenship; age; and religious or political beliefs or affiliation. We call for renewed public commitment to creating conditions conducive to quality research and education and support for all academic workers.

As part of the international labor movement, we take our stand with all workers in the struggle for a higher standard of living and democratic control over the conditions of our lives.

In that spirit, we co-create a rank-and-file organization dedicated to aggressive advocacy for our members' rights.

NAME

Article 1. This organization shall be known as United Electrical, Radio, and Machine Workers of America (UE) Local 1466, also known as United Graduate Workers (UGW) of UNM, henceforth referred to as the Local.

AFFILIATION

Article 2. Local 1466 shall be permanently affiliated with the United Electrical, Radio, and Machine Workers of America, National Union, and Western Regional Council United Electrical, Radio, and Machine Workers of America (UE).

MISSION AND OBJECTIVES

Article 3. To unite the graduate workers of UNM under one organization, regardless of class or income; race or ethnicity; sexual orientation; gender; HIV, immigration, or disability status; national origin; age; and religious or political beliefs or affiliation, to improve working conditions, protect the interests of graduate workers, and promote the advancement of workers' rights in the broader political scope.

ELIGIBILITY

Article 4. All persons who meet the following criteria are eligible for membership in this Local, regardless of age, skill, craft, sex, nationality, color, religious or political beliefs or affiliation, sexual orientation, disability, or immigration status: every currently enrolled graduate student at The University of New Mexico who holds an assistantship or has held an assistantship at any point within the previous calendar year.

- (a) All graduate workers holding an assistantship are represented by UE Local 1466 and covered by the Collective Bargaining Agreement regardless of membership in the union.
- (b) To be a voting member of Local 1466, graduate workers must sign a union card, pay dues, and be in good standing.

MEMBER RIGHTS and RESPONSIBILITIES

Article 5. Each member at initiation shall pledge themselves to support the Constitution and Bylaws of UE Local 1466, the Regional Council, and the National Union, and General Executive Board, in addition to such other obligations as may be required by the UE Local 1466.

MEMBER RIGHTS

Article 6. Members in good standing shall have the right to:

- (a) Have notification of all currently proposed motions requiring membership input included in the announcement of any meeting.
- (b) A copy of the contract and all letters of understanding covering the member, and the right to inspect and copy any contract or letter of understanding agreed to by the union.
- (c) Obtain minutes and financial records of all union bodies within thirty (30) days upon request.
- (d) Use union facilities for union-related meetings and events on an equitable basis.
- (e) Be fully informed about the progress or outcome of any grievance or other union action that directly affects the individual member.
- (f) Initiate bylaws amendments and the recalling of officers.
- (g) Attend and speak at any and all meetings of any subdivision (Committee or Caucus) of the Local.
- (h) Vote by secret ballot in all officer elections, Area Stewards in their department, contract ratifications, and binding agreements with management.
- (i) Vote in any all-member vote held in any manner.

- (j) Run for and hold Local 1466 office.
- (k) Have their personal information removed from United Electrical Workers Local 1466 and national databases.
- (l) Form a Caucus to discuss or further any initiative or issue within the Local.

MEMBER RESPONSIBILITIES

Article 7. Members will conduct themselves at all times in a manner that will bring credit upon UE and Local 1466. Members will never defraud nor misrepresent this Union or allow any other member to do so if in their power to prevent it. As a union, our values are shaped by a desire to uplift, advocate, and protect our collective community. As we fight to improve our material conditions, so too will we fight to create and maintain a safe and welcoming space within our collective. We have no one leader as a union - we are all responsible for keeping ourselves and those we collaborate with accountable to the following values and policies. All members shall:

- (a) Participate in good faith, do their best, and assume others are also doing so.
- (b) Work in the spirit of service to the collective effort of the union. Maintain a spirit of collaboration and inclusion.
- (c) Be a custodian of Local resources and leave spaces and items in the same or better condition than they found them.
- (d) Support all members' emotional, physical, and mental health.
- (e) Refrain from hoarding power or ignoring the requests or decisions of the collective.
- (f) Not take up space in an aggressive and domineering way.
- (g) Not engage in racism, sexism, bigotry, or gendered labor practices (ex: femme people expected to take on secretarial tasks, cis-heterosexual men asking for favors, etc).
- (h) Refrain from violating another member's stated boundaries.
- (i) Not co-opt the union for another group or individual agenda.
- (j) Not solicit goods or services or otherwise use the union for personal gain.
- (k) Not retaliate against other members.
- (l) Be aware of and raise concerns about adherence to these bylaws of the Local and Regional Union.

MEETINGS

Article 8. All meetings of Local 1466 shall be decided upon and run by the officers who preside over them. Meeting presiders are encouraged to make meeting agendas available at least forty-eight hours (48) before a General Membership Meeting (GMM) and at least twenty-four (24) hours before a non-GMM committee meeting when possible. Any member may suggest items for consideration of inclusion in the agenda of any given meeting up to twelve (12) hours before the meeting. During any meeting, any member may call a vote of the meeting attendees to add a proposed issue to the meeting agenda within the first ten (10) minutes of the meeting. After the first ten minutes, the meeting presider will maintain focus on the scheduled meeting business. All official Local functions and meetings shall be held in a public and accessible location.

GENERAL MEMBERSHIP MEETINGS

Article 9. General Membership is the Local's highest body. General Membership Meetings (GMMs) shall:

- (a) Meet at least once per month and be organized by the Executive Council. Membership may vote to suspend monthly GMMs during summer breaks.
- (b) Be facilitated by the President, Director of Organizing, or another officer holding a position elected by all membership.
- (c) Vote on union-wide actions.
- (d) Establish bargaining priorities when necessary.
- (e) Ratify tentative agreements reached during bargaining.
- (f) Set political and legislative priorities of the Local.
- (g) Approve minutes or Committee reports. All minutes or Committee reports to be approved by a meeting must be available in writing to all members at least one-half hour before the start of the meeting.
- (h) Have notification of the meeting posted through email, calendar, and other available means such as flyering on campus at least one (1) calendar week in advance of the meeting.
- (i) Have prior notification of regular and special GMMs at least one (1) calendar week in advance and a meeting agenda at least forty-eight (48) hours in advance of the GMM provided by the Clerical Director through all union-wide mediums. Emergency meetings require a minimum of twenty-four (24) hours' notice to all membership.
- (j) Have recorded minutes of meetings written in accessible and open format by the Clerical Director or another volunteer that include all proposals or motions put forth, as well as all financial transactions or appointments made. Meeting minutes shall be made available to all members within twenty-four (24) hours of a GMM and shall be cataloged in a database as part of the official record of the Local.
- (k) Have emergency GMMs called by either the Executive Council or Stewards' Council officers The Executive Council or Stewards' Council officers.
- (l) Have a quorum for votes of thirty-three (33) members in good standing.
- (m) Decide to take grievances to arbitration.
- (n) Review and approve or amend the Local's annual budget. Approve, amend, or deny any expenditure requests made by anybody of the Local.

DUES

Article 10. Dues shall be established in accordance with the UE Constitution and Collective Bargaining Agreement (CBA).

- (a) Any member who fails to pay their current month's dues shall not be in good standing and shall be notified of such standing by the Treasurer. If such members fail to pay required dues within thirty (30) days after such notice, their good standing shall be suspended.
- (b) Any members suspended for nonpayment may be reinstated by paying their current month's dues.
- (c) Upon request and in accordance with time frames specified in the CBA, any member may withdraw their Local 1466 union card.
- (d) Allocation of dues remaining after payment to the Regional and the National shall be voted on by General Membership.
- (e) Dues will be adjusted in accordance with the CBA and the UE National Constitution.

STEWARDS' COUNCIL

Article 11. The Stewards' Council will be composed of Area Stewards and stewards elected by a popular vote of members in good standing enrolled within the department in which they are also enrolled. Stewards are elected from within their departments by a vote of that departments' members in elections run by Area Stewards in their department. Departments have the ability to recall their stewards and in doing so, trigger a special election for stewards in their department. The following Area Steward positions shall be filled:

- Four (4) Area Stewards from the College of Arts & Sciences
- Three (3) Area Stewards from the School of Engineering
- One (1) Area Steward from the College of Fine Arts
- One (1) Area Steward from the College of Education or the School of Architecture and Planning
- One (1) Area Steward from the Health Sciences Center, Anderson School of Management, or the School of Public Administration

The Stewards' Council shall:

- (a) Meet at least once per month.
- (b) Hold meetings open to all membership.
- (c) Have a quorum of twenty (20) elected stewards (inclusive of Area Stewards).
- (d) Handle business pertaining to Local member organizing and contract enforcement, including but not limited to:
 - (i) The execution of membership surveys.
 - (ii) The timely addressing of grievances in accordance with the Collective Bargaining Agreement (CBA).
 - (iii) The creation and execution of strategies to grow Local membership. The Stewards' Council shall make organizing non-members within the bargaining unit of the Local a perennial priority.
- (e) Meet to review grievances and decide on the advancement of any unresolved grievances as necessary to ensure timely advancement of grievances as specified in the CBA. In the case of an advancement of a grievance to arbitration, call for a vote on the advancement to General Membership.
- (f) Be presided over by the Director of Organizing.

DUTIES OF AREA STEWARDS

Article 12. Area Stewards are elected by a popular vote of members in good standing within the school(s) or college(s) in which they are enrolled, in accordance with areas as defined in Article 11. Area Stewards shall:

- (a) Train, assist, and aid stewards in adequately handling grievances, effective organizing practices, and other stewardship duties.
- (b) Keep records of all complaints and grievances, verbal and written, within their departments and their outcome for future reference and presentation to the membership.
- (c) Conduct special and regular annual stewards' elections.
- (d) Be a member of the Stewards' Council and Bargaining Committee.
- (e) Be responsive to the needs and requests of the stewards and members in their departments.
- (f) Meet regularly with other Area Stewards and the Director of Organizing to plan and strategize organizing progress and priorities.

DUTIES OF STEWARDS

Article 13. Elected stewards shall:

- (a) Be trained in handling grievances, contract enforcement, and other areas of union organizing as determined by the Stewards' Council.
- (b) Handle grievances in a timely manner in accordance with the Collective Bargaining Agreement (CBA).
- (c) Regularly attend Stewards' Council meetings; in cases where a steward can't attend, they notify the chair of the Stewards' Council.

- (d) Regularly provide information to and be responsive to the needs and requests of the members in their department
- (e) Organize and execute membership-wide actions and events

EXECUTIVE COUNCIL

Article 14. The Local Executive Council is composed of the Executive Officers: President, Director of Organizing, Clerical Director, Treasurer, Data Chair, and Communications Chair all elected by popular vote of all membership.

The Local Executive Council shall:

- (a) Make all decisions with a majority vote of the members present.
- (b) Operate with a quorum of five of the current members of the Executive Council.
- (c) Perform all duties necessary to properly administer the affairs of the Local Union consistent with the Local, Regional Council, and National Constitutions and Bylaws.
- (d) Act in cases of emergency which may arise between meetings of the Local.
- (e) Determine the financial arrangements and budget necessary to ensure that the Union's business functions properly.
- (f) Meet at least once per month.
- (g) Optionally advise the course of action of any or all Local Officers and Committees.
- (h) Optionally require from any officer, caucus, or committee a complete and detailed statement of account of any action or business done in the name of the Local.
- (i) Attend two (2) Executive Council meetings after the end of their term to train and assist new Officers in the assumption of their duties and responsibilities.
- (j) Provide a report of actions taken by Executive Council Officers since the previous GMM to membership twenty-four (24) hours before a GMM.
- (k) Executive Officers must hold a current assistantship at UNM Albuquerque or a branch campus during the semester of their election.
- (l) Create Committees as necessary and appoint Committee Chairs.
- (m) Abide by a term of office of one (1) year from the date of election, except for those elected by special election whose terms shall conclude at the same time as regularly elected Executive Council Officers.
- (n) Fulfill all fiduciary duties with integrity.
- (o) Immediately inform membership of any emergency action taken with as complete an account of the circumstances and rationale as possible.

DUTIES OF THE PRESIDENT

Article 15. The President of the Local shall:

- (a) Preside at all regular and special meetings of the Local Executive Council and General Membership.
- (b) Be a member of the Local Executive Council.
- (c) Preserve order and enforce the Constitution and Bylaws of the Union.
- (d) Sign checks jointly with the Treasurer.
- (e) Give bond in the amount required by the National Union.
- (f) Perform all duties with transparency to the Executive Council and General Membership.

- (g) Be an automatic delegate to any National Convention or Regional Council meeting to which the Local send delegates.
- (h) Be an ex-officio member of the Political Action Committee, should one be formed.
- (i) Act as a liaison between the Local and other unions.
- (j) Understand and advocate for the popular will and opinion of membership regarding relevant laws, elected officials, elections, and similar political matters.
- (k) Sit as an active member and participant on the Campus Coalition.
- (l) Serve as a delegate to LMC meetings or find a representative to fill the spot.
- (m) Assist in political interfacing with the state legislature

DUTIES OF THE DIRECTOR OF ORGANIZING

Article 16. The Director of Organizing shall:

- (a) Assist the President in performing all duties and acting in the President's absence.
- (b) Be a member of the Local Executive Council.
- (c) Be an alternate signer of checks if the President or Treasurer is unable.
- (d) Give bond in the amount required by the National Union.
- (e) Be accountable to the work of the steward.
- (f) Assist in the training of Area and Department Stewards and update curricula as necessary.

DUTIES OF THE CLERICAL DIRECTOR

Article 17. The Clerical Director shall:

- (a) Be a member of the Local Executive Council.
- (b) Keep all records of the meetings of the Local Union and the Local Executive Council.
- (c) Conduct the correspondence of the Local and the Local Executive Council with UE Regional and National Councils unless otherwise directed by the Local Executive Council or as specified otherwise in these bylaws.
- (d) Perform additional correspondence and record-keeping duties that may be necessary for the effective administration of the Local, with the approval of the Local Executive Council.
- (e) Keep track of all office keys and maintain a key sign-out sheet.
- (f) Coordinate Local office space reservations for meetings and other union activities.
- (g) Serve as ex-officio member of Political Action Committee, should one be formed.
- (h) Ensure accuracy and relevance of local website in accordance with discussions and reports at Executive Council and committee meetings.
- (i) Manage union archives related to grievances, prohibitive practice charges, task lists, and union campaigns.
- (j) Assist in political interfacing with the state legislature.

DUTIES OF THE TREASURER

Article 18. The Treasurer shall:

- (a) Be a member of the Local Executive Council.
- (b) Receive, receipt, and account for all money paid to the Local.
- (c) Pay all bills authorized by the Local.
- (d) Furnish all supplies pertaining to the Local.
- (e) Give an account of all receipts and expenditures.
- (f) Furnish a monthly Financial Report to the Local.
- (g) Furnish a monthly report on per capita to the Regional Council.
- (h) Furnish a monthly report on per capita to the National Union.
- (i) Sign checks and per capita reports jointly with the President.
- (j) Give bond in the amount required by the National Union.
- (k) Perform such other duties with the approval of the Local Executive Council as may be necessary to the proper and effective administration of the Local.
- (l) Perform all duties necessary to ensure the deed or lease of the Local Office remains in good financial standing.
- (m) Develop and submit, for membership approval, budgets for pre-approved expenses relevant to regular responsibilities of the Local, including printing, office expenses, actions and events, and food.

DUTIES OF DATA CHAIR

Article 19. The Data Chair shall:

- (a) Be a member of the Local Executive Council.
- (b) Maintain a membership database and up-to-date email listserv for the Local.
- (c) Act as Chair of the Data Committee.
- (d) Be a member of the Labor-Management Committee.
- (e) Create and maintain Local data practices that ensure member privacy and security.
- (f) Maintain compliance with State and Federal laws regarding the information disclosure, privacy, and rights of members.
- (g) Not disclose member information without member approval.
- (h) Provide regular data reports to the Executive Council, Stewards' Council, and membership.
- (i) Respond to and address member concerns about privacy and data security.

DUTIES OF COMMUNICATIONS CHAIR

Article 20. The Communications Chair shall:

- (a) Be a member of the Local Executive Council.
- (b) Act as Chair of the Communications Committee
- (c) Oversee Local Social Media Accounts, mass communication programs, and the addition of new communication tools
- (d) Coordinate with the chairs of other committees including, but not limited to, Data and

Political Action to best communicate with membership about relevant actions, developments, and events.

- (e) Provide regular communications reports to the Executive Council, Stewards' Council, and membership.
- (f) Interface with other campus unions and clubs, as well as community organizations, both to promote our events and to encourage member involvement in theirs.

COMMITTEES

Article 21. Local Committees shall:

- (a) Be formed by the Executive Council as needed. Any member in good standing may propose the formation of a Committee to the Executive Council by submitting a written proposal to the Clerical Director.
- (b) Elect a Chair by informal vote if one is not specified within these bylaws.
- (c) Submit a statement of purpose to the Clerical Director within one (1) month of formation.
- (d) Hold regular meetings as needed to fulfill stated committee purposes. Record complete and accurate meeting minutes at every regular meeting. Maintain an archive of all meeting minutes that shall be available to any member upon request.
- (e) Give written or live reports on any aspect of their business to the General Membership Meeting, the Stewards' Council, or the Executive Council upon request by that body.

COMMITTEE CHAIRS

Article 22. Local Committee Chairs shall:

- (a) Carry out the goals, duties, and plan for that Committee in consultation with the Executive Council or Stewards' Council, as appropriate.
- (b) Report to the Executive Council on the activities and concerns of their respective committees. Keep a list of all active members of their committees and keep them informed of all meeting times and agenda items.
- (c) Ensure that the committee meets as needed to complete its stated and tasked business.
- (d) Welcome and encourage Committee participation by interested members.

BARGAINING COMMITTEE

Article 23. The Bargaining Committee shall:

- (a) Be composed of the ten Area Stewards and all members of the Executive Council.
- (b) File all necessary notices of intent to bargain with UNM Administration as stipulated in the Collective Bargaining Agreement (CBA).
- (c) Meet within two weeks of their election to identify all preparatory work needed for bargaining and identify a ~~chief~~ lead negotiator.
- (d) Carry out all preparatory research necessary for bargaining, such as holding a vote of

membership bargaining priorities, reviewing current CBA and employer policy, reviewing grievances, and similar.

- (e) Seek training in negotiation strategies and tactics from UE Regional or National staff.
- (f) Represent the best interests of membership during all negotiations with Management.
- (g) Collectively write a report to membership about tentative agreements and proceedings for each day of negotiations and each committee member shall distribute the report to all members in their department.

LABOR-MANAGEMENT COMMITTEE

Article 24. The Labor-Management Committee shall exist in accordance with the CBA. The President, Data Chair, and a member of the Stewards' Council elected at the first Stewards' Council meeting after the election of Area Stewards and confirmed at the first GMM after the election of Area Stewards shall represent the Local on the Labor-Management Committee.

ELECTIONS COMMITTEE

Article 25. The Local Election Committee shall:

- (a) Consist of at least four (4) members in good standing nominated by themselves or any member in good standing not seeking any other office within the Local during the elections they will administer.
- (b) Be elected during a General Membership Meeting at least two (2) weeks before the election they will administer.
- (c) Administer elections of Executive Council Officers and Area Stewards.
- (d) Have at least three (3) members present at every meeting.
- (e) Ensure compliance with all federal and state laws as well as safety and integrity of all elections they administer.

The Local Election Committee may:

- (f) Dissolve once the regular or special election(s) of officers they are tasked with has been satisfactorily held and decided.

CAUCUSES

Article 26. Any union member in good standing may create a Caucus to explore emerging or unattended potential issues or business pertinent to the Local. Caucuses shall:

- (a) Immediately announce their formation including name, statement of purpose, and designated chair in writing to the GMM, Stewards' Council, and Executive Council.
- (b) Provide reports and updates to the general membership, Stewards' Council, and Executive Council at least once a year or upon request.
- (c) Not have the right to speak on behalf of the union.

Caucuses may:

- (d) Petition General Membership if they wish to become a Committee. A member of the Caucus shall provide written notice of the petition including name, statement of purpose, and designated chair including name, statement of purpose, and designated chair and signed by at least three (3) members in good standing to the Clerical Director at least ten (10) days before the GMM in which they seek a vote of membership. The Caucus shall become a Committee with a majority vote of membership during a GMM. The Executive Council may make a Caucus into a Committee without a vote of GMM.

NOMINATION AND ELECTION OF OFFICERS

Article 27. Elections of Executive Council Officers and Area Stewards shall:

- (a) Be completed at least five (5) weeks before the end of every fall semester by the Elections Committee.
- (b) Be held in accordance with all federal and local labor laws.
- (c) Be at least five (5) weeks in length with:
 - (i) the formation of the Elections Committee at least two (2) weeks before the nomination period begins per Article 26.
 - (ii) a nomination period, which shall begin after the satisfactory formation of the Elections Committee and at least two (2) weeks before the election period begins. This nomination period must last at least five (5) working days.
 - (iii) An election period lasting at least five (5) days, at least three (3) of which must be working days.
 - (iv) results of the election announced publicly within at most three (3) days of the close of the election period.
- (d) Be held securely as determined by the Elections Committee.
- (e) Result in the initiation of the term of each elected official on the day of the verification and publishing of the election results by the Elections Committee.
- (f) Be conducted in an online format as necessary.

SPECIAL ELECTIONS

Article 28. Special Elections of Executive Council and Stewards' Council shall:

- (a) Occur to fill the seat of an elected Executive Council Officer or Area Steward who has resigned or been recalled.
- (b) Call on the elected Elections Committee which administered the previous election if the resignation or recall happens within one hundred and twenty (120) days from the resolution of the initial election of the Officer or Area Steward. In this case, the election period shall be at least three (3) weeks in length per Article 28, Section c, steps ii-iv.
- (c) Form a new Elections Committee according to Article 26 and perform an election according to Article 28 if the resignation or recall happens more than one hundred and twenty (120) after the resolution of the initial election of the officer or Area Steward.
- (d) Executive Council Officers and Area Stewards elected through a Special Election shall serve only until the end of the term of the Member they are replacing.

- (e) If an Executive Council Officer resigns or is recalled with less than eight (8) weeks remaining in their term, their seat may remain unfilled until the next regularly scheduled election.

STEWARD ELECTIONS

Article 29. Elections of stewards will be facilitated by Area Stewards, conducted in the department in which prospective stewards are enrolled and shall:

- (a) Occur at least once per year, in each department.
- (b) Occur as frequently as necessary to fill available steward seats in a department.
- (c) Follow the steps as set by the Director of Organizing and Area Stewards to trigger an election by:
 - (i) Conducting a walkthrough of their department from which they gather a minimum number of signatures of bargaining unit members from that department. The number of signatures shall be proportional to the number of graduate workers in a department and will be determined by the Area Steward(s).
 - (ii) Submitting signatures to their Area Steward, which will trigger a department steward election.
- (d) Provide members in good standing enrolled in the department in which the election is being held at least one (1) week notice of an upcoming election of a steward, at which time they can self-nominate.
- (e) Have a window of at least 24 hours, at least eight (8) of which are within normal business hours.
- (f) Have the Area Stewards of the electing department determine all other details of the administration of department steward elections.
- (g) Have the term for a department steward begin immediately upon election and last through the Executive Council and Area Stewards election cycle of the following fall.
- (h) Allow stewards to be nominated and elected in successive years with no limit as long as they remain in good standing.
- (i) Be apportioned of at least one steward per department, and is recommended to be no more than one steward for every ten bargaining unit members in a department.

EMERGENCY ACTIONS

Article 30. The Executive Council shall act in cases of emergency which may arise between meetings of the Local. Emergency actions are defined as any actions necessitating decisions where the membership cannot be consulted, such as emergency general meetings and time-sensitive matters which may have financial or legal ramifications if addressed after some time. All emergency protests or political actions should be announced to members so that they can be welcome to participate or give a response.

- (a) Any member can notify their steward or a member of the Executive Council to request an emergency action.
- (b) General Membership may call an emergency meetings with a petition of sixty (60)

- members in good standing with at least twenty-four (24) hours' notice to all members.
- (c) Membership must be informed of any emergency actions taken immediately or as soon as possible after the action is taken.

RECALL OF OFFICERS AND STEWARDS

Article 31. In keeping with the ideal of rank-and-file control of this Local, any member in good standing may initiate a petition for the recall of any Officer by the following procedure:

- (a) To initiate a recall for an Executive Council Officer or Area Steward, a petition along with any relevant evidence signed by fifteen (15) percent of the electing body will be submitted to the Mediation team.
- (b) The Mediation team shall give notice of the recall petition to the officer or steward in question and inform the individual being recalled of the recall.
- (c) The Executive Council Officer or Area Stewards being recalled shall submit a written statement regarding the evidence to the Mediation team within fourteen (14) calendar days of their receipt of notice if they so desire.
- (d) After fourteen (14) calendar days, the recall submission, along with the written statement by the officer being recalled, will be provided to all members by the Clerical Director.
- (e) A secret vote by the electing of the approval or denial of the recall will be held in accordance with Article 28.
- (f) Stewards may be recalled with a petition of fifty-one (51) percent of members in good standing within their department.
- (g) If any steward or officer misses three consecutive meetings without notifying at least one member of that body of their absence, then that officer or steward may automatically go up for a recall vote by the body that elected them to that position.

TRAINING

Article 32. Officers and stewards must attend union training to better the union's leadership, knowledge, and organizing capacity. Local 1466 shall provide such training or seek assistance in providing such training from UE Regional or National staff.

- (a) All Executive Council Officers, Area Stewards, and stewards must attend at least one grievance procedure training.
- (b) All grievance procedure training shall include labor theory and history information.
- (c) Members may attend mediation training to become Mediators.
- (d) All members may attend all free training provided by the Local.

MEDIATION

Article 33. All members have the right to a safe union and working conditions within the Local. If members have a conflict with each other or UE staff, they have the right to seek mediation. Local 1466 shall train at least three (3) members from the general membership to support the healthy function of the Local and its members. Local 1466 shall search and pay for mediator training for these members. Mediators shall:

- (a) Local 1466 shall fund necessary regular mediation training for at least three (3) members in good standing who agree to mediate member conflicts for at least one (1) full semester once their training is complete.
- (b) Trained mediators shall establish and maintain an Alternative Dispute Resolution (ADR) process, an optional informal mediation process available to every member in good standing. Disputes eligible for ADR include conflicts that affect membership morale or interpersonal conflict, which affects any member or officer's ability to carry out duties or fully participate in union business. However, the ADR and Mediation pathway is not recommended for sexual harassment and assault charges.
- (c) Upon the mediation request, a meeting with the designated mediators must be agreed upon and held within fifteen days.
- (d) If the meeting does not take place, the mediators or grieving parties may proceed to the next step as outlined in Article 38.

HARASSMENT AND BULLYING

Article 34. All members have the right to a safe union environment. As such, harassment, including sexual harassment, microaggressions, and bullying, are prohibited within the Local. All members shall:

- (a) Recognize and acknowledge any instance of any form of harassment, microaggression or bullying when it occurs.
- (b) Address any instance of harassment, microaggression, or bullying within the Local through mediation and stewardship.
- (c) Focus on prevention through awareness and self-education.
- (d) Create a culture that includes and values all members and exemplifies equity and respect.

STRIKES/WITHHOLDING LABOR

Article 35.

- (a) No union-wide withholding of labor shall be called by the Local without the General President or the representative of the General President having made an effort to adjust the dispute.
- (b) The President or an Executive Council member acting in that capacity shall notify the General President immediately if a union-wide withholding of labor is proposed or pending.
- (c) At the time of enactment of these bylaws, per the current New Mexico Public Employees Bargaining Act (PEBA), our Local may face decertification for a strike action.
- (d) Any union-wide withholding of labor must be approved by a secret ballot vote of the membership. No representative of the Local shall negotiate alone with the employer.
- (e) Only members currently employed by UNM may vote for union-wide withholding of labor votes. This ensures that a union-wide withholding of labor vote accurately reflects how many members will participate in a withholding labor action.

BYLAWS AMENDMENTS

Article 36. Amendments to these bylaws may be proposed by any Local member in good standing with the written endorsement of twenty (20) members also in good standing, inclusive of the proposing member. Such members may submit in writing the exact language, including Article number and Section, of any number of proposed amendments to this Constitution & Bylaws to the Executive Council. The amendment process shall then proceed as follows:

- (a) A vote to accept the amendment shall be put before the membership in the next scheduled GMM, which is at least seven (7) days from the date of submission of the amendment.
- (b) At least seven (7) days before the meeting on the voting of the proposed amendment, the Clerical Director shall confirm that the proposal does not conflict with the Constitution of the Regional Council or the National Union, and if not, send all members in good standing a copy of the proposed amendment. The proposed amendment shall become part of this Bylaws and Constitution by a majority vote in favor of the proposed amendment of the members present at a GMM provided quorum is reached.
- (c) An amendment rejected by the GMM may be resubmitted for consideration with the signed endorsement of twenty (20) of members in good standing with the Local, none of which signed the original proposal endorsement. Such a proposal will then be put directly to the membership for consideration.

DEFENSE FUND

Article 37. An amount from each month's dues determined by a GMM vote within shall be placed to the credit of the Local Defense Fund. The Local shall use this Fund for expenses associated with contract negotiations, arbitration, and other legal expenses.

TRIALS AND APPEALS

Article 38.

- (a) If a member of this union commits an offense against the constitution and by-laws or the general good and welfare of their local union or the national union, they shall be given an impartial trial by their local. The offense for which they are charged is to be presented in writing to a member of the mediator team of the local by the member making the charges, who, at the time, must be a member in good standing of the local. A copy of said charges is to be given to the member under charges by the local Clerical Director. A Trial Committee of five (5) members shall be elected by the members present at the next regular membership meeting of the Local following the submission of the charges. The Trial Committee shall record the testimony and make recommendations as to the disposition of the case to the next regular membership meeting of the Local which shall vote on the recommendations. Either the plaintiff or defendant shall have the right to appeal to the regional council (not sub-region). Upon receipt of the appeal, the regional president, or the regional council, when in session, shall have the power to appoint a committee from the local to investigate the facts and hold hearings as deemed necessary.

If a local does not finally act on charges within sixty (60) days after the charges have been filed with the local, the plaintiff shall have the right to appeal to the regional council in the same manner as though the local had refused to sustain the charges. A regional council decision shall be rendered to the appellant within one hundred twenty (120) days of receipt of appeal. Appeals can further be taken to the general executive board of the United Electrical, Radio and Machine Workers of America (UE), and from that body to the ensuing convention. The decision of the local shall be final until otherwise decided by a higher body

- (b) If a member of this union commits the offense of engaging in raiding or secession activities, the following procedure shall be followed notwithstanding any other provisions of this Constitution or of any Local or Regional Constitution. The Local shall give them an impartial trial. Such charges must be presented in writing by the member making the charges to the Local of which the accused is a member. The member making the charges must be a UE member in good standing. A copy of said charges is to be given to the accused by the Local Clerical Director. The Local shall make a decision on such charges not later than ten (10) days after receipt of the charges by the local. Either plaintiff or defendant shall have the right to appeal to the regional council, which regional council shall have the power to elect from its body a committee to investigate the facts and hold hearings as deemed necessary. A decision of the regional council or of the regional executive board between meetings of the region shall be rendered to appellant not later than seven (7) days from the receipt of the appeal by the regional council. Appeals can further be taken to the UE general executive board and from that body to the ensuing convention. The decision of any lower body shall be final until otherwise decided by a higher body. If a local does not comply with the provisions of this section, the general executive board shall have the power to assume jurisdiction on such charges of raiding or secession pending before any such local.
- (c) In such cases hearings may be conducted by the General Executive Board as a trial body, or by a committee of the General Executive Board designated by it. If the hearing is held by a committee of the General Executive Board, said committee shall file its report and recommendation to the General Executive Board, which shall have the final authority to render a decision. Between meetings of the general executive board, the general president shall have the authority to designate a committee of the general executive board to hear, report and make recommendations to the General Executive Board.
- (d) In such cases the General Executive Board shall, after trial, determine the innocence or guilt of the accused and shall have the power to reprove, suspend, or to remove the member from office or any other official representative capacity in the union, or to expel them from UE membership. An appeal from the decision of the general executive board may be taken to the ensuing convention. The decision of the general executive board shall be final until otherwise decided by the convention.
- (e) If a region does not comply with the provision of this section in respect to the time for hearing and determining appeals in cases of raiding or secession, the General Executive Board shall assume jurisdiction on such appeal and have full authority to act thereon as though the appeal had been filed with the General Executive Board.
- (f) Trained mediators of the Local may augment this process in any way that remains in compliance with Regional and National Constitutions and promotes fairness and respect.

OFFENSES

Article 39. The Local shall have the right to discipline by suspension or by expulsion any member of the Local who may be found guilty, after a hearing as provided in Article thirty-nine (39 “Trials and Appeals”), of violation of the Constitution and Bylaws, or the general good and welfare, of the Local, the Western Region Council, or the National Union.