

**UNITED FACULTY OF GROSSMONT-CUYAMACA  
COMMUNITY COLLEGE DISTRICT  
CONSTITUTION**

Preamble

United Faculty of Grossmont-Cuyamaca Community College District represents all faculty in the Grossmont-Cuyamaca Community College district in matters pertaining to employment and professional relations, pursuant to applicable laws and professional responsibility.

**ARTICLE 1. Name**

The name of this organization is United Faculty of Grossmont-Cuyamaca Community College District.

**ARTICLE 2. Membership**

Section 1. membership is generally available to all certificated employees of the Grossmont-Cuyamaca Community College District except that employees defined as supervisory or management personnel pursuant to Chapter 10.7 Government Code of the State of California. However, United Faculty may establish in its bylaws other reasonable restrictions regarding who may join the organization and may make reasonable provisions for the dismissal of individuals from its membership.

Section 2. Each member who has been enrolled in United Faculty for at least 30 days is entitled to one vote on issues presented to the membership.

Section 3. Membership in other professional organizations does not prejudice United Faculty membership.

Section 4. Membership is on an individual basis and continues on payment of annual membership dues and assessments.

Section 5. Membership provisions contained in contract(s) to which United Faculty is a party shall prevail.

**ARTICLE 3. Dues and Assessments**

Section 1. Annual dues or changes in annual dues shall be proposed by the Steering Committee Based on projected costs of member services. By secret ballot, the membership will then approve or disapprove, by majority of members voting, the dues proposal.

Section 2. When a financial emergency is deemed to exist, the Steering Committee may propose to the membership a special assessment which shall be considered separate and independent of regular annual dues. Such proposals shall be approved or disapproved by a majority of those members voting by secret ballot. Special assessments, so approved, shall require payment by all members.

#### **ARTICLE 4. Officers**

Section 1. The officers of United Faculty shall be a President, one Vice-president from each college, and a Treasurer. Their terms of office shall be two years with no limit as to the number of consecutive terms.

Section 2. Officers may be removed for cause by a vote of three-fourths of all Steering Committee members. A motion to remove shall be accompanied by a petition stating the grounds for the motion which bears the signatures of at least six voting members of the Steering Committee or at least 50 members of United Faculty. Such motion shall be presented at a meeting prior to the one taking action.

Section 3. A vacancy in the Presidency shall be filled by an Acting President appointed by the Steering Committee who shall be one of the Vice Presidents. The Acting President shall serve until an election by the general membership can be held. This election shall be held no less than two nor more than six weeks from the occurrence of the vacancy. Other vacancies in the officer positions shall be filled by a majority vote of the Steering Committee. A nominee need not be a member of the Steering Committee and will serve out the unexpired term of the person vacating the office.

#### **ARTICLE 5. Steering Committee**

Section 1. The authority to govern United Faculty is vested in a Steering Committee. It shall consist of no fewer than thirteen nor more than twenty-five voting members and shall include the Vice presidents, Treasurer, Immediate Past President, and the President, who shall have a tie breaking vote. The Steering Committee has the authority to determine policy and direct the operation of United Faculty. The Steering Committee shall have the power to appoint additional Steering Committee members, to fill vacancies in accordance with provisions of the Constitution and bylaws, and to realign the basis for representation. If the Steering Committee membership is expanded, members shall be appointed for terms so that the closest approximation to one-half the members shall stand for election each year.

Section 2. The term of office for Steering Committee members shall be two years. There shall be no limit to the number of consecutive terms a Steering Committee member may serve. The name of a candidate for the Steering Committee shall be placed on an election ballot either by majority vote of the Steering Committee or upon transmission to the President or designee of a petition supporting a member's candidacy signed by ten United Faculty members.

Section 3. The Steering Committee is empowered to create all bylaws and rules necessary for the operation of United Faculty. Approval or deletion of any bylaw shall require an affirmative vote of two-thirds of the Steering Committee voting membership.

Section 4. The Steering Committee shall meet at least once a month during the school year to conduct business and respond to its various constituencies.

Section 5. United Faculty may compensate Steering Committee members for attendance at regular Committee meetings in whatever way it may deem appropriate and reasonable. Such compensation must be approved by secret ballot of the general membership by a majority of those voting.

## **ARTICLE 6. General Meetings**

Section 1. The Steering Committee shall authorize the President to call an annual meeting of the membership. Notice of this and all other membership meetings shall be announced to the general membership no later than three days before the date of the meeting.

Section 2. Upon written request of twenty members of United Faculty, or whenever deemed necessary by the Steering Committee, general United Faculty meetings shall be called by the President.

Section 3. At the conclusion of contract negotiations when a tentative agreement has been reached between United Faculty and the college district, the Steering Committee will present the agreement to the general membership for ratification by secret ballot. The contract will be approved or rejected by a majority of those voting.

## **ARTICLE 7. Constitutional Changes**

Changes in this Constitution may be proposed by any member of United Faculty and shall be accomplished in the following manner:

1. A written proposed Constitutional change shall be presented to the Steering Committee for information at one of its regular meetings.
2. At its next regular meeting, the Steering Committee shall decide whether or not to submit the proposed change to the membership for a vote. Upon Steering Committee approval and within five working days, the President shall distribute copies of the proposed change(s) to the general membership.
3. Within ten working days following distribution of copies of the proposed change, a vote of United Faculty membership will be conducted. A majority of those voting will be required for approval.
4. Should fifty identified United Faculty members initiate and present a proposed change in the Constitution to the Steering Committee at a regular meeting, the Steering Committee shall distribute copies of the proposed change(s) to the general membership within ten days. Within ten working days following distribution, a vote of the general membership shall be taken by secret ballot. A majority of those voting will be required for approval.

## **ARTICLE 8. Incorporation**

United Faculty is incorporated as a nonprofit organization pursuant to the appropriate state and federal statutes.