

Proposed BCAHE Bylaws and Constitution amendments for consideration at the General Membership meeting on June 17, 2021, arranged by group on specific topics.

(Unanimously recommended by the Executive Council on May 25, 2021)

Group 1: Language clean-up

Replace all occurrences of the title “Chief Negotiator” with “Lead Negotiator”:

Bylaws: Article IV, Section III, A (two occurrences); Article IV, Section III, C (two occurrences); Article IV, Section V, A.

Constitution: Article III, heading “OFFICERS AND CHIEF NEGOTIATOR”; Article III, Section IV, 13; Article III, Section V, heading “CHIEF NEGOTIATOR.”

Replace all occurrences of “he/she” with “they”:

Constitution: Article III, Section IV, B.3: “As Immediate Past President, ~~he/she~~ they may serve...”; Article III, Section V, A: “~~He/she~~ They shall be appointed...”

Group 2: Succession and sabbatical/leave

Constitution, Article III, Section IV, B.1 [Duties of Immediate Past President]

Currently:

In the absence of a Vice-President, the Immediate Past President shall assume the responsibilities of the President in the absence of the President.

Strike and replace with:

If the President is temporarily absent due to sabbatical or leave of up to two quarters and the Vice-President is unavailable, the Immediate Past President shall assume the responsibilities of the President for the duration of the President’s absence or to the end of the elected term.

Constitution, Article III, section IV, B.2 [Duties of Immediate Past President]

Currently:

In the event of a vacancy in the office of President and Vice-President and until the office is filled by a special election, the Immediate Past President shall assume the responsibilities of the President.

Strike and replace with:

In the event that the office of President is vacated or that the President takes a sabbatical or leave of more than two quarters and the Vice-President is unavailable, the Immediate Past President shall assume the responsibilities of the President until the office is filled by a special election.

Constitution, Article III section IV, C.2 [Duties of Vice-President]

Currently:

To assume the office of President if it becomes vacant.

Add:

To assume the office of President if it becomes vacant. The Vice-President may, however, declare themselves unavailable to assume the office of President without resigning the office of Vice-President.

Constitution, Article VI, section II [Nominations and Elections: Vacancies]

Currently:

VACANCIES. In case an office becomes vacant, with the exception of Immediate Past President, a special election will be held within thirty (30) days of the vacancy or, in the event of vacancy during summer at the discretion of the Executive Council, the special election may be held within thirty (30) days after the beginning of fall Quarter. Executive Council member-at-large vacancies of two quarters or less may be filled by appointment by the President.

Replace with:

VACANCIES. In the event that the office of President becomes temporarily vacant due to sabbatical or leave of two quarters or less, the office of President shall be filled by the Vice-President, or if the Vice-President is unavailable, the Immediate Past President. Officer or Executive Council member-at-large vacancies of two quarters or less may be filled by appointment by the President, subject to approval of the majority of the Executive Council. In case any other office is permanently vacated, with the exception of Immediate Past President, a special election will be held within thirty (30) days of the vacancy or, in the event of vacancy

during summer ~~at the discretion of the Executive Council,~~ the special election shall be held within thirty (30) days after the beginning of fall Quarter.

Constitution, Article III, Section IV, D.12. [Secretary-Treasurer Duties]

Currently:

12. To approve by signature all expenditures of money approved by the President and drawn on the Treasury.

Strike and replace with:

12. To ensure that all expenditures of money are transacted as approved by the Executive Council.

Group 3: Election processes

Constitution, Article VI, Section I

BALLOTING. All election dates shall be set by the Executive Council consistent with the Constitution and By-Laws. ~~The Secretary-Treasurer shall prepare the ballots and attend to such other details as necessary to implement the balloting.~~ Elections will be conducted as locally determined, except in cases where NLRB rules demand otherwise. ~~Ballots shall be counted by two officers or members of the Executive Council who are not candidates for office.~~ The Secretary-Treasurer shall make voting tally records available upon request.

Group 4: Adjunct representation

Constitution Article III, Section II

QUALIFICATIONS. ~~Officers shall be active full-time members or active adjunct faculty who currently hold an annual or multi-annual contract the duration of their term in office.~~ Officer positions shall be open to any active member of promoted adjunct faculty or promoted full-time rank ready to zealously advocate for the Association and its membership in bargaining and disciplinary situations.

Constitution Article IV Executive Council, Section I

MEMBERS. The Executive Council shall be composed of the Officers of the Association and six members ~~elected at large, a minimum of two three~~ of whom are adjunct faculty ~~and three of whom are full-time, elected at large~~. The Vice-President and nominating committee are charged with ensuring a slate of nominees in compliance with these articles. If appropriate representation is not reached through the regular election, the President, with concurrence of a majority of the Executive Council, shall appoint members to bring the Executive Council into compliance with this article. The Association president shall appoint an additional member-at-large if required by ~~Affirmative Action according to~~ NEA/WEA Guidelines. All members of the Executive Council shall be active members of the Association.

Bylaws, Article IV, Section III - Bargaining Team

A. Members. The Bargaining Team shall be composed of the President, ~~Chief Lead~~ [changed above] Negotiator, ~~an adjunct faculty designee~~, and Vice President and other members appointed by the President with concurrence of the Executive Council.

B. Duties. It shall be the duty of the team to bargain on behalf of the faculty with the Board of Trustees, in accordance with applicable Washington State Laws. The Team shall work from objectives and guidelines established by the membership ~~through the Contract Development Task Force~~ of the Association and within parameters and priorities established by the Executive Council.

C. Sub-Committees. The Bargaining Team may have sub-committees to provide necessary research and data for bargaining. Chairpersons of the committees shall be appointed by the ~~Chief Lead~~ [changed above] Negotiator with the concurrence of the Association President. Members of the subcommittees may be appointed by the respective sub-committee chairpersons with the concurrence of the ~~Chief Lead~~ [changed above] Negotiator.

Bylaws, Article IV, Section V - Grievance and Professional Rights Committee

A. Members. Members shall be the President, ~~Chief Lead~~ [changed above] Negotiator, ~~an adjunct faculty designee~~, and UniServ/AHE/WEA consultants as requested by the President.

Group 5: PAC clean-up post-Janus

Bylaws Article IV, Section VI Political Action Committee

A. Members. ~~There will be a minimum of six members elected from the faculty. Members will~~

~~be elected for two-year terms with three being elected on alternating years.~~ The Executive Council will appoint a regular standing committee composed of a minimum of three (3) and maximum of six (6) at-large faculty members. A chairperson will be elected from the committee.

B. Duties.

1. To keep the general membership informed of any legislation of concern to the membership, and to recommend to the members courses of action for supporting or opposing such legislation.
2. To devise organizing plans, telephone trees, etc. for the Association in its efforts to influence legislation and other political activities.
3. To coordinate BCAHE political action with ~~WEA/AHE/NEA/PAC~~ WEA/NEA, WEA PAC/NEA CFPE, and other groups within the college district including the UniServ Council and school district faculty associations.
4. To coordinate legislative activity with the Board of Trustees, Administration, FACTC, TACTC, WACTCP, WACTCS, etc
5. A member of the Political Action Committee will ~~liaison with BCAHE~~ make regular reports to the Executive Council.

C. Funding. ~~No dues monies collected under By-Laws ARTICLE III shall be expended with respect to political candidates or issues. Funds shall be derived from the Community Education dues and voluntary contributions.~~ Expenditures related to political and legislative action will follow all applicable legal and organizational guidelines, including those of the WEA, NEA, and Public Disclosure Commission (PDC).