

Proposed BCAHE Bylaws and Constitution amendments for consideration at the General Membership meeting on February 10, 2022.

Purpose: Creation of Adjunct Affairs Officer Position

The BCAHE Executive Council voted unanimously to recommend this proposal on January 25, 2022.

Constitution:

Article III, Sections 1 and 3: Add Adjunct Affairs Officer to list of officers.

Current and proposed language:

Section 1 (as amended February 2022): NAMES. The officers of the Association shall be the President, Vice-President and, Secretary-Treasurer, and Adjunct Affairs Officer.

Section III (as amended February 2022)

ELECTION, TRANSITION AND TERM OF OFFICE.

- A. Terms of Office. President, Vice-President, and Secretary-Treasurer, and Adjunct Affairs Officer shall hold office for one year.
- B. Election. The President-Elect, Vice-President-Elect, and Secretary-Treasurer-Elect, and Adjunct Affairs Officer-Elect shall be elected by the Association by the end of Winter Quarter every year and shall assume the duties of their respective offices immediately upon the ratification by the membership of the fall bargaining settlement. The position of Adjunct Affairs Officer shall begin in fall 2022.

Article III, Section 2: Specify qualifications for Adjunct Affairs Officer.

Currently:

Section 2 (as amended June 2021):

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.

Strike and replace with:

Section 2 (as amended February 2022)

The positions of President, Vice-President and Secretary-Treasurer shall be open to any active member of promoted adjunct faculty or promoted full-time rank. The Adjunct Affairs Officer position shall be open to promoted adjunct faculty including those

temporarily holding a full-time contract. All officers should be ready to zealously advocate for the Association and its membership in bargaining and disciplinary situations.

Article III, Section 4: Add subsection E with duties for Adjunct Affairs Officer.

Section 4 (as amended February 2022)

E. ADJUNCT AFFAIRS OFFICER. The Adjunct Affairs Officer shall have the following powers and duties:

1. To serve as a member of Presidential Consultation, Labor/Management Committee, Contract Bargaining, and Contract Administration.
2. To serve as a representative of Bellevue College faculty at affiliate organizations, educational bodies, and other groups, as prescribed herein or directed by the President.
3. To perform outreach to Bellevue College adjunct faculty via office hours and workshops.
4. To organize adjunct faculty and encourage adjunct faculty membership in the association.
5. To serve as a representative of the Association at Bellevue College New Adjunct Faculty Orientations.
6. To represent the Association at the AHE Caucus.
7. To assist in recruiting eligible faculty for BCAHE elections.
8. Run and be available for WEA Representative Assembly.
9. Monitor and Communicate to the membership regarding legislative initiatives and policies that affect adjunct faculty.
10. Ensure that there is training to prepare other adjunct faculty for succession/participation.

Bylaws:

Article IV, Section III: Add Adjunct Affairs Officer as member of the Bargaining Team in place of “an adjunct faculty designee.” Also add Adjunct Affairs Officer as one of the officers guaranteed a seat on the Bargaining Team alongside the President and Vice-President.

Current language and proposed changes:

ARTICLE IV. COMMITTEES, TASK FORCES AND TEAMS (as Amended ~~June 2021~~ February 2022)

A. Members. The Bargaining Team shall be composed of the President, Lead

Negotiator, ~~an adjunct faculty designee~~ **Adjunct Affairs Officer**, and Vice President, and other members appointed by the President with concurrence of the Executive Council. The President shall serve as chairperson and shall delegate the chairperson functions as appropriate. The Executive Council may, by a two-thirds vote of its membership, dissolve the Bargaining Team and appoint a new one at any time, providing the President, Lead Negotiator, **Adjunct Affairs Officer**, and Vice-President, if any, are always included.

Article IV, Section V: Add Adjunct Affairs Officer as member of the Grievance and Professional Rights Committee in place of “an adjunct faculty designee.”

Current language and proposed changes:

A. Members. Members shall be the President, Lead Negotiator ~~an adjunct faculty Designee~~, **Adjunct Affairs Officer**, and UniServ/AHE/WEA consultants as requested by the President.

Article VI Section I: Specify release time for Adjunct Affairs Officer and minor edits for clarity.

Current language and proposed changes:

ARTICLE VI. RELEASE TIME and STIPENDS (as amended ~~May 2015~~ **February 2022**)

Officers. The college and the Association shall provide **annual** release time and/or stipends as follows:

1. President: The college shall make available 1.0 FTE release time. The Association shall make available an additional 1.0 FTE release time and a stipend equivalent to 0.25 FTE at the appropriate rank for summer work.
2. Vice President: The college shall provide 1.0 FTE release time during years when the collective ~~B~~ bargaining agreement is fully open for negotiation. The Association shall provide up to 1.0 FTE release time.
3. Secretary/Treasurer: The Association shall pay an annual stipend equivalent to 0.333 FTE paid at Category C of the adjunct pay schedule.
4. Adjunct Affairs Officer: The Association shall provide 1.0 FTE release time.