

**CONSTITUTION OF THE
AFT GUILD, LOCAL 1931
SAN DIEGO COMMUNITY COLLEGE DISTRICT**
Amended November, 2009

ARTICLE I - NAME

- 1.1 The name of this organization shall be: American Federation of Teachers Guild, Local 1931, San Diego and Grossmont-Cuyamaca Community Colleges.

ARTICLE II - JURISDICTION

- 2.1 This organization, hereinafter called the "Guild," shall exercise jurisdiction for the American Federation of Teachers on all campuses and within all facilities on behalf of all faculty and staff for which the Guild is the exclusive representative.

ARTICLE III - PURPOSES

- 3.1 Generally, the Guild seeks excellence of education for students and excellence of academic and professional environment for faculty and staff.
- 3.2 Specifically, the Guild endeavors to:
- (1) Establish and maintain a collegiate environment within which students can aspire to the highest intellectual, vocational and social aims; and
 - (2) Endow students with specialized information and technical skills.
- 3.3 The assumptions of the Guild's membership which underlie its commitment to these high purposes include the following:
- (1) Faculty members are professionals, and their professional judgment, individually and collectively, about matters academic and instructional, is therefore to be accorded the greatest regard;
 - (2) Faculty and staff members must be assured a professional level of compensation;
 - (3) Faculty members must not be subject to arbitrary and capricious restriction of their academic freedom; and
 - (4) Students must have the widest possible access to learning opportunities.

ARTICLE IV - AFFILIATIONS

- 4.1 The Guild shall affiliate with the American Federation of Teachers and the California

Federation of Teachers. It shall also affiliate with the San Diego/Imperial Counties Labor Council, San Diego/Imperial Counties Labor Council's Committee of Political Education, "COPE," the California Federation of Labor and its COPE, and the Labor Party (subject to annual renewal). The Guild may also affiliate with other San Diego County AFT locals according to agreements determined by participating locals and may have working arrangements with other organizations whose goals are deemed by the Guild Executive Council to be consonant with those adumbrated in the present Constitution, subject to conditions mentioned in the By-Laws of the Guild.

ARTICLE V - MEMBERSHIP

- 5.1 Membership in the Guild shall be open to all faculty and staff for whom the Guild is the exclusive representative. Membership in the Guild is of three kinds:
- (1) Regular Membership In Good Standing, which shall be open to all tenured, tenure-track, and adjunct faculty, and all classified and hourly staff, per the requirement of 5.1, supra, who hold an active assignment in one of the bargaining units for which the Guild is the exclusive representative, and whose dues are paid in full according to the dues provisions set forth in the By-Laws.
 - (2) Honorary Membership, which shall consist of certain persons who, by their efforts in the field of higher education, have made significant contributions to the high goals of the Guild. This membership shall be granted upon a majority vote of those Guild members present and voting at a general meeting, and after a presentment of a written petition by a committee of the Guild established for that purpose. Dues shall not be made a requirement for this kind of membership, nor shall voting rights or eligibility for office in the Guild be obtained thereby.
 - (3) Retiree Membership, which shall consist of all retirees who retired from active status (no current bargaining unit assignment) as a Guild member in good standing as defined in (1) above. Retirees shall not pay dues, vote on official Guild business, nor hold any Guild office, but shall maintain all other benefits of membership.

ARTICLE VI - OFFICERS

- 6.1 Elected Officers of the Guild shall be as follows:

President
Secretary
Treasurer
Chapter Vice-Presidents
Political Action Vice-Presidents
At-Large Vice-Presidents
Communications Vice-Presidents
Membership Vice-Presidents
Public Relations Vice-Presidents
Conciliator/Grievance Chair

The President, Secretary, and Treasurer shall be elected at-large from among all Guild

members in good standing.

6.2 For SDCCD Faculty, officers are elected as follows:

- a) Two (2) Chapter Vice-Presidents, one (1) a contract faculty member and one (1) an adjunct faculty member, from each of the three colleges, and from each of the five continuing education centers. Each of these officers, and eligible voters for these offices, shall hold the majority of their active assignment at the SDCCD college/centre and in the same type of assignment (contract vs. adjunct) from which elected.
- b) College Faculty shall also elect one (1) Communications Vice-President, one (1) Public Relations Vice-President, three (3) Membership Vice-Presidents, and three (3) Political Action Vice-Presidents from among all college faculty. Each of these officers, and eligible voters for these offices, shall hold the majority of their active assignment at some combination of colleges within the SDCCD.
- c) College Faculty shall also elect one (1) Political Action Vice-President from among all college adjunct faculty. This office, and eligible voters for this office, shall hold the majority of their active assignment in an adjunct capacity at some combination of colleges within the SDCCD.

For SDCCD Contract Classified Staff, officers are elected as follows:

- a) One (1) Chapter Vice-President from each of the three colleges, one (1) Chapter Vice-President from the District office (includes DSC), and one (1) Chapter Vice-President representing all of the continuing education centers. Each of these officers, and eligible voters for these offices, shall hold the majority of their active assignment at the SDCCD college/centre from which elected.
- b) Contract Classified Staff shall also elect one (1) Communications Vice-President, one (1) Public Relations Vice-President, four (4) Membership Vice-Presidents, and four (4) Political Action Vice-Presidents from among all classified staff.
- c) Contract Classified Staff shall also elect one (1) Political Action Vice-President and one (1) Membership Vice-President from among all Maintenance & Operations contract staff.
- d) Contract Classified Staff shall also elect one (1) Political Action Vice-President and one (1) Membership Vice-President from among all Food Service contract staff.

For SDCCD Hourly (Non-Academic, Non-Classified) Staff, officers are elected as follows:

- a) One (1) Chapter Vice-President from each of the three colleges, one (1) Chapter Vice-President representing all of the continuing education centers, and one (1) At-Large Vice-President elected from any site. Each of these officers, and eligible voters for these offices, shall hold the majority of their active assignment at the SDCCD college/centre from which elected, with the exception of the At-Large Vice-President.

For GCCCD Faculty, officers are elected as follows:

- a) Four (4) Chapter Vice-Presidents, two (2) a contract faculty member and two (2) an adjunct faculty member, from each of the two colleges. Each of these officers, and eligible voters for these offices, shall hold the majority of their active assignment at the GCCCD college and in the same type of assignment (contract vs. adjunct) from which elected.
- b) GCCCD Faculty shall also elect one (1) Communications Vice-President, one (1) Public Relations Vice-President, three (3) Membership Vice-Presidents, and three (3) Political Action Vice-Presidents from among all GCCCD college faculty. Each of

these officers, and eligible voters for these offices, shall hold the majority of their active assignment at some combination of colleges within the GCCCD.

6.3 Appointive Officers of the Guild shall be as follows:

Any of the offices listed in section 6.1 above, for which the total number of ballots cast for that office is less than five percent (5.0%) of the total number of eligible votes to be cast for that office, or for which no candidate ran for election.

The Guild President shall appoint, and the elected officers confirm by majority vote, these appointive officers.

ARTICLE VII - EXECUTIVE COUNCIL

7.1 The elected and appointive officers shall constitute the Executive Council of the Guild. The Executive Council shall be responsible for the execution of Guild policy. The Executive Council may suggest and formulate Guild policy, subject to confirmation of the membership at a general membership meeting. All Guild business, except those items with legal, confidential negotiation, or personnel implications, may only be conducted during a general membership meeting.

7.2 The Executive Council shall have discretion to interview for and hire, provision having been duly made in the annual budget of the Guild for same, appropriate staff. The responsibilities of the staff members shall be stipulated by the President, subject to approval by the Executive Council. The staff members shall be accountable to the Guild President. Staff members will not be considered to be nor be eligible to serve as an officer of the Executive Council.

7.3 Unless also serving as an elected Executive Council Officer, the Collective Bargaining Chairperson will not be considered an officer of the Executive Council.

ARTICLE VIII - ELECTIONS

8.1 The term of office shall be two (2) years for all officers, commencing July 1st, and terminating June 30th two years hence. Elected officers shall be elected by a secret ballot election as set forth in the By-Laws of the Guild, with the exception of the Conciliator/Grievance Chair and Collective Bargaining Chairperson as stipulated in section 8.4 below. Nominations for each office shall be made upon written petition of exactly ten (10) members in good standing, with the exception of the office of President. Nominations for President shall be made upon written petition of a number of Guild members in good standing equal to ten percent (10%) of the total Guild membership, or one hundred (100) members, whichever is less. Membership in good standing for the purposes of this article shall refer to those members who meet the requirements of Article V as of January 10th of the election year.

8.2 Notification of election of officers shall be mailed during the month of March in odd numbered years.

8.3 Newly elected officers shall be installed no later than July 1st following the conclusion of

the election of all officers in the manner prescribed by the By-Laws of the Guild.

- 8.4 Every regular Guild member in good standing as of January 10 of the election year shall be eligible to vote in the election for officers. All eligible Guild members shall vote for the Secretary, Treasurer, and President. Vice-Presidents shall be elected as delineated in 6.2 above. A member with an equal percentage of assignment at more than one site may declare for which site he/she wishes to vote. Voting shall be a secret ballot election via United States mail. Candidates for Conciliator/Grievance Chair and Collective Bargaining Chairperson shall be elected by the Executive Council of the Guild, upon recommendation of the President of the Guild.
- 8.5 A majority of votes cast shall be necessary to elect. Where no majority exists, the two (2) persons with the largest number of votes will contest in a run-off election following the rules listed in 8.4 above.

ARTICLE IX - VACANCIES

- 9.1 Vacancies in office shall be filled by appointment by the President subject to ratification by a majority vote of the Executive Council.

ARTICLE X - AMENDMENTS

- 10.1 Amendments to this Constitution and/or its By-Laws may be proposed for ratification by the membership at any regular meeting of the general membership or at any regular meeting of the general membership called for that purpose provided the requirements for a quorum are met as delineated in Article 3.2 of the By-Laws. Absent a meeting quorum, amendments may be proposed upon written petition of a number of Guild members in good standing equal to five percent (5%) of the membership of the Guild as of the most recent academic year pay period.
- 10.2 Any member in good standing is eligible to propose amendments, as is the Executive Council, subject to the requirements of 10.1 above. Ratification shall be a secret ballot election via United States mail of all Guild members in good standing as of the most recent academic year pay period. A majority of votes cast shall be sufficient to ratify.

ARTICLE XI - BY-LAWS

- 11.1 All matters not covered in this Constitution and those matters requiring further interpretation or elaboration shall be referred to the By-Laws.
- 11.2 Proposals for additions and amendments to, and deletions from, the By-Laws may be made according to the rules pertaining to amendments of the Constitution itself.

ARTICLE XII - PARLIAMENTARY PROCEDURE

- 12.1 Unless otherwise specified in the By-Laws, Robert's Rules of Order shall apply at all Guild meetings.