

**UAW LOCAL 4121**  
**WRITTEN MOTION TO AMEND THE BYLAWS**

*In an effort to improve member participation and leadership development, rank-and-file members of UAW Local 4121 propose the below amendments to our union's bylaws. These amendments improve the structure of our union in the following ways. First, they ensure that academic student employees (ASEs) covered by our contract are represented by union leaders who are also ASEs and/or current University of Washington students. Second, they create term limits for Executive Board members so that UAW Local 4121 prioritizes rank-and-file leadership development as a core aspect of its work. Finally, these proposals peg they pay rates of UAW Local 4121's staff employees to the median ASE salary, rather than the top ASE salary. These proposals are features of many of the strongest member-driven unions in the county, including academic worker unions like the Graduate Teaching Fellows Federation (GTFF) at the University of Oregon, UAW Local 2865 at the University of California, and GSOC-UAW at New York University. Further explanation of each proposed change to our bylaws is included in brackets within the text below.*

As UAW Local 4121 members in good standing, we exercise our right to propose amendments to our Union's Bylaws, through a written motion of amendment according to Article 19. We move that the following amendments to Articles 4, 7, 15, and 19 of UAW Local 4121's Bylaws be adopted:

**Article 4, Membership**

Section 1. Membership of this Local Union shall be extended to all graduate students at the University of Washington and all employees in titles that come under the jurisdiction of this Local Union, except for staff employees of the Local Union who are not currently enrolled at the University of Washington as graduate students or undergraduates. The membership requirements for UW enrollment of this Local Union's staff employees will be effective April 30, 2016, and existing staff employees of the Local Union will maintain their employment, except as otherwise determined by the Executive Board under Article 19.

*[Currently, a loophole in Article 4, Section 1 allows UAW 4121 staff members to maintain membership in our union and run for union office, even if they no longer have any formal affiliation with the University of Washington. This change clarifies that the requirement of enrollment at UW for UAW 4121 membership also applies to local union staff.]*

Section 2. Membership shall be defined as members in good standing as defined in the International Constitution.

Section 3. Union dues are payable by members who are employed in positions represented by the Local. Union dues shall be 1.15% of gross pay per month.

Section 4. The initiation fee shall be set at ten dollars (\$10).

Section 5. Any member employed in the unit whose dues are not paid by the end of one (1) calendar month shall automatically be suspended, consistent with Article 16 of the International Constitution. Reinstatement will be granted to members in good standing and will require a

**Comment [1]:** In the interest of transparency the Bylaws Committee is presenting original amendment as written and is presenting clarifying comments that entail Bylaws Committee feedback and analysis where needed.

reinstatement fee equivalent to the initiation fee, consistent with Article 16 of the International Constitution.

Section 6. All members in good standing will be granted full voting privileges.

Section 7. Each member in good standing of this Local Union has the right to nominate and vote; express opinions on all subjects before the Local Union; to attend all membership meetings and express views, arguments and opinions on all matters and business, including candidates for office, properly before the meeting; to meet and assemble freely with other members; and, generally, to participate in the activities of the Local Union in a responsible manner consistent with good conscience in order to present and discuss factually and honestly the issues upon which the membership must base its decisions. These rights shall at all times be subject to the rules of procedure governing meetings and other uniform rules and regulations contained in the International Constitution, Bylaws and other official rules of the Local Union.

(a) A member in exercising the foregoing rights and privileges shall not take irresponsible actions which would tend to jeopardize or destroy, or be detrimental to, either the Local or International Unions as organizations, or their free democratic heritage, or which would interfere with the performance by this Local Union or the International Union of its legal or contractual obligations as a collective bargaining agent, or interfere with the legal or contractual obligations of this Local Union as an affiliate of the International Union. Violation or abuse of these rights and privileges of membership, or engaging in conduct prohibited by this section shall be considered conduct unbecoming a union member.

(b) The membership shall strive to obtain the objectives set forth in the International Constitution and additional objectives as established as the policy of the International Union; to maintain free relations with other organizations; to do all in its power to strengthen and promote the labor movement; to cooperate with its Regional Director, International Representatives and help promote organizational activities.

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## Article 7, Local Union Officers

Section 1. The elected officers of the Local Union shall constitute the Local Union's Executive Board and consist of the following: President, Vice President, Recording Secretary, Financial Secretary, Sergeant-at-Arms, Guide, and three (3) Trustees. All officers shall be elected at-large by a majority of votes cast, for two (2), ~~three (3)~~ year terms.

*[This change is designed to ensure greater rotation of union leadership, creating more frequent opportunities for members, especially members from diverse backgrounds, to become elected union leaders.]*

Section 2. It shall be the duty of each elected Local Union official to fulfill her/his duties faithfully as provided in the International Constitution and Local Union Bylaws, and in implementation of Local Union Plans. Local Union officers shall uphold the tradition of widespread member involvement and membership outreach, which has always been key to the strength of Local 4121.

**Comment [2]:** The Bylaws Committee and the authors of the amendment agree that two-year terms conflict with the UAW International Constitution.

Section 3. The President is responsible for the supervision of all staff, and shall be empowered to delegate whatever authority is necessary for efficient operation of the Local Union.

Section 4. In case of removal or resignation of the President, the Vice-President will succeed to the Presidency in accordance with Article 38, Section 14 of the International Constitution.

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### Article 15, Eligibility for Elected Office

Section 1. All candidates for Executive Board of the Local Union must be members and have been in continuous good standing for one (1) year prior to accepting nomination per Article 38 of the International Constitution. The requirements for good standing will be effective December 1st, 2005.

Section 2. All other candidates standing for elected office of the Local Union must be members and have been in continuous good standing for ninety (90) days prior to accepting nomination. The requirement for continuous good standing will be effective December 1st, 2005.

Section 3. No member may run for or hold more than one elected office simultaneously, with the exception of chairs of standing committees other than the Election Committee.

Section 4. No Member may serve on the Executive Board for more than four consecutive years. This requirement for term limits will be effective following the conclusion of the Local Union's 2016 Executive Board elections.

*[This term limits proposal is identical to the way that the Graduate Teaching Fellows Federation at the University of Oregon run their union. See Article 6, Section 1 of the GTFF bylaws at <http://gtff3544.net/bylaws>]*

**Comment [3]:** The Bylaws Committee and the authors of the amendment agree that the intent of this language is "two terms"—that is, this is meant to limit service of the Executive Board to two terms, which would be six, not four, years.

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### Article 19, Local Union Employees

Section 1. The President and the Financial Secretary shall each be paid as a half time position (20 hours per week). The Local Union shall pay salaries unless paid by the University of Washington or the International Union, UAW. Officers may choose to decline their salary for any specified period of time.

Section 2. The Executive Board may appoint and remove Local Union employees as necessary to carry on the business of the Local Union. The names of all Local Union employees will be posted on the Local Union's website. All members, elected or non-elected, who have been in continuous good standing for a period of one (1) year are eligible for full-time (40 hours per week) or part-time servicing and outreach staff positions. But no individual shall be paid for more than one (1) full-time position. The requirement for continuous good standing will take effect on December 1, 2005.

*[Currently, our union does not publicly disclose the names and contact information of Local Union staff. This information is vital so that members can determine which staff members to contact if they have union-related questions].*

Section 3. The President and Financial Secretary and Local Union servicing and outreach employees shall receive pay and benefits based on the following.

(a) They shall each be paid bi-weekly at an hourly rate based on the ~~top end~~ median of the pay scale of 50% FTE employees in the bargaining unit. ~~As of October 2004, this rate is \$27.20 an hour.~~

(b) If eligible but not receiving tuition benefits from the University or another source, they shall each be reimbursed for said tuition, upon submission of a receipt, at the level equivalent to what ASEs employed at 50% receive in tuition waivers from the University.

(c) If health insurance benefits are not covered by the employer or another source, the cost of GAIP is reimbursed for each of them and their dependents upon submission of a receipt. If GAIP is not available, they and their dependents shall receive a plan with benefits approximately equivalent to GAIP or have COBRA reimbursed.

(d) They shall each receive leave, holiday and vacation comparable to employees in the bargaining unit.

Section 4. Local Union officers will not interfere with the right of UAW 4121 staff members to form a union and collectively bargain the terms and conditions of their employment. In the event that the Local Union staff negotiate a collective bargaining agreement, the terms of that agreement will supercede the terms of employment for union staff contained in this article.

*[UAW 4121 employees do not have a collective bargaining agreement protecting their right to just cause and other benefits. We should ensure the right of our union staff to form a union of their choosing, as staff at many unions across the country have done.]*