

Below are the UHP Constitutional Amendments submitted for consideration. Please bring them to the UHP Annual Business Convention, which will be held on April 26, 2019, and be prepared to vote on these Amendments during the business portion of the meeting.

~~Strikethrough~~ is old language being removed. **Bold** is new language being added.

Proposed Constitutional Amendment #1

Housekeeping:

Beginning with the first instance in Article II and for the remainder of the document, replace all mentions of "University of Connecticut Health Center," "the Health Center," and "UConn Health Center" with "**UConn Health.**"

The UHP Executive Board Recommends Concurrence

Proposed Constitutional Amendment #2

Housekeeping:

Replace "Tier I" with "**Tier I (salaried employees)**" and replace "Tier II" with "**Tier II (hourly employees)**" throughout the document, once per article (first reference).

Applies to Articles IV, V, VI, AND VIII

ARTICLE IV. OFFICERS

Section 1. The following Officers of the Local shall be elected triennially commencing March 2020 by an electronic or ballot vote of the membership: President, First Vice President, Recording Secretary, Treasurer, and Vice President for Political Activities, Vice President for Membership Activities, & Vice President for Communication.

The following Officers shall be elected triennially commencing March 2019: Vice President Tier I (**salaried employees**), Vice President Tier II (**hourly employees**), Chief Steward, and Vice President for Community Outreach.

The actions of all Officers shall be subject to the approval of the Executive Committee.

No individual Officer shall hold more than one office.

ARTICLE V. DUTIES OF OFFICERS

Section 8. **Vice President Tier I (salaried employees) and Vice President Tier II (hourly employees):** Shall chair the respective standing committees, be responsible for coordination of activities of the Union Representative Assembly, and insuring that issues of respective constituent groups are addressed within the local union.

ARTICLE VI. COMMITTEES

For those standing committees that do not have a Constitutional Chairperson, the Chairpersons and Recording Secretaries shall be elected in the following manner: Nominations shall be solicited at a regular meeting of the committee in July of the even numbered years. Election shall be by a simple majority of the next regular meeting of the committee. The term shall be for (2) two years.

The following committees shall be active in this Local, and each shall be composed of members in good standing only.

Section 7. Tier II (**hourly employees**): To provide Tier II employees a forum to express specific concerns about their working Conditions in addition to the UHP Contract.

Section 8. Tier I (**salaried employees**): To provide Tier I employees a forum to express specific concerns about their working conditions in addition to the UHP Contract.

ARTICLE VIII. THE EXECUTIVE COMMITTEE

Section 1. The Executive Committee of the Local shall consist of the following:

President
First Vice President of Collective Bargaining
Vice President for Membership Activities
Vice President for Political Activities
Vice President of Communication
Recording Secretary
Treasurer
Vice President Tier I (**salaried employees**)
Vice President Tier II (**hourly employees**)
Chief Steward
Vice President for Community Outreach

The UHP Executive Board Recommends Concurrence

Proposed Constitutional Amendment #3

ARTICLE XVI. DUES

1. The regular annual dues of UHP Local 3837 shall be 1% of a member's base salary, plus any increase in individual per capita tax to affiliated organizations ~~after July 1, 1983.~~ **should the Executive Committee vote (by majority) to pass the increase through to the members. Said increase will go into effect the first pay period of the month in which the affiliated organization increase takes effect. (As of April 2019, the individual per capita tax that has been passed through to the UHP membership is \$5.25 per pay period.)**
2. The minimum yearly dues shall not be less than the affiliation dues. Part-time employees shall pay in proportion to their percent employed, based on their employment authorization.
3. The maximum yearly dues shall be set at ~~the 1988-89 base salary of \$39,000~~ **Salary Group 10, Step 3** and shall be indexed annually according to bargaining unit increases.

4. **The Executive Committee shall have the discretion to adjust the maximum, or “cap,” on dues. Should the Executive Committee vote (by majority) to change the cap, the new cap shall not take effect until at least 60 days after said vote.**
5. The dues year shall be from July 1 through June 30.

The UHP Executive Board does NOT Recommend Concurrence

Proposed Constitutional Amendment #4

ARTICLE IV. OFFICERS

Section 3. Nominations of Officers shall be submitted to the Elections Committee by February 1. The Elections Committee shall accept any nomination by written petition containing at least ten signatures of members in good standing. Notice shall be provided to the membership at least fifteen days prior to the Elections Committee meeting that nominations will be in order.

Notice of nominees accepted and election date shall be provided to the membership at least fifteen days prior to the date the election is held.

In in event that an Officer position receives no nomination, the new Executive Committee (beginning the following July 1) shall appoint, at the first Executive Committee meeting by majority vote, a Member in Good Standing (that meets all criteria listed in Article IV, Section 2, if applicable) to the Officer position for the term of one year (ending June 30 of the following year). This Officer position will participate in the next regularly scheduled election, with the winner serving the duration of the original term ~~with the term being for two years beginning July 1st and ending June 30 two years later.~~ The election for this Officer position will then return to its regularly scheduled election year.

In a year in which there is no regularly scheduled Officer election, the Executive Committee may, at its discretion, open nominations for a special election for the appointed Officer’s position.

Section 4. Electronic or paper ballots shall be prepared by the Elections Committee stating, in alphabetical order, the names of each candidate in descending order of office **as indicated in Article V**. Information on the ballots shall be limited to each candidate’s name and position sought.

Officer elections shall be held between February 15 and April 30 commencing in 2006.

Electronic/online balloting will be available online for 5 working days, a 24-hour period each day, during election dates determined by the Elections Committee. ~~For members unable to vote online,~~ Paper absentee ballots will be made available for **a minimum of five business days** ~~ten business days~~ (Monday through Friday, 9 a.m. to 5 p.m.). **Paper balloting shall close by the end of the last business day** ~~commencing one week prior to the~~ start of electronic/online voting.

If the Elections Committee opts to use paper ballots to collect votes instead of electronic/online balloting, the balloting shall be made available for 3 working days during the election dates determined by the Elections Committee. For elections by paper ballots, absentee ballots will be made available for 5 business days prior to paper ballot voting.

Voting locations and times will be determined by the Elections Committee and then approved by

Executive Committee.

The candidates receiving the most number of votes cast shall be declared elected. In the event of a tie of the top vote getters, a runoff election between them will be held no later than 60 days following the original election.

The UHP Executive Board Recommends Concurrence

Proposed Constitutional Amendment #5

ARTICLE XVII. DELEGATES

Delegate elections shall take place between February 15 and April 30 in a manner consistent with the process of officer elections as outlined in Article IV, Section 4.

~~each year at sites to be announced in advance of the elections.~~

~~Balloting shall take place at sites to be announced in advance of the elections. Balloting will take place for a 24-hour period at the UConn Health. Other sites and times shall be determined by the Elections Committee.~~

~~For members with reasonable justification of unavailability on Election Day, absentee ballots will be made available for at least fifteen days before the election and must be returned by 5:00 p.m. the day before the election.~~

1. Only members in good standing may be nominated or elected as Delegates to the AFT Convention, AFTCT Convention, Connecticut State AFL-CIO Convention, AFT-CT Executive Council Delegate Assembly, the Greater Hartford Labor Coalition, the Greater Bristol Labor Federation Council, Eastern CT Area Labor Federation.
2. Delegates shall be elected by the following procedure:
 - a. Notice of the right to make a nomination shall be given a prominent place in a Local publication and/or bulletin boards.
 - b. All names in nomination shall be submitted to the Elections Committee by February 1.
 - ~~c. Written notice announcing the time and place of election of delegates must be mailed to each member at least fifteen days prior to the election.~~
 - ~~d. The election shall be by secret ballot.~~
 - ~~e. Determination and allocation of all expenses shall be determined by the Executive Committee prior to the election.~~
 - c. Delegate selection will be ranked in order of total votes received.
- d. The President shall be the Ranking Delegate.
- e. After the election of Delegates, the Executive Committee shall have the right to appoint Delegates from among the members in good standing to fill any remaining vacancies.

The UHP Executive Board Recommends Concurrence

Proposed Constitutional Amendment #6

ARTICLE XV. AVAILABILITY OF CONSTITUTION

Section 1. Three copies of the Constitution, and all future amendments, shall be submitted to the national office of the American Federation of Teachers.

Section 2. Copies shall be made available to other affiliated organizations upon request.

Section 3. **The current UHP Constitution shall be accessible online via the UHP website. Printed copies shall be made available to members in good standing.** ~~Each member shall receive a copy of the Constitution, and any amendments or revisions.~~

The UHP Executive Board Recommends Concurrence

Proposed Constitutional Amendment #7

ARTICLE X. REVENUES

Section 1. A member shall automatically lose rights when in arrears for more than two weeks. A member shall automatically be reinstated at such a time as he/she is no longer in arrears.

Section 2. The Executive Committee shall have the discretion to establish a fee-for-service mechanism to help defray expenses associated with providing representation to an employee who is covered by the UHP contract but is not a member in good standing.

~~Section 2. — Any Bargaining Unit member shall have the right to object to the expenditures of a portion of his dues money/agency fee for activities or causes primarily political in nature. The approximate proportion of dues/fees spent for political purposes shall be determined by the Treasurer. The member may perfect his objection by individually notifying the Treasurer of his objection by registered or certified mail; provided however, that such shall be timely during the fourteen days following each annual notice in the Alliance of a call for Agency Fee objections. This notice occurs annually after the auditor's report is received. The dues percentage shall be reimbursed. An objection may be continued from year to year by individual notification given during each annual fourteen day period. If an objecting individual is dissatisfied with the approximate proportional allocation made by the Treasurer, or the disposition of his objection by the Treasurer, he may appeal directly to the Executive Committee.~~

The UHP Executive Board Recommends Concurrence