

Below are the UHP Constitutional Amendments submitted for consideration. Please bring them to the UHP Annual Business Convention, which will be held on April 21, 2017, 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

Article I. NAME

This organization shall be known as University Health Professionals (UHP) Local 3837, AFT (American Federation of Teachers), AFTCT (American Federation of Teachers-Connecticut) AFL-CIO; affiliated with the AFT Healthcare, AFT Public Employees, the Greater Hartford ~~Central Labor Council (GHCLC)~~ **Labor Federation (GHLF)**, and the Bristol Labor Council **Federation (GBLF)**, and **Eastern CT Area Labor Federation (Eastern CT ALF)**.

The UHP Executive Committee Recommends Concurrence

Proposed Constitutional Amendment #2

Article II: OBJECTIVES

Section 2. To obtain for professional employees all of the rights and privileges to which they are entitled in a free society and to fight all forms of bias, due to age, race, creed, sex, and social, political, or economic status, ~~or~~ national origin, **or sexual orientation**.

The UHP Executive Committee Recommends Concurrence

Proposed Constitutional Amendment #3

Article III: MEMBERSHIP

Section 3. In jurisdictions where there is no **retirees** local, any worker or **UHP** Bargaining Unit member who has retired from the Health Center or who has been laid off or who is on an unpaid leave or who has left the Health Center for any reason may be admitted as Associate Member without voting rights or the right to hold office, but with the right to participate in benefits such as insurance, travel, discount programs, and local publications **and may serve as a non-voting member on all UHP Committees**.

The dues for Associate Members shall be \$25.00 per year.

Proposal withdrawn by maker

Proposed Constitutional Amendment #4

Article III: MEMBERSHIP

Section 4: No discriminations whatsoever shall ever be shown toward individual members or applicants for membership because of age, race, sex, religious faith, or political acts or beliefs, **or sexual orientation.**

The UHP Executive Committee Recommends Concurrence

Proposed Constitutional Amendment #5

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 the event that an Officer position receives no nomination, the new Executive Committee (beginning the following July 1st) 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 30th of the following year). This officer position will participate in the next regularly scheduled election, with the term being for one year beginning July 1st and ending the following June 30th. The election for this Officer position will then return to its regularly scheduled election year.

The UHP Executive Committee Recommends Concurrence

Proposed Constitutional Amendment #6

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. 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 ten business days (Monday thru Friday, 9am – 5pm) commencing one week prior to 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 Committee Recommends Concurrence

Proposed Constitutional Amendment #7

Article V: DUTIES OF OFFICERS

Section 4: Shall supervise the collection of dues/fees and act as custodian of all monies in the possession of the Local; shall keep accurate records of all receipts and disbursements; shall keep office expenditures; **shall process payroll for office staff and officers; shall have access and review bi-weekly time reports of all released Officers**; shall disburse the funds as directed by the Local, and shall report current budget and audit information at ~~membership meetings~~ **the Annual UHP Business Convention or by appointment at the request of any member.**

The Treasurer shall also serve as Chair of the Finance Committee **and the Investment Committee.**

In addition, the Treasurer shall serve as non-voting Chair of the Compensation Sub-Committee.

The UHP Executive Committee Recommends Concurrence

Proposed Constitutional Amendment #8

Section 6: Vice President for Membership Activities: Shall be responsible for coordinating professional issues for the Local, social activities, good & welfare, benefit packages and new employee orientations.

The Vice President for Membership Activities shall serve as Chair of the Social Committee and the Scholarship Committee.

The UHP Executive Committee Recommends Concurrence

Proposed Constitutional Amendment #9

Section 10: Vice President of Community Outreach: **Shall chair the Community Outreach Committee and** be responsible for promoting the interests of UHP to community organizations and businesses.

The UHP Executive Committee Recommends Concurrence

Proposed Constitutional Amendment #10

Section 13: Transition of Officers: When the position of President and/or First Vice President changes hands, the incoming officer will be offered one week of union release before taking office, to ensure a seamless transition for the membership.

When the position of Treasurer or Chief Steward changes hands, the incoming officer will be offered two days' union release before taking office, to ensure a seamless transition for the membership.

The UHP Executive Committee Recommends Concurrence

Proposed Constitutional Amendment #11

Article VI: COMMITTEES

Section 4: Legislative and Political Activities Committee (LPAC): To inform and train the membership about issues of political activity and legislation. ~~To endorse political candidates.~~

The UHP Executive Committee Recommends Concurrence

Proposed Constitutional Amendment #12

Section 5: Social Committee: To have fun and bring the membership together in situations other than those related to work in order to develop and promote a sense community.

Section 5a: Scholarship Committee: To develop criteria, read and rate scholarship applications, determine number and amount of scholarships to be awarded based on available / allocated budget.

The UHP Executive Committee Recommends Concurrence

Proposed Constitutional Amendment #13

Proposal is to insert a section in Article VI under section 9 to be called section 10. The current section 10 will move down to become section 11 and currently section 11 will move down to be the new section 12.

Section 10: Community Outreach Committee: The community outreach committee will be responsible for working towards the goals of promoting the interests of UHP to community organizations and businesses. This outreach by the committee will include but will not be limited to: community organizations, local politicians and other organizations that also help give back to the community and are also willing to work to help support UHP when needed.

Section 11: Any committee formed which serves the special interests of only a specific segment of the union membership and can claim membership of at least 10% of the total unit membership is eligible to be a standing committee as long as it continues to represent at least 10% of the total unit membership.

Section 12: A committee shall become a standing committee by simple majority vote by secret ballot of the Executive Committee membership present at a regular or special meeting, provided that notice of the proposed change of status has been submitted, in writing, to the Executive Committee and was generally distributed among the Committee membership at least four weeks prior to the meeting at which the vote is to take place. A quorum for this meeting shall be three-quarters of the Executive Committee membership. If the committee is dissatisfied by the action taken by the Executive Committee, it may appeal directly to the Union membership at any meeting of the Local, provided that a copy of the proposed change of status has been submitted, in writing, to the Executive Committee at least four weeks in advance of the meeting. Notification of a proposed change of status shall be distributed to the membership by the Corresponding Secretary, with the notice of a meeting at least two weeks in advance. A quorum for such a meeting shall consist of 20% of the membership in good standing. Passage requires a simple majority vote of those present.

The UHP Executive Committee Recommends Concurrence

Proposed Constitutional Amendment #14

Article VIII: THE EXECUTIVE COMMITTEE

Section 9: The Executive Committee shall exercise prudent fiscal management of the Union treasury and assets, shall adopt an annual budget, and conduct ~~an financial review or audit at least~~ every year. Budget and audit information be made available at the Annual UHP Business Convention.

The UHP Executive Committee Recommends Concurrence

Proposed Constitutional Amendment #15

ARTICLE IX: MEETINGS

Section 3: Special meetings of the Local or special meetings of the Executive Committee may be called at any time by order of the President, by petition of five or more members of the Executive Committee, or by petition of twenty-five or more members of the Local. Any petition shall state the reason for the call, shall specify the date and location of the meeting at least fifteen days in advance, and shall be sent to all members of the Local or to all members of the Executive Committee for a special meeting of the Executive Committee.

Special meetings for the purpose of providing information to the membership which do not allow for petition of at least 15 days in advance will be posted on the UHP Website, UHP Facebook Page, Flyers on the designated Bulletin Boards, scheduled informational Tables and through Union Representatives.

Proposed Constitutional Amendment #16

ARTICLE XI: AFFILIATION

This Local shall be affiliated with, and participate actively in:

1. The American Federation of Teachers
2. The American Federation of Teachers-Connecticut
3. The Connecticut State AFL-CIO
4. The Greater Hartford Labor ~~Council~~ **Federation**
5. The **Greater** Bristol Labor ~~Council~~ **Federation**
6. **Eastern CT Area Labor Federation**

The UHP Executive Committee Recommends Concurrence

Proposed Constitutional Amendment #17

ARTICLE XVII: DELEGATES

Delegate elections shall take place between February 15 and April 30 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 Center**. 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, AFTCT Executive Council, the Greater Hartford ~~Central~~ Labor **Federation Council**, 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.
- f. Delegate selection will be ranked in order of total votes received.
- g. The President shall be the Ranking Delegate.
- h. 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 Committee Recommends Concurrence