

CONSTITUTION OF THE CNM EMPLOYEES UNION
(As amended, July 28, 2016)

ARTICLE I, NAME

This organization shall be known as the CNM Employees Union, Local 4974

ARTICLE II, OBJECTIVES

The purpose of this organization shall be:

2.1 To bring Union members together for mutual assistance and cooperation.

2.2 To obtain for employees the rights and respect to which they are entitled.

2.3 To promote *professional standards in education* and to create an environment essential for the most productive professional service and learning conditions.

2.4 To promote equal rights within the institution and defend against discrimination based on sex, age, religion, creed, national origin, sexual preference, or political activities.

2.5 To obtain for all faculty and staff the salary and working conditions, commensurate with the duties, dedication and professionalism expected of us.

2.6 To promote faculty and staff decision making in the administration of the college.

2.7 To promote an open environment for faculty, staff and students to express their needs, desires and ideas.

2.8 To encourage cooperation with faculty and staff of other colleges to promote better working conditions and learning environments for all.

2.9 To encourage cooperation with other labor organizations and their members.

ARTICLE III, MEMBERSHIP

3.1 All faculty and non-management staff within officially recognized bargaining units are eligible for membership in the Union.

3.2 Supervisory personnel, confidential employees, and management employees, as defined in the New Mexico Public Employee Bargaining Act, shall not be eligible for Union membership. Members promoted to supervisory positions will be removed immediately from active membership on the effective date of the promotion and will be recognized as retired members.

3.3 Any member who fails to pay dues upon their expiration (plus a grace period of thirty (30) days) shall not be in good standing and shall be dropped from the rolls and their names removed from the records of the Union.

3.4 In matters that affect ~~the~~ each bargaining unit, only members within such bargaining unit and in good standing within the Union may vote.

3.5 The Union shall not discriminate against an individual member or applicants for membership because of race, creed, religion, sex, sexual preference, age, political activities or national origin.

3.6 A member may be expelled for acts detrimental to the Union upon presentation of written charges signed by at least one-fourth (1/4) of the total membership and approved by at least two-thirds (2/3) of the Executive Council. The member shall have the right to appeal the decision to the membership at the next general membership meeting and shall be reinstated with full rights if a simple majority of the members present vote to reinstate.

ARTICLE IV, OFFICERS

4.1 The following officers shall be elected bi-annually by this Union:

4.1.1 President

4.1.1.2 Executive Vice President

4.1.2 Bargaining Unit Vice-Presidents, one from each recognized bargaining unit

4.1.3 Secretary

4.1.4 Treasurer

4.2 No one shall be elected an officer of this Union unless she or he has been a member of this local Union for at least one (1) year prior to the beginning of the term of office. For the first two (2) years at-large membership will apply.

4.3 The offices of President, Treasurer, Secretary and Labor Delegate may be held by any member meeting the criteria of section 4.2

4.4 Vice Presidents for each bargaining unit shall be elected from among and by the members of each bargaining unit.

ARTICLE V, DUTIES OF OFFICERS

5.1 Duties of officers and standing committees shall be defined in the by-laws.

ARTICLE VI, ELECTION OF OFFICERS

6.1 All officers shall be elected for two-year terms.

6.1.1 After the regular election of Spring 2007 and beginning in 2010, the President, Treasurer, Vice President of Full-time Faculty and Vice President of Instructional Support will be elected in even number years.

6.1.2 The above terms (in 6.1.1) which are to begin March 2007 will be for three years.

6.1.3 The Executive Vice President, Secretary, and Vice President for Part-time Faculty will be elected in odd numbered years.

6.2 Nominations for officers shall be made at least 30 days before the regular Spring membership meeting.

6.2.1 Notice shall be provided to all eligible voters in writing at least sixty (60) days prior to the Spring membership meeting that nominations will be in order.

6.2.2 Nominations shall be submitted in writing and accompanied by a petition signed by at least ten (10) members in good standing.

6.3 Voting shall be conducted by secret mail-in ballot or by secret ballot cast in person at the regular Spring membership meeting.

6.3.1 A simple majority of the members voting and eligible to vote for that office shall elect.

6.3.2 If no candidate receives a majority of the votes, a run-off election between the two (2) candidates with the greatest number of votes shall be conducted.

6.4 Officers will take office immediately.

6.5 Interim vacancies in any office shall be filled by the Executive Council.

6.6 The following procedure shall be used to recall an officer:

6.6.1 Presentation to the Executive Council of a petition requesting a recall election signed by one-third (1/3) of the members in good standing.

6.6.2 The Executive Council shall, within fifteen (15) days of the receipt of such a petition, announce to the membership the time and place of the recall election. The membership must be given at least fifteen (15) days prior notice of such election and the election must be held within forty-five (45) days of receipt of the recall petition.

6.6.3 A vote of two-thirds of the membership voting in the recall election shall be required to recall an officer.

ARTICLE VII, COMMITTEES

7.1 The following standing committees shall be active in this Union: (1) Membership Committee; (2) Negotiations Committee; (3) Grievance Committee; (4) Finance and Budget Committee-

7.2 The following special committees may be appointed: (1) Audit Committee; (2) Election Committee, (3) Education Committee; (4) Legislation Committee; (5) Social Committee.

7.3 Chairs of each of the standing committees and of all special committees shall be appointed by the President with the consent of a majority of the other elected officers.

7.4 Members of each committee shall be appointed by the chairperson of each committee with the consent of the President.

ARTICLE VIII, THE EXECUTIVE COUNCIL

8.1. The Executive Council of this Union shall consist of the following:

1. All elected officers
2. Chairs of standing and special committees

8.2 A quorum shall consist of at least three (3) members of the Executive Council in attendance.

8.3 The Executive Council shall administer the policy of this Union as set by the membership at regular meetings. It shall have the power to act for the good of the Union in emergency situations where the policy cannot be set by the membership.

8.4 The chair of the Executive Council shall be the President of the Union.

8.5 The Executive Council shall have the power to make contracts and incur liabilities which may be appropriate to enable it to accomplish any or all of its purposes.

8.6 The Executive Council shall report its activities at each regular membership meeting when requested. If any nonmembers are present the Executive Council minutes will not be read.

8.7 The Executive Council shall enact changes to the Bylaws by a two-thirds vote.

ARTICLE IX, AFFILIATIONS

9.1 This Union may maintain affiliation with and, whenever possible, send delegates to the following organizations:

9.1.1 The Bernalillo County AFL-CIO Central Labor Council: The President and Vice-President may serve the Union as delegates to this assembly.

9.1.2 The New Mexico Federation of Labor The President and Vice-President may serve as delegates of the Union to the AFL-CIO State Convention.

9.2 All delegates shall make reports to the Executive Council on meetings attended.

9.3 Every reasonable effort shall be made by this Union to pay the legitimate expenses of delegates to meetings and conventions of affiliated organizations.

9.4 Delegates to affiliated organizations shall meet the same requirements as officers of the local.

ARTICLE X, MEETINGS

10.1 Membership meetings shall be held at least once each semester with the time and place to be determined by the President. Notification must be made to the membership at least seven (7) working days prior to the meeting. A quorum shall consist of twelve members in good standing.

10.2 Special membership meetings may be called by the President.

10.3 Regular meetings of the Executive Council shall be held at least once each month at a time and place determined by the Council. The membership must be notified in advance of meetings.

10.4 Emergency meetings of the Executive Council may be called by the President. The membership need not be notified in advance of special meetings. Every reasonable effort must be made to contact all members of the Executive Council.

ARTICLE XI, FINANCE AND BUDGET

11.1 Local Union dues shall be determined each year by provisions contained in this document's By-Laws.

11.2 An annual budget shall be prepared by the Finance and Budget Committee and approved by the Executive Council.

ARTICLE XII, RULES OF ORDER

12.1 Roberts Rules of Order, Revised, shall govern in all cases not covered by this Constitution or the By-Laws of this Union.

ARTICLE XIII, AMENDMENT

13.1 An amendment to this constitution may be proposed by any member in good standing of the CNM Employees Union.

13.2 The proposed amendment shall be submitted (in writing) to the membership and executive council at least 30 days prior to any membership meeting.

13.3 Amendments must receive a simple majority vote of members in attendance to be adopted.

ARTICLE XIV, AVAILABILITY OF THIS CONSTITUTION

14.1 Copies of this Constitution may be made available to other affiliated organizations upon request.

14.2 Copies of this Constitution shall be provided to all members of this Union.