

BYLAWS
Oregon Conference of the American Association of University Professors
(AAUP-Oregon)

Adopted October 26, 2013

Amended July 28, 2018

Article I- Conference Dues

1. Conference dues rate shall be .15% of annual salary for all members in AAUP chapters and for individual members. Conference dues shall be 0.09% of annual salary for all members in joint AAUP-AFT chapters.

Article II- Re-convention of the Conference

1. Election of Officers
 - a. This section shall provisionally replace Constitution Article VII- Election of Officers and Article VI- Officers Section 3 in order to select officers to the re-commenced conference until the first election can be held.
 - b. A temporary slate of interim officers shall be nominated by the participants at the Fall 2012 Oregon conference planning session from a list of interested parties employed in institutions in Oregon that would seek affiliation with the Conference.
 - c. An Interested party is a faculty member employed in an Oregon institution attending the Conference planning meeting with an interest in his organization's affiliation with the Conference.
 - d. Nominees who accept the nomination shall be placed on the ballot for Conference officer positions on an interim basis.
 - e. The interim positions shall remain in place until the first constitutional election after the Conference re-convenes.
 - f. Nominees will be elected by a majority of the interested parties in attendance at the Fall 2012 planning meeting, or via another balloting method adopted by the participants of that meeting.
 - g. Holding of an interim office shall not affect eligibility for subsequent election to that officer for two successive full terms pursuant to Article VI of the Constitution.
2. Executive Committee Vacancies
 - a. A vacancy in any Executive Committee position may be filled by appointment of the Conference President, after discussion with the Executive Committee, whether in person or electronically of potential candidates; and ratification of a majority of the Executive Committee members. An Executive Committee member so appointed shall serve the remainder of the term of office as prescribed by the Constitution and Bylaws.
3. Duties of Interim Officers

- a. The interim officers shall be responsible for amending the current Conference Constitution and Bylaws as necessary pursuant to Article XVI of the Constitution.
 - b. The interim officers will organize the first Conference meeting, coordinate participation in the Conference meeting and facilitate the election of officers.
 - c. The interim officers may form committees around the functions of their office, and draft preliminary plans for the functioning of their elected positions. As possible, officers will act as officers of the Conference and begin work on the Conference's objectives.
 - d. The interim officers shall create a provisional budget and staffing plan for commencement of the Conference.
4. Conference Re-convention
- a. The Oregon Conference of the AAUP shall reconvene and shall begin dues collection upon the ratification of the Collective Bargaining Agreement between United Academics and the University of Oregon by the membership.
 - b. The Conference shall collect dues from UO members from the first paycheck immediately following ratification.
 - c. The Conference shall collect dues from all other affiliated chapters from the paycheck immediately following ratification of the UO CBA, or as soon thereafter as possible.
 - d. Individual members will be contacted via email at the email address provided on their conference membership form with notice that payment must be received within 60 days for membership for continue.
5. Phase In of Conference Dues- CB Chapters
- a. Procedures
 - i. United Academics of UO shall provide immediate notice to AAUP-Oregon of ratification of the AAUP/AFT Collective Bargaining Agreement.
 - ii. The Conference will notify all other affiliated chapters of the commencement of the Conference and shall request rosters of members from all affiliated chapters institutions within 10 days of (i).
 - iii. The Conference shall charge dues and fees annually, to all members, whether in chapters or individual.
 - b. Phased dues- CB Chapters
 - i. Regular Conference dues shall commence at .05% of member annual salary, deducted and payable monthly through payroll deduction, or payable annually to the Conference by the Chapter if the Chapter does not use payroll deduction.
 - ii. Regular Conference dues shall increase to 0.1% on the one-year anniversary of Conference reconvention.
 - iii. Regular Conference dues shall increase to 0.15% on the two-year anniversary of Conference reconvention.

- c. Phased Dues Rate- CB Chapters with joint affiliation agreements
 - i. CB Chapters with joint affiliation agreements shall pay phased-in dues in the same manner described in (b) above until reaching the rate set in Article 1 of these Bylaws.
6. IRS 501 (c) 5 status
 - a. Application for IRS tax-exempt status shall be made upon the receipt of revenue pursuant to this section.

Article III- Conference Staff and Resources

1. Acting on behalf of the Conference, the Interim Officers or the Executive Committee may hire staff to be responsible for the day-to-day operation of the Conference as well as the organization's long-term strategic mission.
2. The Conference may reach agreement to share certain staff and resources with affiliate chapters and/or other organizations, as and if agreed to in a separate written agreement by those staff, through a written Shared Resource Agreement that delineates expense items, purpose of those expenses and their allocation for the Annual Conference Statement of Chargeable and Non Chargeable Expenses as required by Chicago Teachers Union. Local No. 1. AFT. AFL-CIO v. Hudson, 475 U.S. 292, 106 S.Ct. 1066 (1986). That agreement shall be adopted by the AAUP-Oregon Executive Committee.
3. Any shared resources shall not be co-mingled with Chapter resources, and their use shall be administered in such a way that the Conference can accurately track expenses for Conference activities.
4. Conference staff, if any, shall report to the Conference President. The Executive Committee shall develop job descriptions and policy related to any Conference staff, and recommend any changes in bylaws that will best facilitate the employment of staff.

Article IV- Contributions

The Conference is authorized to receive contributions from any donor provided that the Executive Committee determines that the conditions or purposes of any contribution are consistent with mission and objectives of the Conference as stated in the Constitution and do not create a conflict of interest.

Article V- Communications with Members

Unless required by law, all communications shall be made to Conference membership via email. Conference members shall be responsible for providing a current email address to the Conference for the entire duration of their membership. The Conference shall not be responsible for email communications sent to non-functioning email addresses.

Article VI- Grievance Procedures

1. Should a conference member have a grievance against the Conference, she/he may file a complaint through this procedure and seek redress from the Executive Committee by the filing of a complaint, in writing, to the Vice President for Academic Freedom and Governance within 120 days of the alleged occurrence giving rise to the grievance, with sufficient detail that the hearing committee described below can clearly understand the nature of the complaint. All related documents and related materials should be included. This complaint must be signed and include a statement of the remedy sought. If the Vice President for Academic Freedom and Governance feels there is a prima facie case in the complaint, the VP will appoint a hearing committee as described in (2) below within one calendar month of receipt of such request.
2. The Vice President for Academic Freedom and Governance shall appoint a hearing committee comprised of three members – who are not members of the Executive Committee- from at least two affiliate chapters. The hearing committee shall hold a hearing that shall provide basic due process protections, but need not be bound by formal rules of legal evidence. The remedy awarded shall be at the discretion of the hearing committee. The hearing committee must make its final report to the VP of Academic Freedom and Governance within three calendar months of its formation, excluding the period between June 15th and September 15th. The hearing committee's decision will be final and binding on the Conference unless appealed by an original party to the proceedings.
3. If a written request for appeal is lodged with the Executive Committee within one academic calendar month of the issuance of the final report of the hearing committee, the appeal will be a vote of the Conference delegation at the next annual conference meeting. The vote will be taken on whether or not to accept the final recommendations of the hearing committee. If the vote sustains the hearing committee, their recommendations shall become final and binding on the Conference.
4. If the vote fails to sustain the recommendation of the hearing committee, the General Membership shall elect an Appeals Committee of five members, none of whom shall be members of the Executive Committee nor the hearing committee. Original parties to the proceedings will have the right to re-argue their respective cases to the Appeals Committee no later than three calendar months following the General Membership vote. The remedy awarded by the Appeals Committee will be final and binding.

Article VII – Conflicts of Interest

Officers and staff of the Conference shall avoid conflicts of interest, or the appearance of conflicts of interest.

Article VIII - Additions or Revisions to Bylaws

Revisions or additions to the bylaws may be proposed by the Executive Committee, or by a petition to the Executive Committee signed by 10 percent of Conference members. A proposed text shall be circulated among the members of the Executive Committee, 15 days prior to submission to the Executive Council of the final text for voting. A majority vote of the votes that can be cast by Executive Committee shall be necessary for approval. Within fifteen days of the Executive Committee vote, revisions to the bylaws shall be sent to the membership to the email addresses on record. The membership will then have fifteen days to call for a recall of the revisions and additions. In order to file a recall, the membership must present a recall petition signed by 10 percent of members. Within fourteen days of receipt of the recall petition, the Executive Committee will meet again to discuss the recall. The recall meeting will be open to the membership and the membership must be notified of this meeting at least ten days in advance.