

Pass (4) New

Constitutional Amendment : UPTE-CWA 9119 Constitution Article IX: Bargaining Conference

Proposal to add language for disciplinary action of bargaining committee members whom are found to act against the unions interest:

Section 10. The systemwide Executive Board shall ensure that adequate contract mobilization resources are allocated and shall set up all necessary means of communications between mobilizers, bargainers, and union officers.

Section 11. Bargaining committee conduct, discipline, and removal

A. The bargaining committee members shall conduct themselves as representatives of UPTE, and as such follow rules set out by the bargaining chairperson as per the systemwide executive board. Misconduct shall be reported to the bargaining chairperson as soon as possible. The bargaining chairperson shall report misconduct to the systemwide executive board as well as the bargaining committee members' respective local chapter president.

B. Misconduct may rise to the level of temporary suspension or immediate removal from the committee. A two thirds majority vote from members of the bargaining committee and a simple majority of the systemwide executive board is required for suspension or removal.

C. If the bargaining chairperson does not want to call the matter to a vote, any member of the bargaining committee may raise an objection. The decision to bring the matter to a vote then defers to the systemwide executive board, who by simple majority vote may press a vote by the bargaining committee. The vote to discipline the bargaining committee member then passes back to the bargaining committee for a two thirds majority vote. If passed, the matter will return to the systemwide executive board, who by simple majority vote, may discipline, temporarily suspend, or immediately dismiss the member.

D. If the misconduct charge does raise to the level of immediate removal, the member charged will be immediately suspended pending the final vote from the systemwide executive board. The final decision from the systemwide executive board must be conducted within 45 days from the time of charge.

E. A misconduct charge shall follow the criteria set out as follows:

1. Does this harm UPTE-CWA 9119's ability to negotiate a contract beneficial to its members?
2. Is this a specific, measurable, definable, relevant, and timely harm?
3. Is the charge corroborated or provable?
4. Is there no other more appropriate means of discipline?