

BYLAWS OF THE TC3 ADJUNCT ASSOCIATION

I. DUES

1. The dues rate for adjunct faculty shall be determined by the Executive Council and subject to a ratification vote by the membership. Members shall be obligated to pay dues once the first collective bargaining agreement has been implemented.
2. The dues rate may be changed by a simple majority vote of the General Membership after reasonable notice to the members, or by majority vote of members in a membership referendum. The Elections Committee shall determine the procedures for a vote of the members to change the dues rate.

II. NOMINATION OF OFFICERS, ELECTION OF OFFICERS, AND TERMS OF OFFICE

1. Nominations

- a. Only members in good standing shall be eligible to nominate, and be nominated, as candidates for office.
- b. Nomination procedures, including which Union offices are to be filled and the time, place, and proper form for the submission of nominations shall be announced to the members of the Union at least ten (10) days prior to the commencement of the nominations procedure.
- c. Members in good standing shall have the opportunity to nominate themselves or other candidates for office.
- d. Members of the Elections Council are not eligible for nomination to office.

2. Executive Council and Officer Elections

- a. Elections of officers and members of the Executive Council officers shall be conducted by secret ballot in accordance with the Labor-Management Reporting and Disclosure Act (LMRDA), also known as the Landrum-Griffin Act.
- b. All members in good standing shall be notified of the election at least fifteen (15) days in advance.
- c. The results of the election shall be announced to the members as soon as feasible but, in any case, no later than one (1) week after the counting of the ballots.
- d. The Secretary shall maintain all election records for one (1) year.
- e. No member shall hold more than one (1) office at a time.
- f. Union funds shall not be used by any candidate in his/her campaign for election to a Union office.

g. The Elections Committee shall provide a complete list of the Union membership, including the most current contact information available to the Union, to each candidate for office.

3. Election Protest Procedures

a. Any member in good standing may protest the general election of officers based upon an irregularity in the election procedure by submitting a letter that describes such irregularity to the Chair of the Elections Committee immediately upon the protestor becoming aware of the alleged irregularity.

b. The Elections Committee shall be responsible for reviewing any protest or alleged irregularity and shall determine the merits of such protest or allegation as well as any necessary action for resolution (e.g., another election). The determination of the Elections Committee on all protests or alleged irregularities shall be final.

4. Officer Recall Procedures

a. A recall election may be initiated by any member in good standing by a recall petition stating the reasons for the proposed action and signed by twenty-five percent (25%) of the members. The signers of the petition must be members in good standing.

b. A petition demanding a recall election shall be presented to the Executive Council through the Secretary, who shall verify that each signer is a member in good standing.

c. Whenever feasible, the members who served on the Elections Committee during the last general election shall be re-appointed for a recall election. Recall elections shall be completed no later than thirty (30) days after the authenticity of the petition has been certified.

d. An officer may be removed by a two-thirds (2/3) majority of those casting ballots.

e. When a vacancy occurs due to a recall election, the position shall be filled according to the procedures listed below under Succession of Officers.

5. Succession of Officers

a. In the event the President cannot complete his/her term, his/her vacant position shall be filled by the Vice President.

b. If any other office of the Executive Council becomes vacant, it shall be filled by appointment of the Executive Council until the next election is held by the General Membership.

III. RATIFICATION OF COLLECTIVE BARGAINING AGREEMENTS , VOTES, AND GENERAL MEMBERSHIP VOTES

1. Approval of any Collective Bargaining Agreement with Tompkins-Cortland Community College and the Counties of Cortland and Tompkins shall be determined by a majority of the votes cast by the members of the Union. A copy of the proposed Collective Bargaining Agreement, a summary of the proposed Collective Bargaining Agreement, or a Memorandum of Agreement shall be distributed to all

members in good standing no less than fifteen (15) days prior to the vote on its ratification. The vote shall follow at least one (1) meeting of the General Membership. The Elections Committee shall determine the specifics of the ratification vote.

2. Delegates to the NYSUT Representative Assembly and other affiliates shall be elected by secret ballot in a manner consistent with the Constitution and Bylaws of the appropriate state and national organizations and with the Landrum-Griffin Act.

3. All other votes put before the General Membership shall follow at least one (1) meeting of the General Membership. The meeting agenda shall include the issues to be voted upon by the General Membership. The Elections Committee shall determine the date for the return of the ballots.

IV. PROTECTION OF RIGHTS OF MEMBERS

1. Every member of the Union shall have equal rights and privileges to nominate candidates for office, to vote in elections or referenda open to the general membership, to attend General Membership meetings, and to participate in deliberations and discussions about the business of the Union open to the General Membership.

2. The Union shall not discriminate against any individual or group of individuals on the basis race, religion, age, national origin, sex, sexual orientation, gender identity or expression, disability, veteran status, political affiliation, or political activities/beliefs.

VI. AMENDMENTS

1. Amendments to the TC3AA Constitution and Bylaws may be proposed by a majority of the Executive Council or by petition of at least twenty percent (20%) of the membership.

2. A two-thirds majority vote of the General Membership is required for adoption of amendments to the TC3AA Constitution as described in the TC3AA Bylaws, Article III, Section 3.

3. A simple majority vote of the General Membership is required for adoption of amendments to the TC3AA Bylaws as described in the TC3AA Bylaws, Article III, Section 3.

VII. DISSOLUTION

In the event of the dissolution of the Union, the AFT Constitution shall be the governing document.

VIX. INITIAL ADOPTION

Initial adoption of the TC3AA Constitution and Bylaws shall be by a majority of the votes cast in a mail ballot election which shall conclude no later than ten (10) days following the distribution of the ballots.