

# SANTA ROSA JUNIOR COLLEGE ALL FACULTY ASSOCIATION CONSTITUTION

## PREAMBLE

*For purposes deemed good and wise, we faculty members in the Sonoma County Junior College District herewith form the Santa Rosa Junior College All Faculty Association, incorporated as a non-profit organization according to the requirements of the State of California. The goal of this organization is to represent ALL regular, probationary, temporary and associate faculty in the Sonoma County Junior College District in matters relating to employment conditions and employer-employee relations including, but not limited to, wages, hours, and other terms and conditions of employment, pursuant to California State law and our own sense of professional responsibility.*

## ARTICLE I. NAME

Section 1. The name of this organization is the **Santa Rosa Junior College All Faculty Association Incorporated** (herein called the **All Faculty Association**).

## ARTICLE II. MEMBERSHIP

Section 1. Membership is generally available to all regular, probationary, temporary and associate faculty employees of the Sonoma County Junior College District, except those employees defined as supervisory, or management personnel pursuant to Chapter 10.7 of the California State Government Code. However, the **All Faculty Association** may establish in its bylaws other reasonable restrictions regarding who may join the **All Faculty Association** and may make reasonable provisions for the dismissal of individuals.

Section 2. Each member of the **All Faculty Association** is entitled to one vote on issues presented to the membership.

Section 3. Membership in other professional organizations does not prejudice **All Faculty Association** membership.

Section 4. Membership is on an individual basis and continues on payment of membership approved annual dues and Executive Council levied special assessments.

## ARTICLE III. ASSOCIATION DUES AND ASSESSMENTS

Section 1. The maximum for annual dues as a percentage of the gross income of the individual in the bargaining unit shall be proposed by the Executive Council after due consideration of the projected cost of the level of service desired by the membership. The membership will then approve or disapprove any change to this maximum by a vote decided by a majority of those members voting.

Section 2. Annual dues shall be set by the Executive Council as a percentage of the gross income of the individual in the bargaining unit, but shall not exceed the maximum for annual dues approved by the membership.

Section 3. When a financial emergency is deemed to exist by a 2/3 vote of the Executive Council, the Council may levy a special assessment, which shall be considered separate and independent of regular dues.

#### **ARTICLE IV. EXECUTIVE COUNCIL**

Section 1. The authority to govern the **All Faculty Association** is vested in an Executive Council of nineteen members. Each member of the Executive Council shall be a member of the **All Faculty Association**. All members of the Executive Council shall commit themselves to deliberative discourse and impartial consideration of the interests of all faculty in AFA's bargaining unit. The Council has the authority to determine policy and direct the operation of the **All Faculty Association**.

Section 2. The Executive Council shall be composed of eleven contract faculty (including regular, probationary, or temporary faculty) and eight associate faculty. The composition of the Executive Council shall be established in a manner consistent with Article IV, Section 4, of the AFA Constitution. The members of the Executive Council shall be elected by the members of the **All Faculty Association** as follows:

- A. Eleven contract faculty members are elected by the contract faculty members (including regular, probationary, or temporary faculty).
- B. Eight associate faculty members are elected by the associate faculty members.

The Bylaws shall determine the timelines of elections and the basis of representation.

Section 3. The Executive Council is empowered to create all Bylaws and rules necessary for the operation of the **All Faculty Association**. Approval or deletion of any Bylaw shall require an affirmative vote of two thirds of the Executive Council.

Section 4. Each Council member shall be elected for a term of two years. The Bylaws shall determine the dates and methods of election, and limitation on terms of office.

Section 5. The **All Faculty Association**, in whatever way shall be deemed appropriate and reasonable, may compensate members for participation in regular Council activities.

#### **ARTICLE V. OFFICERS**

Section 1. The Executive Council shall have a President, two Vice-presidents, a Secretary/Treasurer, a Conciliation/Grievance Officer, and a Chief Negotiating Officer. These are the officers of the **All Faculty Association**. Their terms of office shall be determined in the Bylaws. The Council may institute a President-Elect position according to the provisions in the Bylaws.

Section 2. The Council officers shall be elected through majority vote of the Executive Council, according to the provisions put forth in the Bylaws.

Section 3. Duties of Officers shall be as stated in the Bylaws.

Section 4. **All Faculty Association** officers may be given compensation. The amount and type of compensation shall be determined by the Executive Council after due consideration of **All Faculty Association** resources.

## **ARTICLE VI. GENERAL MEETINGS**

Section 1. There shall be at least one general meeting each semester. Upon written request of twenty-five (25) members of the **All Faculty Association**, or whenever deemed necessary by the Council, general **All Faculty Association** meetings shall be called and publicized by the Secretary/Treasurer.

Section 2. The Executive Council shall call a general meeting of the **All Faculty Association** within 15 working days of the conclusion of negotiations for the purpose of discussing the tentative agreements reached with the District.

## **ARTICLE VII. RATIFICATION OF CONTRACT**

Section 1. Ratification shall be accomplished by ballot, mailed or distributed to each **All Faculty Association** member. Ballots shall be distributed at the time of the General Meeting, and shall be due for counting within ten (10) working days after the General Meeting following negotiations.

## **ARTICLE VIII. CONSTITUTIONAL CHANGES**

Section 1. Changes to this constitution may be proposed by any member of the **All Faculty Association** and shall be accomplished in the following manner:

- A. A written proposed Constitutional change shall be presented to the Executive Council at one of its regular meetings. Intention to present the proposed change must be declared before the meeting to allow time for the proposal's inclusion in the meeting agenda.
- B. At its next regular meeting, the Council shall decide whether or not to submit the proposed change to the membership for a vote. Two thirds of the Executive Council must approve before the issue will be taken to the membership for a vote.
- C. If Executive Council approval is obtained, the proposed change will be reproduced and distributed to all **All Faculty Association** members.
- D. A vote of the **All Faculty Association** membership will be obtained not more than ten (10) working days after distribution of the proposed change. An affirmative vote of the majority of those voting shall be required for approval.