CURRENT – 5/2020

EDMONDS COLLEGE FEDERATION OF TEACHERS
LOCAL 4254, AFT, AFL/CIO

CONSTITUTION

Preamble

We, the membership of the Edmonds College Federation of Teachers, commit ourselves to the following propositions: that the Edmonds College Federation of Teachers is a union, part of the labor movement; that, as a union, we shall pursue the professional interests of the faculty through collective bargaining, grievance, and employee action; that, as a union, we shall seek to secure the rights of academic freedom and tenure; that, as a union, we shall cooperate with all legitimate organizations which advance democratic principles at all levels of education; and that, as a union, we shall dedicate ourselves to the democratic traditions and practices of the American Federation of Teachers.

Article I. Name.

The name of this organization shall be the Edmonds College Federation of Teachers, chartered as a Local 4254 by the American Federation of Teachers, AFL-CIO, and known as the Federation.

Article II. Affiliations.

The Federation shall maintain affiliation with and whenever possible send delegates to the following organizations: The American Federation of Teachers, AFT Washington, the Snohomish County Labor Council, and the Washington State Labor Council. Other affiliations may be determined by the Executive Council.

Article III. Membership.

Section 1. All instructors, librarians, media-specialists, counselors and other specialized personnel designated as eligible in the Bylaws are eligible for active membership.

Section 2. The union shall not discriminate against members or applicants for membership because of race, religious faith, disability, or political activities or belief.

Article IV. Finances.

Section 1. Changes in dues shall be fixed by a majority vote of members present at any regular meeting providing written notice of contemplated change in dues has been announced to members thirty (30) days prior to that meeting. Within fifteen (15) days of that meeting, the proposed change shall be submitted by secure ballot to the entire

membership. Upon passage by a majority of the ballots cast, the change in dues shall be implemented.

Section 2. Additional finances may be obtained by various fund raising activities.

Section 3. Assessments for emergency expenditures shall be set by the Executive Council subject to ratification by a majority of the membership.

Article V. Elected Officers.

The officers of the Federation shall be a president, a vice-president for membership, a vice-president for communications, a vice-president for associate faculty, a vice-president for technology, a vice-president for outreach, a vice-president for grievance, a vice-president for contracted programs, a vice-president for finance, a vice-president at-large. These officers shall constitute the Federation's Executive Council.

Section 1. Each officer shall be elected for a term of two years.

Section 2. The election of officers shall be conducted according to the procedure set forth in the Bylaws of this Constitution.

Section 3. Recall of any officer may be accomplished by a two-thirds vote of the membership.

Section 4. Vacancies occurring between elections shall be filled by a member appointed by the Executive Council, except that when a vacancy occurs in the office of President, a special election shall be held.

Article VI. Committees.

Section 1. Standing committees shall be established by the Executive Council. The names and functions of standing committees shall be as set forth in the Bylaws.

Section 2. Ad hoc committees shall be established by the Executive Council.

Section 3. Chairpersons and members of the standing committees, of the contract committees, and of all ad hoc committees shall be appointed by the President with the consent of a majority of the Executive Council.

Article VII. Amendments.

This constitution, with the exception of this article, may be amended by a two-thirds vote at any membership meeting of the Federation, provided that notice of the proposed amendment, with copy thereof, was in the call of the meeting, and provided also that the amendment was published to the membership not less than ten (10) days prior to the meeting.

Article VIII. Rules of Order.

Robert's Rules of Order, Revised shall govern in all cases not covered by this Constitution or by the Bylaws of this Federation.

Article IX. Availability of Constitution.

Section 1. Three copies of this constitution and all future amendments shall be submitted to the national headquarters of the American Federation of Teachers.

Section 2. Copies of this constitution shall be available for all members of the Federation upon request to the vice-president of communications.

Section 3. Copies of this constitution shall be made available to other affiliated organizations upon request.

Article X. Enabling Article.

Ratification will be determined by a secure ballot, and this Constitution shall become effective when approved by a majority of the ballots cast.

First draft to Executive Council - 2/11/82

First revised draft to membership - 3/8/82

Second revision by Executive Council - 3/11/82

Second revision sent to membership - 3/15/82

Membership recommendation (with amendments) for ratification - 3/17/82

Ratification vote completed - 4/1/82

Revised by-laws dues section - membership ratification - 5/16/84

Amendment to Article V - membership ratification - 4/86

Amendment to Article V - membership ratification - 4/88

Amendment to Article V - membership ratification - 4/94

Amendment to Article V – membership ratification – 6/07