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## United University Professions

### CONSTITUTION

(Amended through the 2025 Spring Delegate Assembly)

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#### ARTICLE I NAME

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The name of this organization shall be United University Professions, also referred to in this Constitution as "UUP," the "Union," or the "Local."

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#### ARTICLE II PURPOSE

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The purpose of this organization shall be to improve the terms and conditions of employment of those it represents; to promote mutual assistance and cooperation among the members of this organization; to advance education in a democracy and democracy in education; to promote the principle of unity and collective bargaining in higher education; and to defend the civil, professional, and human rights of those it represents.

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#### ARTICLE III MEMBERSHIP

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##### **Section 1. Classes of Membership.**

There shall be the following classes of membership in United University Professions:

- a. Regular Membership: Regular Membership shall be open to employees in the State University of New York and in such other higher education units in the State of New York as shall be determined by the Delegate Assembly;
  - i. Contingent membership shall extend from September 1 through August 31. Membership in good standing shall be maintained through payment of dues as defined in Article III, Section 4.b.i.b. and shall be on a continuing basis throughout the membership year.
- b. Retired Membership: Retired Membership shall be open to any regular member in good standing who has retired from active service with a minimum of five continuous years of membership in good standing immediately preceding the date of retirement or continuous membership beginning 30 days after the adoption of this amendment by the delegate assembly, whichever is less. Retired members may not hold UUP offices or Executive Board

34 positions elected by the Delegate Assembly. If a member retires while holding an office  
35 elected by the Delegate Assembly, they may complete their term.

- 36 c. Sustaining Membership: Sustaining Membership shall be open to any person who has been  
37 retrenched or non-renewed or who has been involuntarily terminated for any reason and has  
38 litigation, grievance, or other, similar proceedings in progress. Sustaining membership  
39 terminates upon reinstatement in the negotiating unit or resolution of such litigation or other  
40 proceedings and is limited to the period of litigation or a three-year term, whichever is longer.  
41 Sustaining members may vote but may not hold office at the Chapter, Local or Affiliate levels.
- 42 d. Honorary Membership, without vote or the right to hold office in the Union, may be granted  
43 to such persons as the Executive Board or the Delegate Assembly may determine, in  
44 recognition of the service or dedication of such persons to the purposes of this Union as  
45 specified in Article II of this Constitution;

#### 46 47 **Section 2. Categories of Membership.**

48 Membership shall be of either of two categories, "academic" or "professional:"

- 49 a. "Academic" members shall be those persons with academic rank;
  - 50 i. "Contingent Academic" members shall be those persons appointed to any academic  
51 position which does not prescribe eligibility for continuing appointment.
- 52 b. "Professional" members shall be those persons with professional rank;
  - 53 i. "Contingent Professional" members shall be those persons appointed to any professional  
54 position which does not prescribe eligibility for permanent appointment.

#### 55 **Section 3. General Provisions.**

- 56 a. Membership status shall officially begin with the registration by the UUP office, either  
57 through receipt of a payroll deduction authorization card or of a letter of application.  
58 Membership in good standing shall be maintained through payment of dues and shall  
59 officially terminate after a grace period of sixty days following the due date;
- 60 b. Membership shall be on a unified basis, as specified in Article XII of this Constitution;
- 61 c. The membership year shall extend from September 1 through August 31 and shall coincide  
62 with the fiscal year;
- 63 d. No discrimination shall be shown individual members or applicants for membership because  
64 of age, color, race, creed, religious faith, national origin, sex, gender identity or expression,  
65 sexual orientation, marital status, familial status, disability, military status, predisposing  
66 genetic characteristics, or political activities or belief;
- 67 e. An individual must be a member in good standing to be nominated for, elected to, or hold  
68 office in United University Professions.

#### 69 **Section 4. Dues.**

- 70 a. Dues for membership may vary from bargaining unit to bargaining unit and among the classes  
71 of membership.
- 72 b. Annual dues of United University Professions shall be assessed as follows:
  - 73 i. a. For Regular members whose salaries are at or above the minimum salary negotiated  
74 for the bargaining unit, one percent of the base annual salary, provided, however, that  
75 such members on leave without pay or temporarily off payroll shall be assessed for

- 76 \$25, prorated as appropriate, plus the equivalent of affiliate per-capita dues  
77 payments;
- 78 b. For Regular members whose salaries are below the minimum salary negotiated for the  
79 bargaining unit, nine-tenths of one percent of the annual salary, provided, however,  
80 that such members on leave without pay or temporarily off payroll shall be assessed  
81 for \$25, prorated as appropriate, plus the equivalent of affiliate per-capita dues  
82 payments;
- 83 ii. For Retired members, dues shall be calculated prior to each fiscal year, before adoption  
84 of the Retired Membership Governing Committee annual budget, using the following  
85 formula: a basic charge figured with reference to actual costs in support of retiree  
86 activities as derived from the most recent complete financial records, plus an amount for  
87 additional assessment for support of retiree programs as determined by the Retired  
88 Membership Governing Committee in consultation with its constituency and the Finance  
89 Committee;
- 90 iii. For Sustaining Members, \$25 plus the equivalent of affiliate per-capita dues payments;
- 91 iv. For Honorary Members, there shall be no dues
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93 **ARTICLE IV**  
94 **OFFICERS**

95 The officers of this organization shall be a President, a Vice President for Academics, a Vice  
96 President for Professionals, a Secretary-Treasurer, and a Membership Development Officer.

97 **Section 1. General Responsibilities of Officers.**

98 The officers shall meet regularly and carry out the policy of the organization; shall coordinate the  
99 activity of the organization's committees; shall report to the Executive Board and the Delegate  
100 Assembly on the transactions, activities, and accomplishments of the Union, as appropriate; and  
101 shall serve as ranking delegates to the meetings of affiliate bodies by virtue of their office.

102 **Section 2. Duties of the President.**

103 The President shall preside over meetings of the Delegate Assembly and the Executive Board;  
104 shall appoint the chairpersons and members of committees, subject to the approval of the  
105 Executive Board; shall be a non-voting member of all committees; shall be the administrative  
106 officer of the organization; shall perform all other functions usually attributed to this office; and  
107 he or she or a designee shall represent the organization before the public or appropriate bodies.

108 **Section 3. Duties of the Vice Presidents.**

- 109 a. The Vice Presidents shall function under the direction of the President and shall have as their  
110 primary duties the analysis of the problems and concerns of the members of the categories  
111 they represent, such analyses to be presented to the Executive Board for appropriate action,  
112 and shall perform such other duties as may be assigned by the President;
- 113 b. In the event the President is absent or disabled, the Vice President from the alternate  
114 category shall automatically assume the duties of the presidency until such time as the  
115 Executive Board meets and appoints an Acting President.

116 **Section 4. Duties of the Secretary-Treasurer.**

117 The Secretary-Treasurer shall be the bonded financial officer of the organization. His or her  
118 duties shall include: (a) the collection of all monies, properties, files and effects of the  
119 organization; (b) reporting to each meeting of the Delegate Assembly; (c) the payment of all  
120 monies properly authorized by the Delegate Assembly, Executive Board or the president through  
121 the budget adopted by the Delegate Assembly; (d) shall prepare an annual financial statement  
122 for publication and distribution to the members as directed by the Executive Board; (e) to  
123 arrange annually for the audit of all books, accounts, records and financial transactions of the  
124 organization by an independent auditing firm. Such audit to be provided to the officers and  
125 Executive Board and published to the members; (f) to issue the Call for the convention and cause  
126 the proceedings of the convention to be recorded; to maintain a roll of members; and to work  
127 under the direction of the president in the performance of all other responsibilities as may be  
128 given him or her by the president or the Executive Board.

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130 **Section 5. Duties of the Membership Development Officer.**

131 The Membership Development Officer shall work to promote membership growth; shall present  
132 to the Executive Board recommendations with respect to membership development; shall serve,  
133 by virtue of the office, as a member of the Retired Membership Governing Committee and as a  
134 member of the Membership Committee; and shall perform such other membership-related  
135 functions as may be directed by the President or the Executive Board.

136 **Section 6. Terms of Office and Election Procedures.**

- 137 a. Officers shall be elected to terms of three years, or until successors are elected;
- 138 b. Elections of the President, Secretary-Treasurer, and Membership Development Officer shall  
139 be held in the same year, and elections of the Vice Presidents shall be held in the subsequent  
140 year;
- 141 c. Officers shall be elected in accordance with the provisions of Article VIII, Section 4, of this  
142 Constitution.

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**ARTICLE V  
EXECUTIVE BOARD**

146 **Section 1. Composition.**

147 There shall be an Executive Board consisting of the officers and fourteen additional persons  
148 elected by the Delegate Assembly. In addition, the Chair of the Retired Membership Governing  
149 Committee shall serve as a limited voting member; this board member may vote on issues  
150 affecting UUP Retiree Members and such items as ruled on by the chair of the Executive Board,  
151 but not voting in the UUP Budget, matters affecting the terms and conditions of employment of  
152 bargaining unit members, contract negotiations, ratification and its enforcement. The Chair of  
153 the Retired Membership Governing Committee shall not be included in determining Chapter  
154 representation on the Board. Total membership on the Executive Board shall reflect the  
155 approximate whole-number ratio by the categories of membership on the rolls of United  
156 University Professions. The Executive Board shall include no fewer than one member from each

157 of the five types of Chapters, as defined in Article VII, Section 4, of this Constitution and no fewer  
158 than one academic contingent and one professional member, as defined in Article III, Section 2,  
159 of this Constitution. No more than two members of the entire Executive Board may be from the  
160 same Chapter.

161 **Section 2. Terms of Office and Election Procedures.**

- 162 a. Terms of office of members of the Executive Board shall be for three years, or until successors
- 163 are elected, and shall be staggered;
- 164 b. Executive Board members shall be elected in accordance with the provisions of Article VIII,
- 165 Section 4, Nomination and Election Procedures, of this Constitution.

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167 **Section 3. Duties, Powers and Responsibilities of the Executive Board.**

168 The Board shall:

- 169 a. Adopt an agenda for each Board meeting;
- 170 b. Meet at least four times during the academic year and additionally as requested by the
- 171 President or at the petition of one-third of the members of the Executive Board;
- 172 c. Determine the time and place of the meetings of the Delegate Assembly; by a two-thirds vote,
- 173 authorize the President to cancel or terminate a Delegate Assembly for extraordinary reasons
- 174 such as, but not limited to, weather emergencies and fiscal exigencies;
- 175 d. Recommend an Order of Business and Rules of Procedure to the Delegate Assembly;
- 176 e. Execute written agreements on behalf of the Union;
- 177 f. Employ staff and define their duties to accomplish the purposes of this organization;
- 178 g. Implement policies established by the Delegate Assembly;
- 179 h. Submit an annual budget to the Delegate Assembly and provide such financial statements as
- 180 are appropriate;
- 181 i. Act on extraordinary expenditures which may require modification of the budget, subject to
- 182 the review of the Delegate Assembly;
- 183 j. Approve appointments to committees, upon recommendation of the President;
- 184 k. Fill officer vacancies on an acting basis until an election for the remainder of the term at the
- 185 next regular Delegate Assembly;
- 186 l. Adopt Rules of Procedure for its own operation;
- 187 m. Recommend policy to the Delegate Assembly;
- 188 n. By a three-fifths vote, initiate referenda and establish the procedures for the conduct thereof,
- 189 in accordance with the provisions of Article IX, Referenda, of this Constitution;
- 190 o. Investigate complaints concerning chapter elections and order that new elections be held or
- 191 that other appropriate actions be taken;
- 192 p. Act on behalf of the Delegate Assembly in matters necessary to accomplish the purposes of
- 193 the Union.

194 **ARTICLE VI**  
195 **DELEGATE ASSEMBLY**

196 **Section 1. Composition.**

- 197 The Delegate Assembly shall consist of delegates from the Chapters of the organization, members  
198 of the Executive Board, Chairpersons of the Standing Committees, and one delegate elected by  
199 and from the Retired Membership of the organization.
- 200 a. Delegates from the Chapters of the organization and members of the Executive Board shall  
201 be elected in accordance with the provisions of Article VIII, Nomination and Election  
202 Procedures, of this Constitution, and Chairpersons of Committees shall be appointed in  
203 accordance with the provisions of Article V, Section 3.j. of this Constitution.
- 204 b. Each member of the Delegate Assembly, except Chairpersons of the Standing Committees,  
205 unless duly elected as delegates, or, in the case of the Chapters, a duly seated alternate  
206 delegate, shall be entitled to one vote; there shall be no proxy votes.

207 **Section 2. Duties, Powers and Responsibilities of the Delegate Assembly.**

- 208 a. The Delegate Assembly shall be the legislative and policy-forming body of this Union. Except  
209 for matters decided by referendum, final authority in this Union shall rest in the Delegate  
210 Assembly, and, in the case of matters decided by referendum, the Delegate Assembly may  
211 not take up such matter at a Delegate Assembly until the third regular meeting succeeding  
212 the referendum.
- 213 b. The Delegate Assembly shall also:
- 214 i. Act on the seating of the delegates;
- 215 ii. Adopt an Order of Business, Rules of Procedure, and establish internal committees for its  
216 operation;
- 217 iii. Elect officers and other Executive Board members from the roll of elected delegates in  
218 accordance with the procedures contained in Article VIII of this Constitution;
- 219 iv. Propose programs for legislative action;
- 220 v. Adopt amendments to this Constitution, in accordance with the procedures contained in  
221 Article XIII of this Constitution;
- 222 vi. Establish policies for the organization;
- 223 vii. By a three-fifths vote, initiate referenda and establish the procedures for the conduct  
224 thereof, in accordance with the provisions of Article IX of this Constitution;
- 225 viii. Meet in special assembly upon the call of the President or following the filing with the  
226 President of a written petition of one-third of the roll of the delegates; such special  
227 assembly may be convened concurrent with a regular Delegate Assembly, but in no case  
228 shall the President delay convening a special assembly beyond sixty days after the filing  
229 of a legitimate petition;
- 230 ix. Recall any elected officers and/or member of the Executive Board in a special meeting of  
231 the Delegate Assembly, provided that any such challenged person shall have the right to  
232 be heard or represented following timely notice of said meeting, and provided further,  
233 that a verbatim transcript be made of such meeting and preserved in the permanent files  
234 of the organization, and provided further, that removal of such challenged party or parties  
235 shall be by a roll-call vote requiring a two-thirds vote of those present and voting;
- 236 x. Convene regularly at least two times a year for Delegate Assemblies;
- 237 xi. Adopt an annual budget.

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**ARTICLE VII**

240 **Section 1. Composition.**

241 Those members in a given unit of United University Professions whose representatives have been  
 242 seated at any Delegate Assembly or for whom formation of a chapter has been authorized by the  
 243 Executive Board, subject to approval of the Delegate Assembly, shall constitute a Chapter of  
 244 United University Professions.

245 **Section 2. Structure of the Chapters.**

- 246 a. Chapters shall develop their own structures and By-Laws, provided that no such structures or  
 247 By-Laws are inconsistent with any provision of this Constitution; a copy of such By-Laws shall  
 248 be filed with the Secretary-Treasurer of UUP, and any amendments shall be reported to the  
 249 Secretary-Treasurer upon adoption;
- 250 b. Each Chapter shall have, as officers, a President, a Vice President for Academics, a Vice  
 251 President for Professionals, an Officer for Contingents, an Officer for Retirees, a Secretary and  
 252 a Treasurer, or a Secretary-Treasurer, a Grievance Chairperson, a designee for Diversity,  
 253 Equity and Inclusion, and such other officers as shall be specified in the Chapter By-Laws,  
 254 who, with the exception of the Grievance Chairperson, and the designee for Diversity, Equity  
 255 and Inclusion, must be elected in accordance with the provisions of Article VIII, Nomination  
 256 and Election Procedures, of this Constitution, and provided that any Chapter may designate,  
 257 in its by-laws, other positions as elective;
- 258 c. When there are no nominees for a position, and no individual who received at least five write-  
 259 in votes is willing to serve if elected, the office shall be declared vacant and shall be filled by  
 260 appointment by the Chapter's governing body. Delegates to the Delegate Assembly and  
 261 affiliate conventions must be elected;
- 262 d. The officers of each Chapter shall arrange for meetings, for elections, for effective  
 263 communication between the Chapter, the Delegate Assembly, and other appropriate bodies,  
 264 and for such other Chapter activities as may be required to accomplish the goals of the Union;
- 265 e. Each Chapter shall periodically submit a fiscal accounting of its activities to the Executive  
 266 Board of UUP, on a form authorized by the Board.

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268 **Section 3. Chapter Representation to the Delegate Assembly.**

269 Subject to the provisions of Article VIII, Nomination and Election Procedures, of this Constitution,  
 270 Chapter representation to the Delegate Assembly shall consist of the following delegates:

- 271 a. The first delegate shall be the President of the Chapter;
- 272 b. The second delegate shall be the Vice President elected by and from the category alternate  
 273 to that of the Chapter President;
- 274 c. The third delegate shall be the Vice President elected by and from the same category as the  
 275 Chapter President, if the Chapter is entitled to an additional representative from that  
 276 category;
- 277 d. The fourth delegate shall be the Officer for Contingents. The Officer for Contingents shall be  
 278 an additional delegate regardless of category. The Officer for Contingents shall not affect the  
 279 delegate allocation for the chapter as specified in Article VIII, Section 2.c.;

280 e. Additional delegates and alternates shall be elected by and from the Chapter membership  
281 according to category.

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283 **Section 4. Types of Chapters and Institutions.**

284 For the purposes of this Constitution, there shall be five types of institutions and Chapters, as  
285 follows:

286 a. Four-Year Colleges, including: Brockport, Buffalo State, Cortland, Fredonia, Geneseo, New  
287 Paltz, Old Westbury, Oneonta, Oswego, Plattsburgh, Potsdam, and Purchase;

288 b. Health Sciences Centers, including: Buffalo HSC, Downstate Medical Center, Stony Brook HSC,  
289 and Upstate Medical University;

290 c. Specialized Units, including: Empire State, Environmental Science and Forestry, Farmingdale,  
291 Maritime, Optometry, Polytechnic Institute, System Administration, and the Research  
292 Foundation;

293 d. Colleges of Technology and other Two-Year Institutions, including: Alfred, Canton, Cobleskill,  
294 Delhi, and Morrisville;

295 e. University Centers, including: Albany, Binghamton, Buffalo Center, and Stony Brook.

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**ARTICLE VIII  
NOMINATION AND ELECTION PROCEDURES**

299 **Section 1. Chapter Election Dates.**

300 Chapter elections, except those held to fill vacancies, shall be held in odd numbered years for  
301 each elective office and be completed no later than May 1, unless extraordinary circumstances  
302 prevent meeting that deadline. Terms of office of those elected shall commence on June 1 of the  
303 year in which they are elected; persons elected to fill vacancies shall take office at the time of  
304 election.

305 **Section 2. Chapter Elections for the Delegate Assembly.**

306 a. The Chapter Secretary or a specified Chapter Election Official shall be designated in the  
307 Chapter By-Laws as responsible for all Chapter elections;

308 b. Chapters may choose to conduct their own Chapter elections or request the Constitution and  
309 Governance Committee to conduct their Chapter elections for them. The UUP Chapter  
310 Election Guidelines shall specify the procedures to be followed for each choice;

311 c. Chapter members in each category, as specified in Article III, Section 2, of this Constitution,  
312 shall elect to the Delegate Assembly delegates from their ranks, with the exception of the  
313 Chapter President, and in accordance with the provisions of Article VII, Section 3, of this  
314 Constitution; each category in a Chapter shall be entitled to one delegate for every seventy-  
315 five members or fraction thereof in the category. The fall delegate allocation for the Fall  
316 Delegate Assembly shall not be less than that of the previous Spring Delegate Assembly.

317 d. Delegates/Alternates to the Delegate Assembly shall be elected by a secret mail ballot and in  
318 accordance with the UUP Chapter Election Guidelines; appropriate ballots shall be mailed to  
319 the last known home addresses of Chapter members in each category who are in good  
320 standing at the time of certification of membership for the election, in no case shall either a  
321 delegate or an alternate be appointed;



- 322 e. Members in good standing of each Chapter must be given suitable opportunity to nominate  
323 candidates for the office of delegate and/or alternate, provided, however, that any candidate  
324 must be a member in good standing at the time of certification of membership for the  
325 election;
- 326 f. Notice of the election, the offices to be filled, the right to make nomination, and the time,  
327 place, and proper form for the submission of nominations must be sent to each Regular and  
328 each Retired member at his or her last known home address and be given a prominent place  
329 in the Chapter publication;
- 330 g. Each candidate for delegate or alternate must be permitted to have an observer at the  
331 counting of ballots; the results of the election must be published in their entirety and all  
332 election records, including ballots, must be preserved for a period of one year in accordance  
333 with the UUP Chapter Election Guidelines;
- 334 h. The *UUP Chapter Election Report* shall be filed with the UUP Secretary-Treasurer within two  
335 weeks following the date of the election and shall constitute the official delegate/ alternate  
336 list for the year;
- 337 i. Terms of office for Chapter delegates shall not exceed two years.
- 338 j. Candidates for delegate and alternate delegate shall run for the position of delegate in their  
339 respective categories of Academic and Professional;
- 340 i. If all delegate offices are to be filled in one election year, upon completion of that election  
341 the candidates who receive at least five votes in each category shall be ranked in order of  
342 votes received. As of the certification date for each Delegate Assembly, naming of the  
343 delegates for that Assembly shall be in order of votes received until the allotted number  
344 of delegates for that Chapter is reached in each category. All others on each list shall be  
345 designated Alternates in rank order of votes received. If named delegates subsequently  
346 are unable to attend the Assembly or fail to confirm their intentions to attend under  
347 Section 2.k. of this Article, alternate delegates shall be named to replace them in order of  
348 votes received;
- 349 ii. If all delegates are not elected in the same year, ranking shall be determined first by year  
350 of election and then, within the year of election, by the process in Section 2.j.i. of this  
351 Article;
- 352 k. The Chapter President shall seek confirmation by the delegates of their intent to attend each  
353 Delegate Assembly. Delegates who do not so confirm to the Chapter President at least seven  
354 days prior to the Assembly shall be replaced with appropriate Alternates by the Chapter  
355 President. If a delegate is so replaced, that delegate shall not be eligible for seating at the  
356 Assembly in place of any confirmed delegate or confirmed alternate delegate who attends  
357 the Assembly;
- 358 l. Notification of an alternate's replacing a delegate at a Delegate Assembly shall be in writing  
359 from the Chapter President and presented to the Constitution and Governance Committee  
360 at registration. The notification shall include the name of the delegate being replaced and  
361 the sessions for which that alternate is to be seated;
- 362 m. Union funds may not be used to promote the candidacy of any individual or group. Union  
363 funds may be used to conduct the election – pay for ballots, notices publicizing the election,  
364 postage, factual statements of issues, and similar items.

365 n. Procedures for nominations and elections, consistent with this Article, shall be determined  
366 by the Executive Board subject to approval by the Delegate Assembly and shall be published  
367 to the membership.

368 **Section 3. Nomination and Election Procedures for the Retired Delegate to the Delegate**  
369 **Assembly and the Other Elected Members of the Retired Membership Governing Committee.**

370 a. There shall be a delegate to the Delegate Assembly elected by and from the Retired  
371 Membership of the organization;

372 b. i. There shall be eight elected members of the Retired Membership Governing Committee,  
373 in addition to the Retired Delegate to the Delegate Assembly, who shall chair the  
374 Committee. Each elected member of the Committee shall be elected by and from the  
375 Retired membership designated as belonging to a given Region as defined in Section 3.b.ii.  
376 of this Article. Such designation is determined by the location of the Chapter of which the  
377 Retired member had been a Regular member prior to retirement, provided, that any  
378 Retired member who had been a member of a Statewide Chapter prior to retirement shall  
379 be designated as belonging to the Region in which such member's primary work site prior  
380 to retirement was located.

381 ii. Regional Divisions for the purposes cited in Section 3.b.i. shall be as follows: Capital  
382 District: Albany, Cobleskill, New Paltz, System Administration; Long Island: Farmingdale,  
383 Old Westbury, Stony Brook, Stony Brook HSC; North Country: Canton, Plattsburgh,  
384 Potsdam; Western New York: Buffalo Center, Buffalo HSC, Buffalo State, Fredonia; Finger  
385 Lakes: Alfred, Brockport, Geneseo; Central New York: Environmental Science and Forestry,  
386 Morrisville, Oswego, Polytechnic Institute, Upstate Medical University; Metropolitan:  
387 Downstate Medical Center, Maritime, Optometry, Purchase; Southern Tier: Binghamton,  
388 Cortland, Delhi, Oneonta. Empire State Chapter retirees will be included in the Region in  
389 which the member's primary work site was located prior to retirement;

390 c. Procedures for nominations and elections shall be determined by the Executive Board and  
391 shall be published to the Retired Membership; such procedures shall be consistent with those  
392 established for Chapter elections to the Delegate Assembly, as appropriate, with the  
393 requirement that the term of office for the Retired Delegate to the Delegate Assembly and  
394 the other Elected Members of the Retired Membership Governing Committee shall be for a  
395 term consistent with that for Executive Board members;

396 d. The Constitution and Governance Committee shall be responsible for the conduct of  
397 nominations and elections called for under the provisions of this section.

398 **Section 4. Nomination and Election Procedures for Officers and Executive Board Members.**

399 a. Officers and members of the Executive Board shall be elected by the membership of the  
400 Delegate Assembly from the roll of elected delegates;

401 b. Nominations shall be by written petition of at least ten members of the Delegate Assembly.  
402 Petitions shall be filed with the Constitution and Governance Committee at the time of the  
403 Delegate Assembly;

404 c. Election of Officers and members of the Executive Board shall be by majority of those voting;  
405 voting shall be by written, secret ballot, except that in cases where only one candidate has  
406 been nominated for an Officership or an Executive Board seat, the Secretary-Treasurer, by a

407 two-thirds vote of those present and voting, may be directed to cast a single ballot for such  
408 candidate; only those votes, including write-ins, for persons eligible to serve shall be counted  
409 in determining the majority of votes cast; abstentions shall not be counted;

- 410 d. Nominations and elections shall be held for one position at a time, with results announced  
411 prior to nominations for the next, in the following order: Officer positions, in constitutional  
412 order; any created Officer positions, in constitutional order; Executive Board positions, in the  
413 following order: to meet the type of Chapter requirement; to alternate between an academic  
414 seat, and a professional seat, until all academic and professional ratios are met, beginning  
415 with the at-large professional seat in 2012; provided, however, that elections to fill unexpired  
416 terms of Executive Board seats vacated by an incumbent shall be held prior to those for full  
417 terms; and further provided, that no nomination shall be permitted which would preclude  
418 the conditions imposed by Article V, Section 1, of this Constitution;
- 419 e. In cases where there are more than two candidates and no candidate receives a majority of  
420 the votes cast, a run-off shall be held; if there were no write-in candidates in the first  
421 balloting, the name of the candidate who received the smallest number of votes shall be  
422 dropped; if there were write-in candidates in the first balloting, the names of all candidates  
423 receiving fewer than 10 votes shall be dropped. Should no candidate receive a majority of  
424 the votes cast in the run-off, additional run-offs shall be held; on each additional run-off  
425 ballot, the names of all candidates receiving fewer than 10 votes shall be dropped; persons  
426 who have received votes may withdraw from the election, in which case subsequent votes in  
427 that election for such persons shall not be counted in determining a majority. These  
428 procedures shall be continued until one candidate receives a majority;
- 429 f. All elections, except those to fill vacancies, shall occur at the second Delegate Assembly of  
430 UUP's fiscal year, with the President, Secretary-Treasurer, and Membership Development  
431 Officer elected in the same year, and the Vice Presidents elected in the subsequent year, and  
432 one-half, to the nearest whole number, of the other positions on the Executive Board elected  
433 at the second Delegate Assembly of UUP's fiscal year in each year that officer elections are  
434 held;
- 435 g. Officers and Executive Board members shall assume their office on June 1 of the year in which  
436 they are elected, except that persons elected to serve out unexpired terms created by  
437 vacancies shall take office at the time of election;
- 438 h. When a member of the Delegate Assembly is elected as an Officer, such member's Chapter  
439 seat in the Assembly shall become vacant, but he or she may retain any Chapter office; when  
440 a member of the Delegate Assembly is elected to an Executive Board seat, other than an  
441 Officership, such member's Chapter seat in the Assembly shall become vacant and the  
442 member shall be seated at large as a member of the Executive Board;
- 443 i. Any person serving as an Officer or member of the Executive Board shall be eligible for  
444 nomination, re-nomination, and election to any position elected by the Delegate Assembly  
445 from the roll of elected delegates.

446  
447 **Section 5. Nomination and Election Procedures for Delegates to Affiliate Conventions.**

- 448 a. This organization shall send delegates to the conventions and other meetings of its affiliates  
449 in order to insure its proper representation, with the Officers serving as ranking delegates by  
450 reason of their offices;

451 b. Procedures for nominations and election, when such are necessary, shall be determined by  
452 the Executive Board and shall be published to the membership; such elections shall be for  
453 two year terms and shall be held concomitantly with Chapter elections as specified in Section  
454 1 of this Article; the Constitution and Governance Committee shall be responsible for the  
455 conduct of any election called for under this provision.

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## ARTICLE IX REFERENDA

### 459 **Section 1.**

460 The highest level of policy making in this organization shall be through referendum of the entire  
461 membership. Positions or policies established by referendum shall not be subject to reversal or  
462 modification by a governing body or by subsequent referendum until the second regular meeting  
463 of the Delegate Assembly subsequent to the referendum.

### 464 **Section 2. Initiation and Procedures.**

- 465 a. A referendum may be initiated in any of the following manners:
- 466 i. By order of a three-fifths vote of the Delegate Assembly;
  - 467 ii. By order of a three-fifths vote of the Executive Board;
  - 468 iii. By petition of at least ten percent of the regular members, drawn from at least twenty  
469 percent of the Chapters.
- 470 b. The referendum procedure shall be established by the Delegate Assembly or by rules adopted  
471 by the Executive Board.

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### 473 **Section 3.**

474 Matters not subject to referendum are:

- 475 a. Employment, assignment, promotion, discharge, or compensation of this organization's staff;
- 476 b. Powers specifically assigned to other bodies by this Constitution;
- 477 c. Amendment and/or interpretation of this Constitution.

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## ARTICLE X COMMITTEES

### 481 **Section 1. Standing Committees.**

482 The Standing Committees of this organization shall be the Committees on Academic Medical  
483 Programs, Black and Latino Faculty/Staff Legislative Concerns, Chapter Presidents, Chapter Vice  
484 Presidents for Academics, Chapter Vice Presidents for Professionals, Compliance/Audit,  
485 Constitution and Governance, Contingent Employment, Disability Rights and Concerns, Diversity,  
486 Equity and Inclusion, Environmental Issues and Advocacy, Finance, Future of Public Higher  
487 Education, Grievance, Membership, Negotiations, Opportunity Programs, Solidarity, Gender and  
488 Sexuality Interests, Teacher Education, Technology Campuses, UUP Outreach, UUP Scholarship,  
489 Veterans Affairs, Women's Rights and Concerns, and the Retired Membership Governing  
490 Committee. Committees discuss issues, propose solutions and/or resolutions and may form

- 491 subcommittees for a particular purpose. All Standing Committees shall report to the President,  
492 the Executive Board and, through the Executive Board, to the Delegate Assembly.
- a. The Academic Medical Programs Committee shall identify and analyze issues of concern to the health sciences centers, hospitals, and the nursing and other health-related professions in SUNY;
  - b. The Black and Latino Faculty/Staff Legislative Concerns Committee shall focus on identifying goals for Black and Latino Faculty/Staff Associations across UUP Chapters and on developing political synergy with the New York State Association of Black, Puerto Rican, Hispanic & Asian Legislators, Inc. to promote a SUNY-wide vision for Blacks and Hispanics in SUNY;
  - c. The Committee of Chapter Presidents shall meet regularly to identify and discuss issues of concern to UUP Chapters;
  - d. The Committee of Chapter Vice Presidents for Academics shall meet regularly to identify and discuss issues of concern to SUNY's academics;
  - e. The Committee of Chapter Vice Presidents for Professionals shall meet regularly to identify and discuss issues of concern to SUNY's professionals;
  - f. The Compliance/Audit Committee shall work with the UUP Secretary-Treasurer, the Comptroller's office, and the Finance Committee to ensure UUP's fiscal accountability;
  - g. The Constitution and Governance Committee shall review the UUP Constitution and make recommendations to the President, the Executive Board and the Delegate Assembly; shall include the duties of Constitution and Governance; shall be responsible for the conduct of all elections delegated to it; shall certify the credentials of the representatives to the Delegate Assembly to which it shall report and make recommendations on seating of delegates and/or alternates; and shall serve in such other capacities as may be assigned to it by appropriate bodies;
  - 493 h. The Contingent Employment Committee shall be composed of the elected chapter Officers  
494 for Contingents as well as other members appointed at the discretion of the UUP President;  
495 shall encourage membership and activity of contingent members with respect to the  
496 treatment of contingent academics and professionals, and their issues and concerns; shall  
497 recommend policies and programs to meet the needs of contingent academics and  
498 professionals; shall work with other committees as directed by the Executive Board; may  
499 consider other matters referred to it; and shall draft proposals to ensure equity and fairness  
500 for contingent members throughout SUNY and in the activities and policies of UUP and its  
501 affiliates;
  - i. The Disability Rights and Concerns Committee shall provide oversight of campus-wide implementation of the Americans with Disabilities Act, New York State laws and local laws to ensure compliance and to monitor discussion on same, including legal cases which may affect people with disabilities; and shall encourage individuals with disabilities to actively participate in their union and to fulfill their full professional potential;
  - 502 j. The Diversity, Equity and Inclusion Committee shall undertake to review UUP structures and  
503 policies with respect to equal opportunities and to recommend to the Executive Board and  
504 other appropriate bodies actions designed to implement affirmative action goals within UUP;  
505 shall work with the Negotiations Committee to formulate contract demands to implement  
506 equal opportunity goals within SUNY; and shall develop programs designed to aid members  
507 and Chapters in their pursuit of equal opportunity goals on their own campuses;

- 508 k. The Environmental Issues and Advocacy Committee shall examine environmental issues  
509 affecting the UUP and SUNY communities and collaboratively propose and advocate for  
510 policies and programs that build a more sustainable and regenerative future.
- 511 l. The Finance Committee shall be responsible for drawing up and recommending the proposed  
512 budget; shall review expenditures and the activities of the Secretary-Treasurer on a regular  
513 basis; and shall administer UUP's Legal Defense Fund;
- 514 l. The Future of Public Higher Education Committee shall monitor the globalization and  
515 corporatization of public higher education and resulting changes in the structure of the  
516 university that are of significance to UUP and its members; and shall focus on the use and  
517 effect of technology, expansion of new modes of course delivery such as online education,  
518 campus-specific and statewide policies and practices pertaining to teaching and research on  
519 SUNY campuses, and the privatization of public higher education activities. Special areas of  
520 concern include educational quality, training, academic freedom, intellectual property rights,  
521 working conditions and staffing;
- 522 m. The Grievance Committee shall advise the President on the disposition of grievances which  
523 have not gone to arbitration; and shall make recommendations, as appropriate, to the  
524 Negotiations Committee;
- 525 n. The Membership Committee shall prepare policy recommendations for presentation to the  
526 Officers and the Executive Board with respect to membership development programs,  
527 membership growth and expansion, and such other matters as may be referred to it for  
528 consideration;
- 529 o. i. The Negotiations Committee for the Professional Services Negotiating Unit of the State  
530 University of New York shall be composed of a chair, one member from each Chapter,  
531 one academic part-time member chosen at-large and one professional part-time member  
532 chosen at large. The Committee shall reflect the approximate whole-number ratio of  
533 academic and professional members of the Delegate Assembly. Prior to formulating its  
534 proposals for presentation to the President for negotiation, it shall form an Ad Hoc  
535 Advisory Committee, which shall consist of the members of the Negotiations Committee  
536 and one academic and one professional member from each of the Chapters. The  
537 members of the Advisory Committee shall be responsible for compiling and presenting  
538 the concerns of the membership of each Chapter, each type of institution, and each  
539 category of membership to the Negotiations Committee for consideration in such  
540 formulation;
- 541 ii. The Negotiations Committees for other units represented by UUP shall provide  
542 appropriate methods for the compilation and presentation of the concerns of the  
543 membership in each such unit prior to formulating their proposals for presentation to the  
544 President of UUP for negotiation. Such methods shall be subject to approval of the  
545 Executive Board;
- 546 iii. The appropriate Negotiations Committee shall submit the final draft of the tentative  
547 agreement to the regular UUP membership in the appropriate bargaining unit, as  
548 determined by the Executive Board, for ratification by a majority vote of those voting;
- p. The Opportunity Programs Committee shall focus on identifying and investigating issues  
related to the EOP and EOC programs in SUNY;

- 549 q. The Solidarity Committee shall work as a liaison of the Union with the labor movement at  
550 large through such activities as the gathering and dissemination of information about other  
551 unions, union-related matters, social justice issues, and the role of UUP in the labor  
552 movement in this State, regionally, nationally, and internationally; shall recommend specific  
553 actions for UUP to play a larger role in multiple aspects of the labor movement; shall receive  
554 and respond to, or recommend appropriate referrals or other actions regarding, such matters  
555 as may, from time to time, be received from or referred to it by other unions, organizing  
556 committees, the Executive Board, the Delegate Assembly, the Chapters of the organization,  
557 or other appropriate bodies; shall administer a Solidarity Fund, should such be budgeted,  
558 under guidelines established by the Executive Board; and shall consider such other matters  
559 as may be referred to it;
- r. The Sexual Orientations United for Liberty (SOUL) Committee shall focus on advising the President and Executive Board on relevant federal and state legislation affecting all aspects of the LGBTQ community within SUNY; and shall focus on issues impacting UUP members who are part of the LGBTQ community;
- s. The Teacher Education Committee shall monitor directives and proposals from SUNY, the State Education Department, Board of Regents, and state legislature that impact Teacher Education and Educational Leadership programs and assist in developing UUP responses to such directives and proposals; shall assess the impact of changes and new developments in teacher education on UUP members, students, and SUNY programs; and shall help activate members to advocate for sound policies and regulations, support services, and adequate funding to enable teacher education programs to sustain high quality curriculum and recruit and retain diverse students;
- t. The Technology Campuses Committee shall focus on issues of concern to the university colleges of technology;
- 560 u. The UUP Outreach Committee shall include both active and retiree members; shall prepare  
561 proposals for consideration by the Executive Board as legislative aims of the organization;  
562 shall participate in UUP's advocacy and campaign work; and will monitor, recommend and  
563 organize support for legislation affecting current and retiree members;
- v. The UUP Scholarship Committee shall have two subcommittees: Scholarship Development and Scholarship Selection. The Scholarship Development subcommittee will focus on exploring means of increasing contributions to the UUP College Scholarship Fund and make recommendations to the UUP Scholarship Fund Trustees. The Scholarship Selection subcommittee shall make recommendations regarding proposed recipients to the UUP Scholarship Fund Trustees;
- w. The Veterans Affairs Committee shall identify issues impacting UUP members who are veterans, inform veterans of their rights and other activities that will ensure the well-being and proper treatment of UUP members who are veterans;
- 564 x. The Women's Rights and Concerns Committee shall work to assure respect for fair and equal  
565 treatment of women and their issues and concerns as manifested on local campuses and  
566 reflected in the activities and policies of UUP and its affiliates.
- 567 y. The Retired Membership Governing Committee is the governing committee for the Retired  
568 Membership of UUP. It shall be composed of one statewide elected Retired Delegate, eight  
569 elected regional representatives, two presidential appointees and the UUP Membership

570 Development Officer who serves ex officio with vote. The Committee shall work to encourage  
571 and promote retired membership; shall make recommendations with regard to  
572 organizational structures wherein retirees and the Union may continue their mutually  
573 beneficial relationships; shall propose means whereby the interests of Retired members are  
574 referred to appropriate bodies; and shall consider such other matters as may be referred to  
575 it.  
576

**Section 2. Ad Hoc Committees.**

The President shall appoint such ad hoc committees as may be necessary, subject to approval of the Executive Board, such committees to be dismissed upon completion of their appointed charges.

**Section 3. Terms of Office.**

- a. The terms of office for chairpersons and members of Standing Committees shall normally be for two years, commencing at the first regular Executive Board meeting after the Spring Delegate Assembly;
- b. The terms of office for chairpersons and members of ad hoc committees shall commence at the time of appointment and shall expire no later than the time of completion of their appointed charges.

577 **ARTICLE XI**  
578 **MEETINGS OF THE DELEGATE ASSEMBLY AND EXECUTIVE BOARD; PARLIAMENTARY AUTHORITY**

579 **Section 1. Delegate Assembly.**

580 A quorum for the Delegate Assembly shall be a majority of its members representing at least one-  
581 half of the duly recognized Chapters.

582 **Section 2. Executive Board.**

583 A quorum of the Executive Board shall be a majority of its members.

584 **Section 3. Parliamentary Authority.**

585 The current edition of *Robert's Rules of Order* shall govern the conduct of meetings and the  
586 transactions of this organization in all matters not specifically provided for in the Constitution or  
587 in special rules of procedure.

588  
589 **Section 4. Parliamentarian.**

590 The President shall appoint a parliamentarian to assist him or her in the conduct of meetings; the  
591 parliamentarian shall not be a member of the Executive Board.

592 **ARTICLE XII**  
593 **AFFILIATION**

594 United University Professions shall remain affiliated with New York State United Teachers and its  
595 affiliated bodies. However, the President of UUP may adjust the terms of, change, or terminate



596 such affiliation(s) with two-thirds approval of Delegate Assembly members present and voting at  
597 two consecutive Delegate Assemblies. The organization shall be represented at conventions of  
598 affiliates in accordance with the provisions of Article VIII, Section 5, of this Constitution.

599 **ARTICLE XIII**  
600 **AMENDMENT**

601 **Section 1. Initiation.**

602 Amendments to this Constitution may be initiated by a Chapter, the Executive Board, or the  
603 Delegate Assembly.

604 **Section 2. Procedure.**

605 Publication and notice shall be necessary before a proposed amendment may be considered for  
606 adoption by the Delegate Assembly. A proposed amendment shall be submitted to the Secretary-  
607 Treasurer at least sixty-five days prior to the Delegate Assembly at which it is to be considered.  
608 A proposed amendment shall be submitted to delegates of record at least sixty days prior to such  
609 Delegate Assembly and shall be officially published by the Union at least thirty days prior to the  
610 Delegate Assembly at which it is to be considered. Copies of a proposed amendment shall also  
611 be included in the agenda sent to delegates of record prior to the Delegate Assembly at which it  
612 is to be considered.

613 **Section 3. Adoption.**

614 Adoption of amendments shall be by a two-thirds vote of the members of the Delegate Assembly  
615 present and voting.

616  
617 **ARTICLE XIV**  
618 **SEVERABILITY**

619 A decision by a legal agency that any clause, section or article of this Constitution may be invalid  
620 shall not invalidate any other clauses, sections, or articles of the Constitution.

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