



A Union of Professionals
American Federation of Teachers, AFL-CIO

DEPT. OF REVENUE & TAXATION
GOVERNMENT OF GUAM

OCT 04 2010

BUSINESS REGISTRATION

10:00

By-Laws

of the

Guam Community College Faculty Union, Inc.
Local 6476
American Federation of Teachers

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ARTICLE I—TERM OF OFFICE & ELECTION OF OFFICERS

SECTION 1. Elections shall be conducted in accordance with the AFT Constitution and the standards set out by the Labor-Management Reporting and Disclosure Act (LMRDA).

SECTION 2. Officers shall be elected in April of odd years. Terms of office shall be two years. The organization will elect the following officers:

- a. President
- b. Vice President
- c. Secretary
- d. Treasurer

SECTION 3. To be eligible for office a person must be a member in good standing of the Guam Community College Employee Federation for a period of twelve months prior to the date of the election.

SECTION 4. The Elections Committee shall conduct all general and special elections and referenda of the organization.

- a. The Elections Committee shall consist of three members in good standing appointed by the President with the approval of the Executive Board. The Elections Committee shall elect its chair.
- b. Any member of the Elections Committee nominated for or seeking office must vacate their position and be replaced by a member nominated by the president and approved by the Executive Board.

SECTION 5. Sixty (60) days prior to the date of the election, the Elections Committee shall notify all members of the opening of nominations for officers, the offices to be filled and of the date of the election by first class U.S. Mail to the members' last known home address.

SECTION 6. The nomination of candidates for office shall be conducted as follows:

- a. To be nominated a candidate must submit to the Elections Committee a petition containing the signatures of ten (10) percent of the membership, or twenty-five (25) members, whichever is less. Said petitions must be submitted no later than thirty (30) days following the notice of the opening of nominations.
- b. The Election Committee shall determine whether the nominations were timely and if the nominees are eligible for office.

SECTION 7. At least fifteen (15) days prior to the election, the Election Committee shall notify all members of the election date and the candidates for offices. (NOTE: provided the local has already provided notice by first class U.S. Mail, as required in Section 4, this reminder about the election could be distributed by other means

such as, member mailboxes, union bulletin boards, electronic newsletter, email and/or the local's website).

SECTION 8. The Elections Committee shall conduct an election for all GCC FACULTY UNION officers at the April Membership Meeting. The vote shall be by secret ballot. The majority of the ballots cast shall determine the outcome of the election.

SECTION 9. In the absence of a majority, the Elections Committee shall conduct a run-off election between the two candidates who have received the most votes for the office in question.

SECTION 10. Challenges and objections to the election must be submitted in writing, with a statement of supporting reasons that includes specific facts as well as any documentation, to the Elections Committee within five (5) days of the count. The Elections Committee shall issue its written opinion regarding the objections no later than ten (10) days after receipt of such objections.

SECTION 11. The election results will be published and distributed to the membership no more than sixteen (16) days of the count should there be a challenge. Should there be no challenge the results will be published and distributed no more than six (6) days of the count. All elections materials, including the ballots, will be kept in a secure location for one (1) year.

SECTION 12. Successful candidates shall assume office on August 1st of the year of the election.

SECTION 13. With the exception of the President, or in case of a recall, the Executive Board will have the power to fill vacancies in its membership until the next general election of officers.

SECTION 14. A petition signed by forty-five percent (45%) of the membership, and alleging constitutional violations, fiduciary breaches or acts clearly detrimental to the union, shall be sufficient to require the Executive Board to vote on whether to conduct a recall election of the officer identified in the petition. The officer subject to recall and any Executive Board member signing the petition shall not vote on the question of a recall election. If a majority of the Executive Board approves a recall election, the Elections Committee shall supervise the recall election.

SECTION 15. Any member of the GCC FACULTY UNION whose name appears on the membership roster may run for delegate to the American Federation of Teachers (AFT) Convention. The election will be held in accordance with all eligibility requirements for election and shall be held at the membership meeting held in April preceding the Convention. Only one delegate shall be from the At-Large elected officers with the remaining delegates elected from the membership.

SECTION 16. Proxy votes shall not be allowed.

SECTION 17. Absentee votes shall be allowed.

ARTICLE II--COMMITTEES

SECTION 1. The standing committees of the GCC FACULTY UNION shall be:

- a. Elections
- b. Grievance
- c. Political Education
- d. Professional Development
- e. Social

SECTION 2. The Executive Board, either on its own initiative, or at the direction of the Membership Meeting, may establish special committees.

SECTION 3. The President, with the approval of the Executive Board, shall appoint all committee chairs and committee members.

SECTION 4. Each committee shall present its annual program of action to the Executive Board and the Membership Meeting.

SECTION 5. The Elections Committee shall conduct and supervise all elections of the organization.

SECTION 6. The Grievance Committee shall work with the officers in the resolution of contractual and non-contractual disputes in the workplace; shall maintain records of grievances and their disposition; and shall be responsible for the processing of grievances and disputes beyond the immediate work location. The grievant may appeal these last decisions to the Executive Board. The Executive Board shall develop and adopt a policy that governs how it shall approach grievances not referred to arbitration, as well as other litigation and/or administrative appeals. The Grievance Committee shall follow this policy.

SECTION 7. The Committee on Political Education shall secure voluntary contributions to support the political work of the organization; screen and recommend endorsement of candidates for local, state and federal office to the Executive Board; educate members on the issues of importance to the organization, its membership and clients; and develop programs to promote voter registration and to support the election of candidates who support the interests of the organization, its membership and the people they serve.

SECTION 8. The Professional Development Committee shall identify the professional and work-related educational and training needs of the membership and develop programs and activities that meet said needs, taking into consideration the resources of the state and national affiliates.

SECTION 9. The Social Committee shall conduct activities that promote the social well-being of the membership, are attractive to potential members and promote community among organized labor and in the society at large.

ARTICLE III—ORDER OF BUSINESS

SECTION 1. The order of business of all General Membership, executive Board and standing Committee meetings shall be:

- a. Call to order by the presiding officer
- b. Reading and approval of the minutes of the previous meeting
- c. Reports of officers and standing committees
- d. Reports of special committees
- e. Announcements
- f. Unfinished (old) business
- g. New business
- h. Remarks for the good of the membership
- I Adjournment

ARTICLE IV--QUORUM

SECTION 1. Quorum for the Membership Meeting shall be ten percent (10%) of total membership of the organization.

SECTION 2. Quorum for the Executive Board Meeting shall be a majority of the members.

SECTION 3. Quorum for the business of a Standing Committee or any Special Committee shall be a majority of the members, but not less than three (3).

ARTICLE V—COLLECTIVE BARGAINING

SECTION 1. Collective Bargaining is recognized as a necessary and appropriate method of improving and protecting workers rights and improving the member's nature of life.

SECTION 2. The Executive Board shall exercise general control over the GCC FACULTY UNION involvement in collective bargaining.

SECTION 3. All aspects of GCC FACULTY UNION collective bargaining shall be done using the process known as Interest Based Bargaining (IBB).

ARTICLE VI—CONVENTIONS

SECTION 1. Prior to the election of delegates to the AFT Convention, the Executive Board

shall determine if funds are available to provide for delegates to attend.

SECTION 2. Other than the At-Large officer, each candidate for election to be an AFT Convention delegate must be nominated at the meeting which the election of delegates is conducted, in accordance with Article I, Section 15 of these By-laws.

ARTICLE VII—AVAILABILITY OF BY-LAWS

SECTION 1. Three copies of these By-Laws and all subsequent amendments shall be submitted to the office of the Secretary-Treasurer of the American Federation of Teachers.

SECTION 2. One copy shall be sent to the similar officer of each organization with which this organization is affiliated.

SECTION 3. The Secretary shall make available upon request a copy to any member of the organization.

ARTICLE VIII--AMENDMENTS

SECTION 1. These *By-Laws* may be amended by a two-thirds affirmative vote of the members present at a duly called General or Special Membership meeting.

SECTION 2. Proposed amendments shall be submitted in writing by a petition of not less than 30 percent (30%) of the membership in good standing to the Executive Board Secretary. The proposed amendment(s) will then be presented at the next General or Special Membership meeting at which time the membership shall ratify, reject, or defer action on said amendment(s). Upon consideration of any proposed amendment(s) at any meeting, amendments thereto on the same subject may be offered, voted upon, and adopted at the same meeting without previous notice.

SECTION 3. Not less than thirty days prior to the meeting where a proposed amendment will be voted upon, the GCC FACULTY UNION Secretary shall notify the membership of the meeting. Such notification shall include copies of the proposed amendment(s) along with an explanation of said amendment(s).

SECTION 4. A quorum for any meeting at which by-law amendments are to be considered and adopted shall consist of forty (40) percent of the membership of the organization.

SECTION 5. The membership shall vote on all amendments to the By-Laws.

a. Following the membership meeting at which the proposed amendment was introduced, the Election Committee will hold a (secret ballot) vote on the amendment at the next Membership Meeting.

b. In the alternative, following the membership meeting at which the proposed amendment was introduced, a special membership meeting for the purpose of

voting on the proposed amendment may be called by the Executive Board. The special meeting shall be conducted in accordance with the terms of Article VIII, Section 5 of the GCC FACULTY UNION Constitution.

c. The Elections Committee will tally the results. Two-thirds (2/3) of the membership present at the meeting shall be required for passage of the amendment.

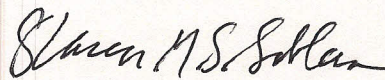
ARTICLE IX—RATIFICATION

THIS CONSTITUTION AND ARTICLES WERE ADOPTED BY THE MEMBERSHIP ON SEPTEMBER 16, 2010.

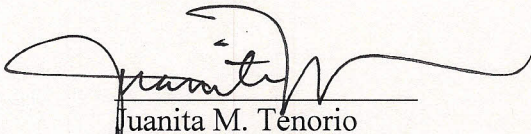
BY THE EXECUTIVE BOARD FOR THE MEMBERSHIP:



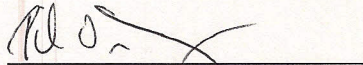
Barry L. Mead
PRESIDENT



Karen M. S. Sablan
VICE PRESIDENT



Juanita M. Tenorio
SECRETARY



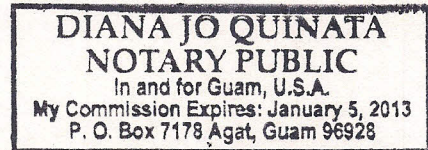
Pilar O. Pangelinan
TREASURER

Hagåtña, Guam

SUBSCRIBED AND SWORN to before me this 27th day of September, 2010,
by **BARRY L. MEAD.**



Notary Public

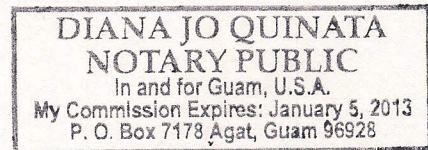


Hagåtña, Guam

SUBSCRIBED AND SWORN to before me this 27th day of September, 2010,
by **KAREN M.S. SABLAN.**



Notary Public

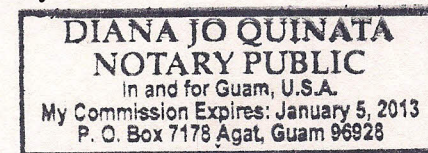


Hagåtña, Guam

SUBSCRIBED AND SWORN to before me this 27th day of September, 2010,
by **JUANITA M. TENORIO.**



Notary Public



Hagåtña, Guam

SUBSCRIBED AND SWORN to before me this 27th day of September, 2010,
by **PILAR O. PANGELINAN.**



Notary Public

