

TO: GSOC Assembly of Stewards

FM: Local 2110 Executive Board & Joint Council

RE: unit bylaws

The Executive Board has reviewed the unit bylaws that were publicly posted last fall. In addition, we distributed them to the Joint Council in our February 25 meeting. After discussion and a vote, the Joint Council joins the Executive Board in requesting that GSOC amend its bylaws in areas in which they conflict with the Local 2110 bylaws and the UAW constitution.

Here is a summary of what we suggest for revision:

- Term limits in elected and appointed offices. We suggest that you include this in your caucus platform (if that's what it reflects) and not in unit bylaws. First, under the UAW constitution and Local 2110 bylaws, members have a right to elect or re-elect whomever they want to union offices without term limit restrictions. Second, there is likely to be great variation in members' views about term limits. Even those who support them may think the number of terms should be different depending upon the position.
- Article 2 – This places undue restriction on the membership and its elected bargaining committee. The membership has a right in a given contract negotiations to determine what issues to negotiate over for that contract including deciding not to negotiate on certain issues. Bylaws should not limit or impose issues on what the membership decides is the bargaining agenda for a particular contract. We suggest that you substitute a broad, general statement. For example, the bylaws could say that GSOC's purpose is to improve and strengthen the terms and conditions of graduate worker employment at NYU.
- Article 4 Membership – As we've discussed many times before, the statement of eligibility conflicts with the Local 2110 bylaws and with the UAW constitution. In all but a few limited and specifically delineated circumstances (e.g., retired workers), individuals must be employed in bargaining unit positions to be eligible for membership. **We recognize that graduate workers often do not work consecutive semesters. To minimize disruption in membership eligibility, we offer the following suggestion: Graduate students who work eight consecutive weeks in the unit and are in good standing (dues paying) will be considered members through the following fall or spring semester, whichever is sooner, plus 30 calendar days.**
- Article 7, Unit Officers - Numerous conflicts in B and D with the Local 2110 bylaws and constitution, including: Members have the right to elect a Unit Chair through a direct membership vote conducted by Local 2110 and the position cannot be selected by a steward group. Financial management, staff hiring and supervision is conducted by Local 2110, not GSOC.
- Article 8, F2, 3 - Sharing of membership data must be consistent with the UAW constitution

- Article 8, 5 – Usurps the rights of the membership and/or elected leaders to determine official positions of the union regarding political endorsements, affiliations and solidarity actions. Instead, the bylaws call for decisions to be made by a self-selected body. We suggest you eliminate this provision.
- Article 8, 6 - Usurps the financial responsibilities of the Local Union and its elected officers to an unelected, self-selected Finance Committee.
- Article 8, 7 – Similar to our concern with Article 2. Usurps the right of the membership to determine the size of the bargaining committee in a given negotiations and the right of the elected bargaining committee to determine bargaining strategy and tactics, including whether or not to use off the record bargaining. This shouldn't be a part of bylaws.
- Article 8, 8 - Must be consistent with Local 2110 bylaws which require the Local 2110 Executive Board and/or the Local 2110 Election Committee to run elections.
- Article 9 - Conflicts with the Local 2110 bylaws. Staff are hired by and report to the president of Local 2110.
- Article 11 – Must be consistent with the UAW constitution and Local 2110 bylaws.
- Article 12 – Must be consistent the UAW constitution and Local 2110 bylaws.
- Article 14A - There is no absentee, mail-in, or on-line balloting in elections for positions.
- Article 14C – Conflicts with the Local 2110 election rules: no partisan designations on ballot or notice.
- Article 15 - A conflicts with the local 2110 bylaws
- Article 16 – Must be consistent with the UAW constitution, the Local 2110 bylaws and the collective bargaining agreement. GSOC (or any bargaining unit) does not have autonomy in all unit matters because unit matters can affect the entire membership of Local 2110 or even the larger UAW. The number of joint council delegates GSOC is entitled to is based on the average number of dues paying members in the unit (currently about 400). Such delegates must be elected in accordance with the 2110 bylaws. Appointments are in accordance with the bylaws. Joint Council delegate elections are carried out by the Local 2110 Executive Board.