

## CONSTITUTION

### ASSOCIATED FACULTIES OF THE UNIVERSITIES OF MAINE AFUM/MEA/NEA

#### ARTICLE I – NAME

The name of this organization is the Associated Faculties of the Universities of Maine (AFUM). This organization shall be an affiliate of the Maine Education Association (MEA) and the National Education Association (NEA).

#### ARTICLE II – PURPOSES

**Section 1** – To work for the advancement of higher education and the improvement of educational opportunities for the people of Maine.

**Section 2** – To promote among the faculties of the University of Maine System the highest professional practices and a spirit of professional ethics.

**Section 3** – To cooperate with community organizations and civic bodies for the improvement of education and to inform the public of the functions and problems of public higher education.

**Section 4** – To promote the professional welfare of the members of the University of Maine System faculties by improving salaries, tenure, retirement systems and other conditions of employment, including those for faculty research and scholarship, so as to attract and retain highly qualified faculty.

**Section 5** – To act as the collective bargaining agent for the faculties of the University of Maine System.

#### ARTICLE III – MEMBERSHIP

**Section 1** – Active membership shall be available to those professional employees of the University of Maine System who are eligible for membership in the full-time faculty collective bargaining unit and who pay appropriate dues. Such persons shall be members of MEA and NEA and shall be entitled to hold active membership, to vote, to hold office, and to serve on AFUM committees.

**Section 2** – For cause shown, a two-thirds vote of the Executive Board of AFUM may censure, suspend or expel any member. Such action may take place only after due notice (at least thirty (30) days), adequate opportunity to reply in writing (two (2) weeks), and a hearing.

In the event an adverse action is taken, said member shall have the right to appeal the decision to a seven-member appellate jury which shall be comprised of Delegate Assembly members according to the following selection procedure: From the current listing of Delegate Assembly members, the aggrieved party and the AFUM President shall each select three (3)

members for the jury. These members shall in turn select a chairperson from the list. The decision of the jury shall be binding on all parties.

#### **ARTICLE IV – DELEGATE ASSEMBLY**

**Section 1** – The Delegate Assembly shall elect the officers of AFUM and delegates to the NEA Representative Assembly. It shall also be the legislative body of AFUM, with the power to transact all business of AFUM, to assess dues, to enact legislation relative to AFUM, to establish policy and to make general regulations governing the work of the Executive Board.

**Section 2** – The Delegate Assembly shall consist of the members of the Executive Board and the apportioned representatives from each chapter.

#### **Section 3** –

- a) Chapters (UMA, UMF, UMFK, UMM, UM, UMPI, USM, and UMCE) shall be entitled to elect one (1) delegate to the Delegate Assembly for each ten (10) members or portion thereof.
- b) Each chapter shall distribute its delegates to ensure proportional representation among its major units/colleges.
- c) Chapters shall conduct elections through open nominations and secret ballot between March 1 and March 15.
- d) Delegates shall serve for one, two or three years at the discretion of the chapter. The term of office shall commence on April 1 and terminate on March 31 of the year the term ends.
- e) Alternate delegates for each chapter shall be elected at the same time and in the same manner as delegates. An alternate shall have the same rights and responsibilities as the delegate for the meeting at which he/she serves as alternate.
- f) Each chapter shall attempt to provide ethnic and gender representation proportional to its ethnic and gender membership.

#### **ARTICLE V – OFFICERS**

**Section 1** – The officers of the Associated Faculties of the University of Maine (AFUM) shall be a President, a Vice President, a Secretary, and a Treasurer.

**Section 2** – Officers shall be elected by a majority vote of the Delegate Assembly. The term for officers shall be two (2) years to commence on June 1 and terminate two years later on May 31.

The Elections Committee of AFUM will be responsible for conducting elections.

**Section 3** – If a vacancy occurs in the office of President, the Vice President shall succeed to that office for the unexpired term. Vacancies in other offices shall be filled by the Executive Board.

**Section 4** – The President shall speak for AFUM, preside over all meetings of the Delegate Assembly and Executive Board, and serve ex-officio on all committees of AFUM.

**Section 5** – The Vice President shall assist the President, shall assume all presidential duties in the absence of the President, and preside at all meetings of the Bargaining Council.

**Section 6** – The Secretary shall keep a record of the minutes of all Delegate Assembly and Executive Board meetings.

**Section 7** – The Treasurer shall be responsible for all financial matters of AFUM, subject to policy established by the Delegate Assembly and authorized by the Executive Board.

**Section 8** – An officer may be removed for misfeasance, malfeasance, or nonfeasance by a two-thirds vote of the members of the Executive Board.

## **ARTICLE VI – EXECUTIVE BOARD**

**Section 1** – The Executive Board shall be the executive authority of AFUM. It shall carry out the policies and instructions of the Delegate Assembly. It shall be responsible for the management of AFUM, approve all expenditures and report its transactions and those of the officers of the Executive Board to the members.

**Section 2** – The Executive Board shall consist of:

- a) The President, Vice President, Secretary, Treasurer, and any AFUM members who serve on the MEA Board of Directors and/or the MEA Government Relations Committee.
- b) One (1) member from each chapter (UMA, UMF, UMFK, UMM, UM, UMPI, USM, and UMCE).
- c) Up to ten (10) additional members, apportioned on the basis of one member – one vote, from the following regions or combinations of regions: UM; USM; UMA and UMF; UMFK, UMM, and UMPI; UMCE. The Elections Committee shall develop a regional apportionment formula by January 31 of each election year to apportion these additional Executive Board seats between chapters.
- d) Any Maine member of the NEA Higher Education Committee may serve as a non-voting ex-officio member on the AFUM Executive Board.
- e) The Chair of the Grievance Committee shall be an ex-officio, non-voting member of the AFUM Executive Board.

**Section 3** – Each chapter shall elect its Executive Board members through open nomination and secret ballot. The term for Executive Board members shall be for one (1) year to commence June 1 and terminate May 31.

**Section 4** – AFUM recognizes AFUM-RT (AFUM – Retired Teachers) as an affiliate organization. Both associations strive to cooperate with each other in matters of common interest and/or concern, but each association retains its autonomy. An AFUM Representative, appointed by the AFUM President with the approval of the AFUM Executive Board, serves as a member of the Board of Directors of AFUM-RT, and an AFUM-RT Representative, selected by the AFUM-RT Association, serves as a member of the Executive Board of AFUM. Members of each association, upon request, may serve as members of special committees of the affiliate organization.

#### **ARTICLE VII – AMENDMENTS**

Amendments to this Constitution shall be made in the following manner:

- a) Initiation shall be by a majority vote of the members of a local chapter or by a majority vote of the Executive Board.
- b) Each amendment shall be circulated in writing to all chapters at least one (1) month in advance of the meeting of the Delegate Assembly.
- c) Each amendment shall be ratified by a two-thirds majority of the members of the Delegate Assembly.

#### **ARTICLE VIII – DISSOLUTION**

Upon the dissolution of this organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of the county in which the principal office of the organization is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

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*Includes all amendments through April 12, 2014*