CONSTITUTION
Of The
AFT Seattle Community Colleges, Local 1789, AFL-CIO

ARTICLE I. **Name**

The name of this organization shall be AFT Seattle Community Colleges, Local 1789, AFL-CIO.

Article II. Purposes

The purposes of the organization shall be as follows:

- To represent faculty by upholding and negotiating the collective bargaining agreement.
- To take a proactive approach in improving working conditions through legislative action and state funding.
- To promote solidarity among faculty.
- To promote a mutually supportive relationship with the labor community.
- To actively represent the AFT Seattle in the AFT Washington, the American Federation of Teachers, and the Washington State and King County Labor Councils.
- To support high standards of teaching and an excellent learning environment by securing good working conditions for faculty.
- To promote professionalism and collegiality among faculty.

ARTICLE III. Membership

Section 1. General Membership: Membership in the organization shall be open to all contractual full-time faculty, i.e., instructors, counselors, and librarians.

Section 2. Part-time Membership: Membership in the organization shall be open to all part-time faculty. Part-time members shall have a full voice.

Section 3. Associate Membership:
A: Personnel in administrative positions upon request and subject to a favorable vote of the general membership may become Associate members. Associate members shall have all privileges and responsibilities of regular members except eligibility to vote or hold office.

B.: Past members who leave the local for other positions in the labor community, upon request and subject to a favorable vote of the general membership, may become Associate members. Associate membership bestows an honorary status only, with no responsibilities and no eligibility to vote or hold office

Section 4. Nondiscrimination: No discrimination shall ever be shown toward individual members or applicants for membership because of race, creed, sex or gender, sexual orientation, physical limitation, social, political or economic status or national origin.

ARTICLE IV, Organization Structure

A. AFT Seattle shall have an elected executive board that serves the entire district.
B. Each of the three colleges shall have a Faculty Stewards Council to serve the faculty of their respective campus and satellite campuses.

ARTICLE V. Officers

Section 1. Elected Officers or Co-Officers who serve on The AFT Seattle Executive Board

A. To be elected by a vote of all members of the organization:
1. District President
2. District Secretary
3. Treasurer
4. Membership Chair
5. Communications/Technology Chair
6. Negotiations Chair
7. Political Action Chair
8. Professional Issues Chair
9. Human and Civil Rights Chair

B. To be elected by a vote of all part-time faculty members of the organization:
District President for Part-time Faculty

C. To be elected by a vote of all faculty members from North Seattle College:
Faculty Stewards Council President for North Seattle College

D. To be elected by a vote of all part-time faculty members from North Seattle College:
Representative for Part-time Faculty at North Seattle College

E. To be elected by a vote of all faculty members from Seattle Central College:
Faculty Stewards Council President for Seattle Central College

F. To be elected by a vote of all part-time faculty members from Seattle Central College:
Representative for Part-time Faculty at Seattle Central College

G. To be elected by a vote of all faculty members from South Seattle College:
Faculty Stewards Council President for South Seattle College

H. To be elected by a vote of all part-time faculty members from South Seattle College:
Representative for Part-time Faculty at South Seattle College

Section 2. Appointed Officers or Co-Officers who Serve on the AFT Seattle Executive Board

A. To be appointed by the AFT Seattle upon consultation with the Faculty Stewards Council Presidents and approved by the AFT Seattle Executive Board:
   District Grievance Chair
   Grievance Chair for North Seattle College
   Grievance Chair for Seattle Central College
   Grievance Chair for South Seattle College
   Parliamentarian

B. To be appointed by the AFT Seattle upon consultation with the Faculty Stewards Council Presidents and approved by the AFT Seattle Executive Board:
   A co-officer invited by an elected officer to share the position

Section 3. AFT Seattle Past President

The AFT Seattle Past President serves on the AFT Seattle Executive Board.

Section 4. Other Officers (who do not serve on the AFT Seattle Executive Board)

A. To be appointed by the AFT Seattle Executive Board:
   King County Labor Council Representative (s)/Delegates

B. To be nominated and selected by the Faculty Stewards Councils:
   Faculty Association for Community & Technical Colleges (FACTC) Representative (s) – 1 representative per campus
   Steward Secretary – 1 secretary per campus

Section 5. Vacancies

Should any of the offices mentioned in Sections 1, 2, or 3 fall vacant between elections, an acting officer may be appointed by the AFT Seattle Executive Board or the appropriate Steward to serve the remainder of the term.

Section 6. Delegates to AFT and AFT Washington

A. AFT: The District President is a delegate to the AFT convention
   The District President for Part-time Faculty, the Treasurer, the Campus Steward Presidents, and the District Secretary are delegates to the AFT Convention.
   The AFT Seattle executive board will determine how many delegates will be funded to attend the convention, and the board will determine which of these officers will attend when there is not a sufficient number of slots being funded for all who wish to go.

B. AFT Washington: Elected Officer Positions (18)
   All elected AFT Seattle Executive Board Officers are delegates to the AFT Washington convention:
   1. District President
   2. District Secretary
   3. Treasurer
   4. Membership Chair
   5. Communications/Technology Chair
   6. Negotiations Chair

7. Political Action Chair
8. Professional Issues Chair
9. Civil and Human Rights Chair
10. District President for Part-time Faculty
11 Faculty Stewards Council President for NSC
12. Representative for Part-time Faculty at NSC
13. Faculty Stewards Council President for SCC,
14. Representative for Part-time Faculty at SCC,
15. Faculty Stewards Council President for SSC,
16. Representative for Part-time Faculty at SSC.

C. Co-positions
When co-officers have been elected for a position, each of the co-officers is a delegate. If there is not a sufficient number of delegate positions, then only one of the members of the co-officer position is a delegate. The AFT Seattle Executive Board will settle disputes should they arise.

ARTICLE VI. Committees

Section 1. Standing Committees
The standing committees in this organization shall be:

1. Negotiations*
2. Grievance*
3. Political Action/COPE
4. Human and Civil Rights
5. Communications/Editorial
6. Part-time Faculty Issues
7. Allocations Committee
8. Organizing Committee"

* The chairs of those two standing committees shall be appointed by the AFT Seattle District President with the consent of a majority of the AFT Seattle Executive Board.

ARTICLE VII. The AFT Seattle Executive Board

Section 1: Composition
The officers/co-officers named in Article IV, Sections 1, 2 and 3 shall constitute the AFT Seattle Executive Board. Ex-Officio, non-voting members of the AFT Seattle Executive Board may be seated at the discretion of the voting members of the AFT Seattle Executive Board.

Section 2: Term Limits

In order to encourage rotation of duties and knowledge-sharing, AFT Seattle Executive Board members will serve a maximum of 3 (three) consecutive terms (6 years) in a single position. Once an AFT Seattle executive board member has reached their term limit in that position, they may be elected or appointed to a different position. After one term (2 years) not in the role, they may run for the same position again. If there are no candidates for a position, the executive board shall appoint the incumbent for one additional term.

ARTICLE VIII. Meetings.

A membership meeting shall be held once a quarter during the academic year. Special meetings will be called by the AFT Seattle Executive Board. The AFT Seattle Executive Board may initiate the special meeting or be compelled to call a special meeting at the written request of thirty (30) members. Adequate notice shall be given for special meetings.

ARTICLE IX. Membership Votes.

Section 1. Eligibility

Only AFT Seattle members in good standing can be nominated for AFT Seattle offices [AFT Seattle Executive Board, Faculty Stewards Councils, MLKing County Labor Council Delegates, and FACTC representatives].

Only regular members of AFT Seattle in good standing may vote on issues that affect the membership as a whole. Such issues include but are not limited to affiliation, merger, constitutional and membership referendums, collective bargaining agreements, and elections.

(Definitions: "In good standing" means employed, and paying dues within the last 12 (twelve) months." "Employed" includes those on temporary leave or lay off. "Employed" means not resigned, retired, or terminated. "During the last 12 months" means within one year of the final day of the member's last quarter on contract.)

Section 2. AFT Seattle Executive Board Elections

A. Nominations and Elections.

1. Nominations shall be made and elections held on odd numbered calendar years before the close of Spring Quarter of the academic year.

2. Upon a majority vote of the AFT Seattle Executive Board, 10 yes votes, elections may be called on an even numbered calendar year.

B. Tenure.

Officers shall serve for the period of two (2) years beginning September 1, or until their successors are elected. If an election is held in an even numbered calendar year, officers shall serve for the period of one (1) year beginning September 1, or until their successors are elected.

Section 3. Faculty Stewards Council Selections.

1. Nominations shall be made and selections held on even-numbered years before the close of Spring quarter of the academic year.
2. Tenure: Stewards shall serve for a period of two (2) years, beginning on September 1.

3. See Article II Section 6 of By-laws.

ARTICLE X. Amendments

Section 1. Amendments may be made to this constitution at any quarterly membership meeting of the organization by a two-thirds vote of those members present. Proposed amendments shall have been read at the preceding quarterly membership meeting.

Section 2. By-laws may be amended by a two-thirds (2/3) majority of those present at a regular meeting or at a special meeting called for the purpose of amending the By-laws, so long as sufficient notice of the meeting and of the proposed By-law Amendment has been given to the membership in writing at least two weeks in advance of the regular or special meeting.

ARTICLE XI. Affiliations

The AFT Seattle is affiliated with the American Federation of Teachers (AFT), the AFT Washington, the Washington State Labor Council (WSLC), and the King County Labor Council (MLK Labor). AFT Seattle delegates are selected according to the constitutions of each of the affiliates. Only AFT Seattle members may serve as delegates. Delegates are responsible for reporting to the AFT Seattle Executive Board.

ARTICLE XI. Availability of Constitution & Bylaws

The AFT Seattle Constitution and Bylaws shall be posted to the AFT Seattle web site and available to members upon request. All new members to the AFT Seattle will be provided with copies of the Constitution & Bylaws. Faculty will be informed of significant and consequential amendments to the Constitution & By-laws through an AFT Seattle newsletter or through a direct mailing.

Revised: 1/1981, 1/1983, 1/1987, 3/1988, 4/1988, 3/1989, 11/1990, 4/1993, 5/1995, 5/1998, 7/2001, 9/2005,3/2008, 5/2015, 3/2016, 11/2016, 2/2018, 3/2019; 3/2022, 11/4/2022
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