

Constitution of the Hawks' Union for Students' Rights

July 29, 2022

Article I: Our Mission

The Mission of the Hawks' Union for Students' Rights is to be a center for pro-student direct actions and a place where pro-student groups can collectively organize to bolster our strength to be a united front.

We will organize through widespread direct action on and off campus to fight for our student and human rights, attain community relief for students and residents of Iowa City, halt tuition hikes, increase college funding, and campaign for other issues.

We are dedicated to the ideals of democracy, egalitarianism, positive liberty, and inclusivity in the pursuit of representing the interests of University of Iowa students.

Article II: Constitutional Definitions

- Throughout this document, the abbreviation of the current name of our organization, Hawks' Union, will be used as shorthand for the full name of our organization, Hawks' Union for Students' Rights, for readability purposes.
- Student Union - an organized association of students formed to protect and further the rights and interests of students.
- Direct Action - an organized effort to use collective power to commit acts which further and protect a group's interests. Examples of direct action include the following: petitions, non-violent protests (e.g. sit-ins, street blockades, marches, boycotts), and student or general strikes.
- General Member - a member who is not on the Executive Board.
- United Front - a broad coalition containing individuals of many different political identities and backgrounds, united for a collective interest.

Article III: Membership

Section 1: Types of Members

Subsection 1: Active Member

An Active Member is a member who attends a majority of meetings and/or attends a majority of direct actions held by Hawks' Union. Active Members have full voting rights on any issue.

Subsection 2: Passive Member

A Passive Member is a member who attends a few meetings and/or attends a few direct actions held by Hawks' Union. Passive members are expected to attend at least one major direct action held by Hawks' Union a semester if they have time available. Passive Members have full voting rights on any issue.

Subsection 3: Ally

An Ally is typically a non-student of the University of Iowa who is interested in the activities of Hawks' Union and wants to receive promotions from Hawks' Union. Allies may attend meetings, however, they are not allowed to vote on issues, as they are not General Members. Allies may be professors or other educational staff, members of the Iowa City community, or representatives from non-student groups in Johnson County who wish to organize with Hawks' Union.

Section 2: Executive Board Member Positions

Subsection 1: Co-Chairs of Hawks' Union

There shall be two Co-Chairs of Hawks' Union. Co-Chairs will take turns heading all meetings and directing the order of business at Executive Board meetings. Co-Chairs will head the creation of agendas for all meetings with the aid of the Executive Board. Co-Chairs mediate disagreements in the group and make the final decisions on tied issues. If there is a complete tie, the seniormost Co-Chair will make the tie-breaking decision. Co-Chairs are seen as leaders and will organize and fill the most immediate gaps should another Executive Board Member be unable to perform a duty. At least one Co-Chair will meet with other

organization heads in coordination with the Outreach Chair and/or Public Relations Chair to establish alliances and promote Hawks' Union at other group meetings with another Executive present at said meetings if one or more Executives can make it to a promotional meeting/opportunity.

A Co-Chair is expected to be present in at least 1/3 of all direct actions and a majority of meetings.

Subsection 2: Secretary-Treasurer

The Secretary-Treasurer will oversee the funds of Hawks' Union and will maintain membership records. They will send notices of meetings being called in cooperation with other Executives.

When the Secretary-Treasurer is present at meetings, they will keep meeting minutes and send organized minutes to all members post-meeting. The Secretary-Treasurer will also be in charge of counting the quorum for voting at meetings. If they are not present, a volunteer will take minutes and another Executive will be charged with finalizing and sending them to all members.

If a Treasury is established to pool all funds for easy use, the Secretary-Treasurer will report funds at meetings, keep receipts, and bookkeep. If legal status issues are present, they will coordinate with the Co-Chairs and other Executives to resolve financial issues.

Subsection 3: Public Relations Chair

The Public Relations Chair will be responsible for heading the management of social media and coordinating media releases. They may form a permanent committee composed of Executive Board members or General members to aid in social media campaigns. They will work with the Graphic Design Agent on social media campaigns which require visuals to be effective.

Subsection 4: Outreach Chair

The Outreach Chair will reach out to local unions, activist student orgs, and other groups in Iowa City and potentially across Iowa to attempt to form cooperative, beneficial alliances and relationships. The Outreach Chair will also attempt to set up promotional meetings with said organizations in cooperation with a Co-Chair and the Recruitment Chair.

Subsection 5: Direct Action Chair

The Direct Action Chair will manage the logistics for all direct action campaigns. They will find locations with other Executive Board members and General members for direct actions. A good amount of organizing experience is expected for those who wish to fill this position. They will work with the Event Chair to boost membership activity on direct action campaigns.

Organizing is a group effort, so the Direct Action Chair is concerned with the main when, where, and why. Most Executives are expected to help with the running of direct action campaigns.

The Direct Action Chair will reserve in-person spaces for and conduct organizing training for direct action campaigns if they have enough experience with in-person organizing. If the Direct Action Chair does not wish to lead training sessions, another Executive Member or an outside trainer from a union or activist group may be requested to train members in their stead.

Subsection 6: Event Chair

The Event Chair will be responsible for reserving meeting spaces for any non-direct action, in-person meetings. Due to Covid-19, this activity will be limited but will quickly return in the future. The Event Chair organizes non-direct action events such as recruitment events. They will work with the Recruitment Chair to organize events to boost membership through Hawks' Union community events (e.g. free movie showings, free pizza parties).

Subsection 7: Recruitment Chair

The Recruitment Chair will devise effective recruitment tactics, slogans, campaigns, etc. with the Public Relations Chair, the Direct Action Chair, the Event Chair, and the Graphic Design Agent.

Subsection 8: Graphic Design Agent

The Graphic Design Agent will develop promotional graphics, posters, and digital media in cooperation with the Public Relations Chair, the Direct Action Chair, and the Event Chair.

Section 3: Standard Rules for The Executive Board

Subsection 1: Rules of Cooperation

No person is a mountain and cooperation is expected with every member to run an effective organization. Any Executive Board member may choose to work on a small project alone, but they may not be refused help if it is an approved project. It is the responsibility of the Executive Board to work with other Executive Board members when they need help on a project and at least one Co-Chair is expected to step in when there is an aid requested or disagreement.

Any Executive may form a committee at any time with the permission of the Co-Chairs composed of any Executive or General member. A committee may be proposed to be temporary or permanent for the effectiveness of union activities.

Subsection 2: Eligibility for The Executive Board

Starting the Fall semester of 2022, it is highly recommended that those who apply to run for a position meet the following:

1. They should attend at least 2/3's of meetings.
2. They should attend at least 1/4 of direct actions during the previous semester.

Subsection 3: Adjustment in the Number of Executives

If membership numbers are low enough--or if there is lack of interest in a position creating a long-standing empty position--a position may be absorbed by one or more other members should the Executive Board decide to do so by a 2/3's majority vote. All Executives must vote on the issue of absorbing a position. Should there be interest in a position by a General member, the position will be reformed by 2/3's majority vote.

Article IV: Membership Rules

Section 1: Human Rights Clause

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

Section 2: Membership Duties

Members shall not claim to represent Hawks' Union or take action on behalf of Hawks' Union without majority approval of the Executives or General membership.

Members of Hawks' Union are expected to attend at the very least one meeting per semester, one direct action per semester, and regularly vote on Big Issues concerning Hawks' Union. Any student seeking to become inactive may request to be moved to Ally status to continue receiving updates on the group or can request to be removed from Hawks' Union entirely by reaching out to the Secretary-Treasurer.

Membership may be revoked for a well-stated reason presented by any member by a 2/3's vote at a General meeting with a quorum of at least 1/3 of Active

Members. This includes any potential desire for Executive Board member impeachments for inactivity or misconduct.

Article V: Finances

Section 1: Dues

Hawks' Union shall **never** charge dues to its members and will operate as donation-reliant for its efforts. The student body of the University of Iowa already pays enough in tuition, housing, and miscellaneous fees to justify preventing the charging of dues for our members. We also believe dues harm student membership numbers and mandatory payments will result in our union's decline.

Section 2: Financial Clause

Hawks' Union is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or "oo funds" must be divided as stated in this Constitution and carried out by our leadership. Our organization's remaining revenue generated dollars or "oo funds" will be divided or disbursed to the Eastern Iowa Center for Worker Justice. If this organization has dissolved and revenue generated dollars or "oo funds" have not been divided as stated in this Constitution by five years from last account activity, funds in our "oo account" will revert to an account specified for this purpose within student government(s). These funds will then be available for distribution through student government(s) guidelines in accordance with University of Iowa policy.

Article VI: Elections

Section 1: Dedication to Democracy

Hawks' Union is dedicated to the ideal of democracy and will vote on almost every issue, either by electronic, paper, or hand ballots. On almost any issue which has three or more choices, ranked choice voting will be used.

Section 2: Yearly Elections

Starting Spring 2022, regular yearly elections will be held with a voting deadline of May 1st with a two week window for voting prior. Any member wishing to be elected to a position must submit a candidate application to the Executive Board for placement on the ballot by the second Monday of March. See Article III, Section 3, Subsection 2 for recommended qualifications.

Section 3: Special Elections

In the event of a vacancy on the Executive Board, an election for their position will be held with a one week window for applicants and a one week window after that for voting.

Article VII: Meetings

Section 1: General Meetings

General Meetings will be held twice a month to properly coordinate actions while giving time for studies. General Meetings frequency may be adjusted by a 2/3's vote. General Meetings will be determined by majority availability at the beginning of each semester.

Section 2: Executive Board Meetings

Executive Board Meetings will be held twice a month prior to General Meetings to coordinate actions, plan agendas for General Meetings, and make executive decisions in accordance with Executives' responsibilities detailed in Article III, Section 3.

Section 3: Special Meetings

Special Meetings will be called in the event of a campus decree in direct opposition to student interests, a campus emergency, or other similar actions. All members will receive an email explaining why a Special Meeting is being called. The takeaways from the Special Meeting will be summarized and given at the following General Meeting and Executive Board Meeting.

Article VIII: Voting

Section 1: Standard Voting Procedure

Any votes that have more than two choices will use the ranked-choice voting method. Any other votes will have a simple yes-no majority vote.

Section 2: Big Issue Voting

Big Issues constitute issues such as, but not limited to: approval of changes to the Constitution, modification of mission statement, etc.

Subsection 1: Voting Method for Big Issues

Big Issue voting will be held online via Google forms (or something similar) and requires a 2/3 majority.

Subsection 2: Voting Quorum for Big Issues

A quorum of at least 1/2 of all members is required to vote on Big Issues. Big Issues impact the direction of Hawks' Union and impact all members--a majority of members should have a say in the direction of Hawks' Union.

Section 3: Small Issue Voting

Small Issues are anything other than Big Issues. Some examples include but are not limited to: what items to bring to a direct action, what day should a small direct action take place, or where a meeting or event should take place.

Subsection 1: Voting Method for Small Issues

Small Issue voting will be held by hand or on paper at a meeting and require a simple majority.

Subsection 2: Voting Quorum for Small Issues

The quorum for voting on Small Issues is those in attendance at any meeting.

Article IX: Prohibited Activities

Section 1: Violence

It is important that with a student union we have a commitment to nonviolence. Therefore, any member of Hawks' Union found to have instigated violent action against police, other organizers, counter-protesters, etc. will be expelled from the union after an investigation by a committee and a simple majority vote by members.

Section 2: Political Endorsements

Subsection 1: Why Hawks' Union Should Not Endorse Political Campaigns

Endorsements of politicians and political parties cause division within the union and our support may be mistaken as a political force. We must show candidates, campaigns, and political parties that we need to be campaigned for with policies supporting University of Iowa students and the campus. We must also maintain a united front, and endorsing a candidate or party would destroy our united front from factionalism.

Subsection 2: Political Speaker Invitations to Events

The Executive Board **MAY invite** candidates to speak with the expressed notice that we **do not endorse** candidates and members must be campaigned for as individuals.

Subsection 3: Member Political Activities

Any General member or Executive may participate in political campaigns on the condition that they do not claim to represent Hawks' Union during their campaign or non-student related political activities. This would directly violate the endorsement clause and could cause division within the union.

Section 3: Factionalism

Factionalism (forming political groups within the organization to push a political agenda) is strictly forbidden in order to maintain the ideal of a united front in our union and promote unity.

Article X: The Changing of The Constitution

Section 1: Amendments

Amendments to the Constitution may be submitted to the Executive Board with the co-signed support of at least 5 total members. The Executive Board will then place the push for the adoption of the proposed amendment on the agenda for the next General Meeting following its submission. The backers of the amendment will be required to give a brief presentation at the General Meeting which has their amendment on the agenda. The amendment will be voted on as a Big Issue vote following the rules laid out in Article VIII, Section 2.

Section 2: Constitutional Conventions

Subsection 1: Defining a Constitutional Convention

A Constitutional Convention is the redrawing of the current Constitution in a major special event. The event may take place at any time when a majority of members are able to vote on the Constitution.

Subsection 2: Requirements For A Constitutional Convention

A request for a Constitutional Convention may be submitted to the Executive Board with the co-signed support of at least a 1/5's of total members. The Executive Board will then place the proposal for a Constitutional Convention on the agenda for the next General Meeting following its submission. A non-aggressive debate will be held at said General Meeting among any member who chooses to participate. The Constitutional Convention will be voted on as a Big Issue vote following the rules laid out in Article VIII, Section 2.

A date will be decided on soon after with those who wish to volunteer to be delegates in forming a new Constitution.

The newly redrawn Constitution will then be voted on as a Big Issue vote with a special month-long ratification vote requiring 2/3's of members to vote to ensure it is with the fullest consent of members possible.