

Proposed Amendments to the UHP Constitution 2024

Note: The Executive Committee recommends concurrence on all of the following.

1. Housekeeping- Change He/She to They/Them/Their throughout the contract to be inclusive and anywhere else in the contract that requires terminology to be updated to be inclusive of a gender diverse population.
2. Housekeeping-In all sections of the contract be inclusive of all current councils and Federations to be accurate, this will require updating.
3. In Article XVIII
Order of Business
Move open comment back to after New Business

Submitted by Meg Bartos

4. ARTICLE VII. UNION REPRESENTATIVE ASSEMBLY

Section 1. Union Representatives ~~will be elected by members in their areas in April of the odd-numbered years for a two-year term beginning May 1.~~ [may be appointed by Vice President Tier 1 or Vice President Tier 2 or by petition signed by at least 50% of the members in good standing in their work area.](#)

RATIONAL- The original election process is unnecessary at this time. We are in the process of Growing our Union Representative Assembly and the original process runs counter to this objective. Additionally, by practice, we have not been adhering to the original constitutional process.

The election process can be revisited if/when the union representative assembly has grown to a point that we begin to see strong interest and competition between members to become involved.

Submitted by Peter Zarabozo.

5. ARTICLE V. DUTIES OF OFFICERS

Section 3. Recording Secretary: The Recording Secretary shall conduct such correspondence as may be necessary, including return of ballots, electronic or paper, or petitions. The Recording Secretary shall keep on file a list of all members of the Local; shall keep records pertinent to the Local; shall keep all ballots, electronic or paper, from elections of officers and delegates on file for one year.

[The Recording Secretary shall take minutes at all executive committee meetings, union rep. assembly meetings, and membership meetings, and shall coordinate with committee chairs to ensure minutes from their meetings are recorded and filed in a timely manner.](#)

The Recording Secretary shall certify Delegate credentials and submitted resolutions, and shall chair the Elections Committee.

Purpose: Clarify expectations

6. ARTICLE V. DUTIES OF OFFICERS

Section 6. Vice President for Membership Activities: Shall be responsible for coordinating professional issues for the Local, social activities, good & welfare, benefit packages and new employee orientations.

The Vice President for Membership Activities shall serve as Chair of the Social Committee and the Scholarship Committee.

The Vice President for Membership Activities shall coordinate with the Vice President of Tier I (salaried) and Vice President of Tier II (hourly) Employees to lead the local's membership organization efforts.

Purpose: *Identify leadership of organizing efforts*

7. ARTICLE V. DUTIES OF OFFICERS

Section 8. Vice President Tier I (salaried employees) and Vice President Tier II (hourly employees) shall chair the respective standing committees, be responsible for coordination of activities of the Union Representative Assembly, and ensure that issues of respective constituent groups are addressed within the local union structure.

The Tier I and Tier II Vice Presidents shall coordinate with the Vice President for Membership Activities to lead the Local's membership organization efforts.

Purpose: *Identify leadership of organizing efforts*

8. ARTICLE VI. COMMITTEES

(STRIKE SECTIONS 7 and 8 and Renumber accordingly)

~~Section 7. Tier II: To provide Tier II (hourly) employees a forum to express specific concerns about their working conditions in addition to the UHP Contract.~~

~~Section 8. Tier I: To provide Tier I (salaried) employees a forum to express specific concerns about their working conditions in addition to the UHP Contract.~~

Purpose: *Reflect current practice*

9. ARTICLE XVI. DUES

1. The regular annual dues of UHP Local 3837 shall be 1% of a member's base salary, plus any increase in individual per capita tax to affiliated organizations after July 1, 1983.
2. The minimum yearly dues shall not be less than the affiliation dues. Part-time employees shall pay in proportion to their percent employed, based on their employment authorization.
3. The maximum yearly dues shall be set at the 1988-89 base salary of \$39,000 align with [Salary Group 10 Step 3](#) and shall be indexed annually according to bargaining unit increases.
4. The dues year shall be from July 1 through June 30.

Purpose: Modernize explanation of how max dues are calculated

Submitted by Chris DeFrancesco