

Minutes  
*AFT Local 1839 Election By-Laws Committee (ad hoc)*  
December 3, 2008  
R-115A

1. Meeting was opened at 3:15pm by Dr. Collins, interim chair. Agenda is attached.
2. Committee members present:
  - a. Dr. Calathes
  - b. Dr. Caulfield
  - c. Dr. Collins
  - d. Dr. Moskowitz (ex-officio)
  - e. Dr. Weiner
3. Committee members excused/dual commitment
  - a. Dr. Hoch
  - b. Dr. Overton
4. Dr. Collins discussed his interim status as committee chairperson and made selection of the chair the first item of business. The committee nominated, seconded and unanimously selected Dr. Collins to continue as permanent chairperson (selection is subject to being revisited by Drs. Hoch and Overton). Also, discussed the option of having a secretary – committee felt that the chairperson could use the agenda and capture minutes for distribution.
5. The following publications were distributed (extra copies held for those unable to make this meeting):
  - a. Constitution Outline and Checklist (By-Laws Section last page)
  - b. Election and Campaign Rules from DOL Guide
  - c. Labor-Management and Disclosure Act of 1959, As Amended (see *Elections*: dog-eared, lower right)
  - d. DOL Guide – on-line at:  
**<https://www.dol.gov/esa/olms/regs/compliance/localelec/localelec.pdf>**
  - e. Current copy of the Local's Constitution (October 2008).

6. Past problem areas were discussed and additional items beyond the attached agenda were added by committee members. The following items were captured:

a. Need to address what is meant by members in “good standing”; includes revisiting contracts for all constituents with regard to membership in the Local.

b. What is allowed in the access to voting records? – to include who voted or did not vote

c. Considerations to access to original ballot/voting results document

d. Equal AFT Listserv (all available) Access for All Candidates; Candidate Statements allowed to be posted on the Local’s website.

e. Documentation of requirement to create four separate ballots for all constituents – Full-Time Faculty, Adjunct Faculty, Professional Staff and Librarians, and A. Harry Moore.

f. Allowance of “Co-Vice-Presidents”

g. Provision to document Write-ins for each position

h. As specified by law, candidates only to review membership list (no surrogates)

i. Can a member hold more than one office?

j. Can a member run for more than one office at a time?

k. Provision that the election committee become acquainted with the various legal requirements; implies time needed for this purpose in the election schedule/calendar.

l. Several committee members discussed the implication of By-Laws and the Constitution; the committee will decide on items that should be considered for Constitutional revisions with the remainder being captured in the By-Laws.

m. Stipulation that the notification of the election and the actual ballots be separated in time.

n. Consideration in the Constitution that election of delegates be done in advance of officer elections to allow delegates planning time (especially with Summer attendance required).

o. Ethical implications of the election committee. Dr. Weiner recommended an excerpt of the AFT NJ Conference presentation called *Building a Stronger Union* (Oct 3, 2008): “They should be fair and impartial, treating all candidates equally and avoiding any acts of favoritism or even the appearance of favoritism.”

p. Avoiding ballots that force picking \_\_\_ out of \_\_\_ for office. (emphasizes the one vote – one person standard).

7. Dr. Collins will construct an email for the AFT members soliciting one additional committee representative from each of the Local's constituents: Adjunct Faculty, Professional Staff and Librarians, and A. Harry Moore (Full-Time Faculty already represented). The committee felt that all members should be represented on this committee.
8. One possible approach to capture all the By-Laws requirements is to use the Election and Campaign Rules (Example) from the DOL Guide, as a template. Items covered in under 6. above not addressed by the template will be added so they are not lost – other items may come to light during our work as well. Other recommendations are welcome. In preparation for the next meeting this document is currently in Acrobat .pdf format – Dr. Collins will convert to Word Processing. This approach (or other recommendations) would allow us to collectively focus on the Election By-Law requirements (and possibly Constitutional revisions) and enable the voluntary division of labor so all committee members are fully engaged and participating in this important work. For the next meeting, please review this document and be prepared to make recommendations on how we can proceed as a group.
9. We also need to consider our meeting schedule for Spring 2009 to finalize these By-Laws. Recommend we meet again January 28, 2009 as Wednesday at 3pm seemed to work for most of us. We can adjust days and time as needed. We need a recommendation on the frequency of our meetings – perhaps once every two weeks? Once a month? This will be addressed in an email distributing these minutes and agenda.
10. Dr. Collins adjourned the meeting at 3:35pm.