

**Coalition of Graduate Employees
The Pennsylvania State University
Constitution
Ratified: May 4th, 2016**

Article I - Name

- **Section A)** The name of the organization is the Coalition of Graduate Employees or CGE.

Article II - Purpose

- **Section A)** The goal of the CGE is to better the conditions of graduate employees at The Pennsylvania State University through the establishment of a union, which will give graduate employees a voice in their workplace and our university. This includes bettering the condition of all workers at The Pennsylvania State University and ensuring that no employees face discrimination based on race, gender, sexuality, ethnicity, disability, or citizenship status.
- **Section B)** The goal of the CGE is not only economic. As a coalition, the CGE aims to recognize intersectionality, which means the complexity of our identities as they relate to race, gender, sexuality, ethnicity, disability, and citizenship status. The CGE aims to acknowledge and address these various forms of injustice faced on intersectionality issues through the establishment of a union.
- **Section C)** In addition, the CGE strives to keep The Pennsylvania State University focused on educational attainment and spreading knowledge. Graduate employees who are respected on the job will be better teachers, researchers, and participants in the university community.
- **Section D)** The CGE is only a vehicle to organize a broader graduate employee union and is not equivalent to a graduate employee union. No positions within the CGE will explicitly or implicitly guarantee positions within the graduate employee union. The organizational structure of the graduate employee union need not mirror the structure outlined in this document.

Article III - Membership

- **Section A) Membership** - All graduate employees of The Pennsylvania State University are eligible for membership, including, but not limited to, students employed as teaching assistants, research assistants, other graduate assistants, and students temporarily on fellowships.
- **Section B) Voting Rights** - All CGE members have the right to vote. CGE members are defined as anyone in the online Google groups (the psu_gtas and CGE Organizing groups), which are open for any graduate employee to join.

Article IV - Decision Making

- **Section A) Voting Process** - All major organizational decisions will be made using a supermajority of 65% of votes. All polls will happen over online voting and will be run by

the Co-Presidents. Once a proposition is posed it will be summarized by the Co-Presidents and relevant parties and emailed to the group. No vote will take place for at least 48 hours, in order to allow other members to participate in discussion. Once 48 hours have elapsed, the Co-Presidents will distribute an online vote. Voting will be open for 96 hours.

- **Section B) Propositions** - All major organizational decisions will be put to a vote. These include but are not limited to timeline decisions and election of Co-Presidents.
- **Section C) Calling a Vote** - A vote can be called through a petition to the Recordkeeper. The petition will be voted on and if receives 25% of approval by those who vote then there will be a vote on the issue. The petition vote will last for 48 hours.

Article V - Officers

- **Section A) Requirements** - Any voting member will be eligible to run for any single office. No individual will occupy more than a single office.
- **Section B) Elections and Terms** -
 - **Subsection i) Elections** will be run by the serving Recordkeeper. They will ask for names at least two weeks prior to the Election and will submit all nominees a week prior to the election. The election itself will be run over email and individuals will be able to vote for at least 48 hours. The Recordkeeper will announce the results within 48 hours of the election closing.
 - **Subsection ii) Terms** will last for a single semester: fall, spring, or summer.
- **Section C) Positions** -
 - **Subsection i) Co-Presidents** - The Co-Presidents have the authority to call meetings of the CGE and have the responsibility of carrying out the purposes and aims of the organization, in consultation with the members of the CGE.
 - **Subsection a)** Co-Presidents will work with each other to divide specific duties between themselves.
 - **Subsection b)** In times when immediate decisions must be made where there is not adequate time to have full vote the Co-Presidents must come to agreement on the decision. After the decision has been made then a vote can still be called approving that decision, following the process outlined above. In the case that the vote fails the Co-Presidents will immediately resign.
 - **Subsection II) Recordkeeper** - The recordkeeper will be charged with holding votes and ensuring that minutes are kept and distributed after meetings.
 - **Subsection III) Chief Organizing Officer** - The Chief Organizing Officer is in charge of tracking and coordinating organizing efforts. This may include setting up trainings, leading canvassing, and tracking information on who has been canvassed.

Article VI - Committees

- **Section A)** When necessary, committees may be formed to deal with specific events or goals.

- **Section B)** The decision to form a committee will be the same as the decision process listed in **Article III**, but the resolution will also include a clear statement of the purpose and length of time for the working group
- **Section C)** Committee membership will be open to all CGE members, and leadership will be decided upon by the committee itself.

Article VII - Meetings

- **Section A)** Meetings will be announced at least 48 hours ahead of time with an agenda distributed 12 hours ahead of time. The agenda will be drafted by the officers in consultation with the membership at large.
- **Section B)** At the beginning of the meeting a facilitator will volunteer; in absence of a volunteer a Co-President will facilitate. The facilitator will be in charge of keeping track of those who request to speak as well as tracking the meeting agenda and ensuring that it continues as scheduled.
- **Section C)** At the beginning of the meeting a meeting specific record keeper will volunteer. The record keeper will take minutes of the meeting and will distribute them to the group as a whole within 48 hours of the meeting ending.

Article VIII - Constitutional Amendments

- **Section A)** If the constitution needs to be amended the same decision-making process will be followed as before except there will be a week (7 days) between announcing the vote and the vote happening and the amendment will require 75% majority to pass.
- **Section B)** An amendment can be proposed through a petition to the Recordkeeper. Once a petition is received it will be voted on to see if it will be considered. If it receives 30% approval then the petition will be accepted, and the amendment itself will be voted on following the rules outlined in Article IV. The petition vote will last for 48 hours.