

Proposal:

- (1) Create a Student Membership category that any student enrolled in classes at the University of Akron would be eligible for;
- (2) Changes to dues payment for non-Active Member categories:
 - (a) Decoupling this membership status from membership in national and state AAUP;
 - (b) **One-time lump sum payment** rather than annual billing
 - (c) **Suggested donation** rather than dues:
 - (i) **Associate Members:** one lump sum payment of \$100 per year)
 - (ii) **Student Members:** one-time payment of \$10

Rationale:

We are proposing these changes to expand the Chapter's base of support in the community while ensuring ease of dues/contribution collection. We are decoupling these non-active member categories from national and state AAUP membership (a) to make these categories low-cost and attractive to those who may wish to join, and (b) to eliminate the need for the regular collection of dues to send to state and national AAUP.

Article III: Members

A. Definitions:

1. Active Members of this Chapter must:

- a. be members of the National and State AAUP
- b. be faculty employed by The University of Akron, or retired faculty of The University of Akron, or graduate students enrolled at The University of Akron, and
- c. have paid dues as specified in Article X (B-F), and not be in dues-arrears status as defined in Article X (H).).

2. Associate and Student Members of this Chapter must have paid dues as specified in Article X (C and D). Student Members must be current students at the University of Akron.

B. Categories of Membership: Each member of this Chapter shall be in one of the following categories:

1. Active: An Active Member is a Chapter member who is also in the Collective Bargaining Unit as defined in Article II (A) (2). Hereafter in this document, the terms "Active Member" or "Active Members" refer to the above definition.

2. Associate: An Associate Chapter Member is a Chapter member who is neither a member of the Collective Bargaining Unit nor a Student Chapter Member. Hereafter in this document, the terms "Associate Member" or "Associate Members" refer to the above definition.

3. Student: A Student Chapter Member is a Chapter Member who is currently enrolled as a student at The University of Akron. Hereafter in this document, the terms "Student Member" or "Student Members" refer to the above definition.

C. Rights and Privileges

1. Chapter membership shall become effective upon payment of Chapter dues as specified in Article X (B-F).

2. Active Members are eligible to:

- a. hold a Chapter office;
- b. attend, make motions and vote in all Chapter meetings, including those restricted to collective bargaining matters;

- c. be members of the Liaison Council or Negotiating Team;
- d. vote on the ratification of Collective Bargaining agreements;
- e. petition for calling of special Chapter meetings;
- f. nominate Active Members for Chapter office;
- g. vote in Chapter elections;
- h. have all other privileges of membership as indicated in Article III (C) (3) (a-b).

3. Associate and Student Chapter Members are eligible to:

- a. receive Chapter newsletters;
- b. attend functions sponsored by the Chapter;
- c. attend Chapter meetings, except those parts of any meeting when collective bargaining matters are being addressed;
- d. make motions and vote at Chapter meetings on items not related to collective bargaining matters.

4. No Member can be disciplined without adherence to due process, which shall include notice of the alleged offense(s), a hearing before an impartial body of Active Members, the right to be heard at such a meeting, and the right to be represented by another member chosen by the charged member.

Article X: Dues

A. Establishment of Local Chapter Dues

Akron-AAUP shall establish local Chapter dues to be levied on Active Members, Associate, and Student Chapter Members, and other fees as established by contract or by law.

B. Dues Rates for Active Members

Active Members shall pay total dues of .75% of their nine-month base salary (but not less than the sum of national and state dues). The nine-month base salary for bargaining unit members on "fiscal" (12-month) vs. "academic" (nine-month) contracts shall be computed as the annual base salary times $(9/11 = 0.8182)$. These dues shall include national, Ohio Conference, and local dues.

C. Dues Rates for Associate Chapter Members

Associate Chapter Members shall pay an annual fee of \$100.

D. Dues Rates for Student Chapter Members

Student Chapter Members shall pay an annual fee of \$10.

E. Dues for Active Members on Reduced Salary Leave

Dues for Active Members on reduced salary during leave shall be reduced Proportionately.

F. Alterations in Local Dues

The Executive Committee may propose alterations in the dues structure. Changes in local dues affecting Active Members shall be voted on by Active Members only and shall require a two-thirds (2/3rds) majority of those casting ballots. Voting procedures shall be as cited in Article VIII (C) (2).

G. Special Dues Assessment

The Executive Committee may propose a special assessment in local dues. Ratification of the special assessment requires a majority vote by Active Members casting ballots on this issue. The voting procedures apply as outlined in Article VIII (C) (1-2). Special assessments can be for no more than one (1) year.

H. Method of Payment

Dues for Active Members may be paid by: (a) monthly payroll deduction. Dues for Associate and Student Members shall be paid in a single annual direct payment. The Executive Committee may adopt other payment options.

H. Dues-Arrears Status

1. An Active Member shall be in dues-arrears status if payroll deduction is terminated; this status would begin on the first pay day in which no dues deduction occurs, or
2. Once notified of their dues-arrears status, individuals shall have 30 days to pay dues, after which time they shall be ineligible to exercise Chapter membership rights.
3. An individual's dues-arrears status shall be removed and the individual shall be returned to either Active Member or Associate Chapter Member status when payroll deduction is renewed.

I. No Limitations Clause

No provision of this article shall be interpreted as in any way limiting the ability of Akron-AAUP to negotiate collective bargaining service fees (fair share fee) for those members of the bargaining unit who choose not to hold membership in the Chapter.