# Results of the Constitution and Bylaws Changes Online Vote

May 11, 2020

Colleagues,

AFT 6157 would like to thank you for participating in our Constitution and Bylaws changes vote held from Friday 5/1 to Friday 5/8. The election closed on 5/8 at 2pm. Here are the results of the election:

119 votes were cast.

Changes to the Constitution need 2/3 (67%) affirmative vote to pass. 67% of 119 is **80**.
Changes to the bylaws need 50% + 1 affirmative vote to pass. 60 + 1 = **61**.

The final tally:

Constitution: **110 yes** (92.4%), **9 no** (7.6%)
Bylaws: **108 yes** (90.8%), **11 no** (9.2%)

Both the changes to the Constitution and changes to the bylaws passed.

On Saturday, 5/9, Leslie Rice (SJCC) and Elaine Ortiz-Kristich (EVC), serving as our election committee tellers, were given access to the administrative back end of the election site and shown the results, reports, receipts, and the election log. They verified the process and certified the results.

I have attached to this email two documents. The first is a succinct letter from Leslie and Elaine certifying the results. The second is a letter from Simply Voting certifying the results.

Thank you for participating and exercising your right to vote as members. The newly approved Constitution and Bylaws changes will now go into effect.

In Unity,

**Philip Hu**
**Executive Director**
**San Jose/Evergreen Federation of Teachers**
**AFT 6157**

Analysis of this online vote:

This online voting system seems to have worked well, which bodes well if the delayed election for the Executive Board is held this way in August.

The changes to the constitution and bylaws were approved by large margins.

Turnout was only 26%. The non-district email addresses of 457 voters were uploaded to the voting system but only 119 voted. Personal email addresses for 41 bounced.

For a future election, email addresses will need to be verified in advance and members might be called to remind them to vote. This should help increase participation.

Key Changes to Constitution and Bylaws:

Key changes affect adjunct faculty the most. 1. The dues for adjunct faculty to maintain membership during breaks of employment will increase from $2 to $5 per month. 2. As to officers who serve on the Executive Committee, the one district-wide adjunct slot is eliminated, and each campus will now have two slots each for adjunct faculty to run to fill. These changes prompted a range of language changes in the other parts of the documents, including Recall of Elected Officer

Other important changes:

1. AFT President will serve on the Negotiations Team but will not be required to serve as Chief Negotiator. New Bylaws language defines the make up of the Negotiation Team appointed by the Executive Board as the President and Executive Director and three faculty members, at least one full time and one adjunct. The Executive Board will choose the Chief Negotiator from among these three faculty members.

2. Each campus will have at least one Grievance Officer, who will constitute the Grievance Committee. They will report on all faculty grievances and complaints to the Executive Director and the President.

3. Ex-officio (non-voting) members of the Executive Board are clearly identified as: Negotiating Team members, up to two Grievance Officers, Retiree Chapter Chairperson, and past president.

4. The President will have the responsibility of serving as the COPE Chair or appointing a designee.