

ARTICLE I: Name and Purpose

Section 1. Name

1.1. The official name of the organization shall be the California State University Employees Union (CSUEU), hereinafter referred to as the “Union.”

1.2. The Union is a labor organization organized under the laws of the State of California and is recognized as the exclusive representative for employees in designated bargaining units within the California State University (CSU) system, including its auxiliaries and foundations, and such other units as may be lawfully recognized.

Section 2. Purpose

2.1. The mission of the Union is to advocate for the rights, benefits, and interests of its members through collective bargaining, organizing, and advocacy.

2.2. The Union works to improve wages, benefits, and working conditions for its members within California’s public postsecondary education system

2.3. The Union shall pursue the following objectives:

- a. Represent members in employment matters;
- b. Organize and engage new members;
- c. Advocate for fairness, equity, and opportunity for all workers;
- d. Provide education and development opportunities for members; and
- e. Engage with the broader community to advance the interests of working people.

2.4 The Union recognizes that organizing and representation work requires both member leadership and professional staff support. The Union shall maintain appropriate staffing, training, infrastructure, and coordination necessary to effectively carry out these functions.

Section 3. Authority

3.1. These Bylaws constitute the highest governing authority of the Union, except where limited by federal or state law or the Constitution and Bylaws of the Service Employees International Union (SEIU).

Section 4. Non-Profit Status

4.1. The Union operates as a nonprofit mutual benefit corporation organized under the laws of the State of California and shall conduct its affairs in furtherance of its mission and objectives.

4.2. All earnings and resources of the Union shall be used solely to further its mission and objectives.

Section 5. Jurisdiction

5.1 Scope of Representation

5.1.1. The jurisdiction of the Union shall include all employees in designated bargaining units within the California State University (CSU) system, including its auxiliaries and foundations.

5.1.2. The Union may represent or provide services to employees within other public higher education institutions in California, including the University of California (UC) system and the California Community Colleges (CCC) system, where authorized by law, certification, or affiliation.

5.1.3. The Union may represent or provide services to any group of employees or bargaining units assigned or authorized by the Service Employees International Union (SEIU) or by applicable law.

5.2 Expansion of Representation

5.2.1. The Union may seek to expand its jurisdiction to include additional employee groups within public higher education institutions through organizing efforts, elections, or legal proceedings.

5.3 Definition of Campus

5.3.1. For purposes of these Bylaws, the term “Campus” shall refer to a California State University campus, including its auxiliaries and foundations as applicable, and the Chancellor’s Office.

5.3.2. Other public higher education institutions may be designated as a Campus where the Union becomes the exclusive representative of employees at that location.

ARTICLE II: Mission and Vision

Section 1. Mission

We, the members of the California State University Employees Union (CSUEU), united in purpose and solidarity, adopt these Bylaws to strengthen the voice of working people across public higher education in California.

We believe in fairness, dignity, and respect for every employee. We believe that our collective power, rooted in democracy, equity, and shared purpose, can transform our workplaces and our communities for the better.

Together, we commit ourselves to protecting the rights we have won, expanding the opportunities before us, and building a future in which every worker is valued for their contribution to the success of our institutions and the students we serve.

We affirm that our Union stands for belonging and inclusion. We recognize that justice for working people means ensuring every voice is heard and every member is respected, no matter who they are or where they come from.

Through organizing, advocacy, and collective action, we strive to create a just and equitable system of public higher education that honors the labor, skill, and humanity of all who make it possible.

In solidarity with the members of the Service Employees International Union, we carry forward this work with strength, vision, and hope for all working people.

Section 2. Vision

The vision of the Union is to create a fair and equitable workplace across public higher education institutions in California where all employees are valued, respected, and fairly compensated.

ARTICLE III: Membership

Section 1. Members in Good Standing

1.1. A member in good standing shall be defined as any individual who:

- a. Is employed in a position included within a recognized bargaining unit of the Union;
- b. Has signed a valid membership authorization;
- c. Is current in the payment of all Union dues and financial obligations; and
- d. Has not been suspended or removed from membership pursuant to these Bylaws.

1.2. Membership in good standing shall continue during the appeal of an involuntary termination from employment.

1.3. Only members in good standing shall be entitled to the full rights and privileges of their respective membership class, including the right to vote, hold office, and participate in Union business.

Section 2. Classes of Membership

2.1 Regular Membership

2.1.1. Regular membership shall be open to employees of public higher education institutions in California, including their auxiliaries and foundations, who are eligible for Union representation under the terms of applicable collective bargaining agreements.

2.1.2. Regular members shall have:

- a. Full voting rights;
- b. The ability to run for and hold elected office;
- c. The right to participate in all Union activities, meetings, educational programs, and organizing efforts; and
- d. The right to receive Union publications, communications, and access to Union resources and services.

2.1.3. Employees in newly organized units shall qualify for regular membership provided they have authorized dues deduction and are actively employed within a bargaining unit.

2.2 Associate Membership

2.2.1. Associate Membership shall be available to former Union-represented employees who have retired or separated from employment but wish to remain involved with the Union.

2.2.2. Associate Members may:

- a. Participate in Union activities, meetings, educational programs, and organizing efforts;
- b. Serve on committees in an advisory, non-voting capacity; and
- c. Receive Union publications, communications, and access to Union resources.

2.2.3. Associate Members shall not:

- a. Vote in elections, contract ratifications, or other Union matters; or
- b. Hold elected office.

2.3 Dues and Life Membership

2.3.1. The dues rate for Associate Members who are retirees shall be established by policy.

2.3.2. Retired members who meet eligibility requirements established by the Union may be recognized as Life Members with no further dues obligations.

2.4 Union Employee Membership

2.4.1. Union Employee Membership shall be open to individuals employed directly by the Union who are not otherwise eligible for Regular Membership.

2.4.2. Union Employee members shall:

- a. Pay the same dues rate as Regular Members; and
- b. Have voting rights in matters directly affecting Union employees, including dues increases and SEIU Convention Delegates.

2.4.3. Union Employees shall not be eligible to run or campaign for or hold elected office within the Union.

Section 3. Member Responsibilities

3.1. All members, regardless of membership class, are expected to:

- a. Uphold the principles and values of the Union;
- b. Support the Union's mission and actively participate in its programs and initiatives;
- c. Comply with the Union's Bylaws, policies, Code of Conduct, and the SEIU Code of Ethics;
- d. Pay dues and fees as established by the Union; and
- e. Respect the democratic processes and decisions of the membership and leadership.

Section 4. Dues and Fees

4.1. Dues shall be determined by the Board of Directors, with adjustments requiring membership approval where applicable.

4.2. Dues shall be collected in accordance with Union policy and applicable law.

Section 5. Membership Discipline

5.1 Grounds for Discipline

5.1.1. Members may be subject to disciplinary action, including reprimand, suspension, or expulsion, for violations as defined in Article XVII, Section 3 of the SEIU Constitution and Bylaws.

5.2 Procedures

5.2.1. All disciplinary proceedings shall be conducted in accordance with Article XVII, Section 3 of the SEIU Constitution and Bylaws.

5.2.2. The President shall appoint members of the Trial Board, except in cases where the charges involve the President, in which case the Secretary/Treasurer shall make such appointments.

5.2.3. Members charged shall be entitled to a fair and impartial hearing.

5.2.4. A charged member may select another member in good standing to act as their representative during proceedings.

5.2.5. Decisions of the Trial Board may be appealed in accordance with SEIU procedures.

Section 6. Steward Discipline

6.1. Stewards serve as representatives of the membership and are expected to uphold the Bylaws, policies, and principles of the Union.

6.2. A Steward may be subject to discipline for just cause, including but not limited to:

- a. Failure to fulfill Steward duties and responsibilities;
- b. Violation of the Union's Bylaws or policies;
- c. Misrepresentation of the Union or acting outside the scope of authority;
- d. Breach of confidentiality in representation matters;
- e. Discriminatory, harassing, or retaliatory conduct; or
- f. Conduct that undermines the Union's integrity, mission, or the trust of its members.

6.3. All discipline shall be based on just cause and carried out in a manner consistent with fairness and due process.

6.4. A Steward shall receive notice of the alleged conduct, an opportunity to respond, and a fair and impartial review.

6.5. Discipline may include counseling, warnings, temporary suspension of duties, or removal from the Steward position.

6.6. Complaints shall be submitted in writing in accordance with Union policy.

6.7. A Steward may be temporarily relieved of duties where necessary to protect the interests of the Union pending review.

6.8. Discipline shall be determined by the appropriate Union body, as established by policy, with safeguards to prevent conflicts of interest.

6.9. A Steward shall have the right to appeal disciplinary decisions in accordance with Union policy.

ARTICLE IV: Governance Structure

Section 1. Board of Directors

1.1 Purpose

The Board of Directors serves as the governing body of the Union, entrusted with advancing the mission and values of the Union and providing strategic direction.

The Board provides leadership, accountability, and oversight to ensure that the Union remains transparent, member-driven, and effective in improving the working conditions, rights, and well-being of all represented employees.

Acting collectively, the Board embodies the voice and strength of members across all Regions and bargaining units and guides the Union's long-term vision and priorities.

1.2 Composition

The Board of Directors shall consist of:

- a. The President;
- b. The Secretary/Treasurer;
- c. The Executive Vice President for Representation; and
- d. Regional Council Representatives elected by the membership as provided below.

Each Region shall elect one (1) Regional Sector Representative for each active sector within the Region to serve on the Board of Directors. Representation shall be limited to sectors with active membership within the Region.

The total number of Regional Council Representatives shall not exceed twenty-five (25).

Each Regional Council Representative shall be elected by members in good standing within their respective Region and sector.

To be eligible to run for Regional Council Representative, an individual must be a current member of a Regional Council.

1.3 Alternates

Each Regional Council Representative position shall include an alternate. The alternate shall be the individual who received the second-highest number of votes in the Regional Council Representative election.

When serving in place of the primary representative, the alternate shall assume the full rights and responsibilities of the position, including voting authority.

1.4 Board Member Responsibilities and Expectations

Board members shall:

- a. Uphold the Bylaws, policies, and principles of the Union;

- b. Participate in required training and development to ensure effective governance and understanding of their roles and responsibilities;
- c. Act with integrity, accountability, and a commitment to the Union's mission; and
- d. Support and advance the decisions of the Board once duly made.

1.5 Board Unity and Collective Responsibility

The Board of Directors shall operate as a unified governing body.

Board members are expected to:

- a. Engage in open and respectful discussion during deliberations;
- b. Respect the democratic decision-making process of the Board; and
- c. Publicly support and uphold Board decisions once they are adopted, regardless of individual positions taken during deliberation.

Board members shall not act in a manner that promotes competing or conflicting agendas that undermine the unity, effectiveness, or credibility of the Union.

1.6 Board Training and Development

Board members shall complete training as required by the Union to ensure competency in governance, fiduciary responsibility, labor relations, and applicable laws.

The content, format, and timing of such training shall be established by the Union through policy.

1.7 Organizing Responsibility

Board members are expected to actively support and participate in the Union's organizing efforts, including member recruitment, engagement, contract campaigns, and other Union-wide initiatives.

The Union shall provide the necessary training, coordination, and support to enable Board members to effectively carry out these responsibilities.

Specific organizing expectations and goals shall be established through Union policy and programs.

1.8 Powers and Responsibilities

The Board shall:

- a. Oversee the operations and affairs of the Union;
- b. Establish organizational policies and strategic goals;
- c. Approve the annual budget and monitor fiscal integrity; and
- d. Provide guidance and direction to the Executive Committee and staff in carrying out the work of the Union.

1.9 Meetings

The Board shall meet quarterly, and a quorum is required for decisions.

Board meetings shall be conducted in a manner that promotes effective, orderly, and productive deliberation. Board members are expected to come prepared, review materials in advance, and engage in discussion in good faith.

Items for Board action shall generally be submitted in advance in accordance with Union policy, except in cases of urgent or unforeseen matters.

Meetings shall be conducted in accordance with recognized parliamentary procedure, as adopted by the Union.

Special meetings of the Board of Directors may be called by the President or by a majority of the members of the Board. Notice of any special meeting shall be provided within a reasonable time and in accordance with applicable law and Union policy.

1.10 Quorum

A quorum shall consist of a majority of the members of the Board, provided that at least two Officers are present.

1.11 Voting

Board members may vote, abstain, or recuse themselves as appropriate, including in cases of conflict of interest.

Voting results shall be recorded and made available to the membership.

1.12 Director Accountability and Removal

The President may take immediate action as outlined below when credible evidence arises that a member of the Board of Directors has:

- a. Failed to attend two (2) or more consecutive Board meetings or perform the duties of the office without valid excuse;
- b. Abandoned responsibilities by refusing to participate in required duties; or
- c. Engaged in misconduct, malfeasance, or conduct detrimental to the Union;

The President may temporarily suspend or restrict the duties of the Director pending review when such conduct poses an immediate threat to the Union's integrity, governance, or operations.

The affected Director shall be notified in writing of the action and the reason therefor.

A member-to-member charge shall be initiated and expedited in accordance with Article XVIII, Section 3 of the SEIU Constitution and Bylaws.

The Director shall have the right to respond under those procedures.

Temporary suspension shall remain in effect only as long as necessary to protect the Union and ensure proper resolution.

If the allegations are substantiated, the Director's position shall be declared vacant and filled in accordance with these Bylaws.

If not substantiated, the Director shall be reinstated immediately.

Section 2. Committees

The President may establish standing, special-purpose, and ad hoc committees as needed.

The President shall appoint members in good standing to all committees, with the concurrence of the Board of Directors. Each committee shall consist of at least three (3) members.

Standing Committees

- a. Organizing Committee
- b. Finance Committee

The Finance Committee shall meet no fewer than two (2) times per year.

Ad Hoc Committees

- a. Representation Committee
- b. Bylaws Committee
- c. Legislative Committee
- d. Classification Committee
- e. Appeals Committee

An Appeals Committee shall be established on an ad hoc basis as needed to hear and decide appeals under these Bylaws.

Section 3. Executive Committee

3.1 Composition

The Executive Committee shall consist of the President, Secretary/Treasurer, and Executive Vice President for Representation.

3.2 Authority and Purpose

The Executive Committee is empowered to act on behalf of the Board between meetings in matters requiring immediate attention, consistent with the policies and strategic direction established by the Board. Members of the Executive Committee shall demonstrate leadership in all areas, especially organizing and representation, and shall advance the mission of the Union.

The Executive Committee ensures continuity of Union operations where full Board action is impractical.

Decisions made within delegated authority shall not require subsequent ratification by the Board.

3.3 Meetings and Decision-Making

The Executive Committee may meet in person, electronically, or by teleconference, provided all participants can communicate directly.

The President may conduct electronic polling for non-controversial or time-sensitive matters.

3.4 Accountability and Reporting

The Executive Committee shall provide regular reports to the Board.

Section 4. Campus Structure

4.1 Campus Organization

Each Campus shall maintain a Campus Council to coordinate organizing, representation, and communication across all bargaining units and sectors represented by the Union at that Campus.

The Campus Council shall include:

- a. A Chief Steward;
- b. An Associate Chief Steward; and
- c. One (1) Unit Lead from each bargaining unit present at the Campus, serving in a coordination and organizing role for their respective unit.

The Chief Steward and Associate Chief Steward shall represent all employees within CSUEU-represented bargaining units at that Campus, including but not limited to Units 2, 5, 7, and 9, employees of auxiliaries and foundations, student assistants, and any additional units that may be organized or affiliated with the Union in the future.

The term of office, nomination process, and election timelines shall be consistent with these Bylaws and the Union's election policies.

In a single election, voting shall occur for statewide, Regional Council and Campus leadership. The electorate for Campus leadership shall consist of all regular members in good standing at the Campus.

4.2 Campus Council Responsibilities

The Campus Council shall serve as the primary body for organizing, representation, and coordination of Union activity at the Campus level.

The Campus Council shall:

- a. Coordinate representation efforts across bargaining units and sectors;
- b. Support organizing, recruitment, and member engagement;
- c. Facilitate communication between members, stewards, and Union leadership;
- d. Identify and advance Campus-level priorities; and
- e. Ensure alignment with Union-wide strategies, policies, and goals.

The Union shall support Campus Councils through training, resources, and staff assistance to ensure effective organizing and representation.

4.3 Campus Leadership Qualifications

To be eligible for election as Chief Steward or Associate Chief Steward, a member must be in good standing and employed within a bargaining unit at the Campus.

Both positions must have successfully completed the Union's official Steward Training program prior to being accepted as a nominee for the position.

Additional training requirements may be established by the Executive Vice President for Representation or the Board of Directors.

4.4 Chief Steward

The Chief Steward shall serve as the primary representative of the Campus and shall act as the chair of the Campus Council.

The Chief Steward shall:

- a. Represent Campus members in Union functions and leadership spaces;
- b. Organize regular Campus meetings;
- c. Coordinate Campus-level activities, communications, and meetings;
- d. Support grievance handling and representation in coordination with Union staff and Officers;
- e. Ensure alignment with Union-wide strategies, policies, and goals;
- f. Serve as the primary point of contact between Campus members and Union leadership; and
- g. Delegate duties to appropriate stewards or Union staff as necessary.

4.5 Associate Chief Steward

The Associate Chief Steward shall be an elected position and shall assist the Chief Steward in carrying out their duties.

The Associate Chief Steward shall act in place of the Chief Steward when the Chief Steward is unavailable, absent, suspended, or otherwise unable to serve.

When serving in place of the Chief Steward, the Associate Chief Steward shall assume the full rights and responsibilities of the position.

4.6 Unit Leads

Each bargaining unit present at a Campus shall elect one (1) Unit Lead.

Unit Leads shall be elected by members in good standing within their respective bargaining units at the Campus.

Unit Leads shall:

- a. Represent the interests of their respective bargaining units;
- b. Participate in the Campus Council; and
- c. Support organizing, communication, and representation efforts at the Campus level.

4.7 Vacancies

4.7.1 Chief Steward Vacancy

If the Chief Steward position becomes vacant, the Associate Chief Steward shall assume the role on an interim basis.

A special election shall be held within thirty (30) days to fill the position for the remainder of the term.

4.7.2 Associate Chief Steward Vacancy

If the Associate Chief Steward position becomes vacant, the Campus Council shall select a replacement to serve the remainder of the term.

4.8 Recall of Elected Positions

The Chief Steward and Associate Chief Steward may be recalled by the membership upon submission of a petition signed by at least five percent (5%) of members in good standing at the Campus.

A recall election shall be held within thirty (30) days of receipt of a valid petition.

4.9 Trusteeship

4.9.1 General Authority

A Trusteeship may be imposed by the Executive Committee to ensure the continued representation of members, the proper administration of Union affairs, or the protection of the Union's integrity and assets at the Campus level.

Trusteeship is intended as a measure to stabilize, support, and restore effective leadership and operations, and shall not be used as a punitive action.

4.9.2 Trusteeship Due to Vacancies

In circumstances where vacancies or the absence of effective leadership impairs the ability of a Campus to function, the Executive Committee may appoint a Trustee to support or assume Campus operations.

The Trustee may be appointed from within or outside the affected Campus and shall assume authority necessary to restore effective representation, communication, and administration.

The Trusteeship shall remain in effect only as long as necessary to restore functioning Campus leadership and shall conclude upon the successful election and transition of new leaders.

4.9.3 Trusteeship Due to Sustained Membership Decline

A Trusteeship may be considered when a Campus demonstrates a sustained decline in membership that materially impacts the Union's ability to effectively represent members, maintain organizational stability, or carry out its mission.

In evaluating such conditions, the Executive Committee may consider membership levels, including where membership falls below seventy-five percent (75%) of eligible employees, as one of several indicators, but no single metric shall be determinative.

The Executive Committee shall consider the duration and trend of membership changes, as well as external factors such as layoffs, restructuring, or other conditions beyond the control of the Campus.

Prior to the imposition of a Trusteeship under this subsection, the Union shall make reasonable, good-faith efforts to support the Campus through organizing assistance, training, staffing support, and coordination.

Where a Trusteeship is imposed under this subsection, it shall be for the purpose of restoring effective representation, rebuilding membership strength, and supporting sustainable leadership at the Campus.

4.9.4 Trusteeship Due to Misconduct or Malfeasance

When credible allegations of misconduct, malfeasance, or actions detrimental to the Union arise, the Executive Committee may temporarily suspend or restrict the duties of affected Campus leadership and may implement Trusteeship pending review.

Such temporary action shall be taken only when the Executive Committee determines that the alleged conduct poses an immediate threat to the Union's interests, reputation, or operations.

Affected individuals shall be notified in writing of the action and the reasons therefor.

Appropriate disciplinary procedures shall be initiated and expedited in accordance with Article III of these Bylaws.

Trusteeship under this subsection shall continue only as long as necessary to protect the Union and ensure proper resolution of the matter.

For purposes of this Section, "misconduct" shall include conduct as defined under the SEIU Constitution and Bylaws and any applicable Union policies.

4.10 Campus Stewards

Campus stewards shall support representation, organizing, and advocacy efforts at the Campus level.

4.11 Role of Campus Structure

The Campus structure is intended to support organizing, member engagement, and representation.

The Campus Council shall not function as a governing body of the Union but as a coordinating body aligned with Union-wide strategy and direction.

Section 5. Regional Councils

5.1 Purpose

Regional Councils shall serve as coordinating bodies for the Union within defined geographic Regions, as follows:

- Region 1
 - Humboldt, Chico, Sacramento, Sonoma
- Region 2
 - East Bay, San Francisco, Stanislaus, San Jose, Monterey Bay
- Region 3
 - Fresno, Bakersfield, San Luis Obispo, Channel Islands
- Region 4
 - Northridge, Pomona, Los Angeles, Dominguez Hills, Chancellors Office
- Region 5
 - San Bernardino, Fullerton, San Marcos, San Diego

Regional Councils exist to strengthen communication, alignment, organizing, and representation across Campuses and bargaining units within each Region.

5.2 Composition

Each Region shall establish a Regional Council composed of:

- a. Regional Sector Representatives elected by the membership withok, in the Region and sector; and
- b. Campus Chief Stewards from Campuses located within the Region.

Seat allocation and additional members or representatives shall be determined by Union policy.

5.3 Responsibilities

Regional Councils shall:

- a. Coordinate organizing, representation, and communication efforts across Campuses within the Region;
- b. Facilitate collaboration among bargaining units and Campus Councils;
- c. Identify regional priorities and elevate them to the Board of Directors;
- d. Support the implementation of Union-wide strategies and campaigns; and
- e. Provide a forum for leadership development and member engagement within the Region.

5.4 Authority

Regional Councils shall function as coordinating and advisory bodies and shall not exercise independent governing authority over the Union.

All governance authority shall remain with the Board of Directors as defined in these Bylaws.

5.5 Meetings

Regional Councils shall meet regularly as determined by the needs of the Region and in accordance with Union policy.

Meetings may be conducted in person, virtually, or through a combination of methods that facilitate participation.

5.6 Representation and Alignment

Representation shall be limited to sectors with active membership within the Region.

For purposes of Regional Council representation, sectors may include:

- a. Bargaining Units 2, 5, 7, and 9;
- b. Bargaining Unit 15;
- c. Auxiliary organizations;
- d. University of California units; and
- e. Community College units.

Regional Sector Representatives shall serve as the primary link between the Regional Councils and the Board of Directors.

Regional Councils shall support and inform the work of the Board by ensuring that regional and sector perspectives are effectively communicated.

ARTICLE V: Negotiation Teams

Section 1. Purpose

Negotiation Teams represent the collective strength and voice of the Union's membership in bargaining with the California State University and other employers within the Union's jurisdiction.

Negotiation Teams shall be established to facilitate effective contract negotiations and shall be supported by Union staff and/or other advisors in the areas of bargaining, training, communications, research, and other efforts necessary for successful negotiations.

Each Team is charged with advancing fair collective bargaining agreements that uphold the rights, dignity, and economic well-being of all members.

Section 2. Units 2, 5, 7, and 9 Negotiation Team

2.1. The electorate shall elect up to eighteen (18) members in good standing to serve on the Negotiation Team for Units 2, 5, 7, and 9.

2.2. Each bargaining unit shall be represented by no fewer than two (2) members.

2.3. The Negotiation Team shall include at least one (1) member from each Region in which the bargaining unit has membership, where practicable.

2.4. Members of the Negotiation Team shall be elected by members in good standing within their respective bargaining unit on a statewide basis.

2.5. The Executive Vice President for Representation shall establish a fair method for resolving tie votes in the election process.

Section 3. Unit 15 Negotiation Team

3.1. A separate Negotiation Team shall be established for Unit 15, following the same general principles of election, representation, and accountability.

3.2. The size of the Unit 15 Negotiation Team shall be determined by the Executive Vice President for Representation and approved by the Board of Directors to ensure adequate representation.

3.3. Members of the Unit 15 Negotiation Team shall be elected by members in good standing within Unit 15 on a statewide basis.

3.4. The Negotiation Team shall include at least one (1) member from each Region in which Unit 15 has membership, where practicable.

Section 4. Auxiliary and Foundation Negotiation Teams

4.1. Negotiation Teams for auxiliaries and foundations shall be established as needed.

4.2. The Executive Vice President for Representation shall determine the appropriate size, structure, and election procedures for such teams, consistent with these Bylaws.

4.3. Where practicable, members of such teams shall be elected by members in good standing within the applicable unit or employer group.

Section 5. Authority and Responsibilities

5.1. Members of each Negotiation Team serve as the link between the membership and the bargaining table, carrying member priorities into negotiations and reporting progress to the membership.

5.2. Negotiation Teams shall operate under the direction of the Executive Vice President for Representation and within the policies and bargaining goals established by the Board of Directors.

Section 6. Collective Responsibility

6.1. Members shall act in good faith and in the interest of the Union as a whole.

6.2. Members are expected to abide by and publicly support the decisions of the Negotiation Team once made.

Section 7. Conduct and Removal

7.1. Members shall adhere to the highest standards of conduct.

7.2. A member may be removed for cause, including failure to perform duties, breach of confidentiality, or conduct detrimental to the Union.

7.3. Procedures for removal shall be established by policy.

Section 8. Activation and Duration

8.1. Negotiation Teams shall be activated at least nine (9) months prior to contract expiration.

8.2. Teams shall remain active until ratification, after which they dissolve.

Section 9. Guiding Principles

Negotiation Teams shall be elected, representative, and temporary bodies grounded in member empowerment, fairness, accountability, and solidarity.

ARTICLE VI: Elections

Section 1. Election Committee

1.1. An Election Committee of no fewer than three (3) and no more than seven (7) members in good standing shall be appointed by the President with concurrence of the Board of Directors.

1.2. Members of the Election Committee shall not be candidates for office and shall not campaign for or against any candidate during their term of service.

1.3. The Election Committee shall establish procedures to ensure fair and democratic elections in accordance with these Bylaws, the SEIU Constitution and Bylaws, and applicable law.

Section 2. Notification of Election

2.1. A combined notice of election and call for nominations shall be distributed to all bargaining unit employees no later than sixty (60) days prior to the commencement of voting and at least thirty (30) days prior to the close of the nomination period.

Section 3. Positions Subject to Election

The following positions shall be filled by election:

- a. Union Officers;
- b. Regional Sector Representatives;
- c. Campus Chief Stewards;
- d. Campus Associate Chief Stewards; and
- e. Unit Leads.

Section 4. Nominations

4.1. Candidates shall submit a nomination petition no later than thirty (30) days prior to the close of the nomination period.

4.2. Nomination petitions shall be signed by:

- a. At least twenty (20) members in good standing within the applicable campus for Campus positions;
- b. At least twenty (20) members in good standing within the applicable sector for Regional Council positions;
- c. At least fifty (50) members in good standing within the applicable Region for Regional Sector Representative positions; and
- d. At least fifty (50) members in good standing from anywhere within the state for Officer positions.

Section 5. Eligibility

5.1. Candidates for Union Officer and Regional Sector Representative positions must have been members in good standing for at least one (1) continuous year prior to the close of nominations.

5.2. Candidates for Campus and Unit-level positions must be members in good standing within the applicable Campus and bargaining unit.

5.3. No individual may run for more than one (1) position at the same time.

Section 6. Voting

6.1. Elections for Union Officers shall be conducted statewide.

6.2. Elections for Regional Sector Representatives shall be conducted by members within the applicable Region.

6.3. Elections for Campus leadership shall be conducted by members at the Campus.

6.4. Elections for Unit Leads shall be conducted by members within the bargaining unit at the Campus.

Section 7. Balloting

7.1. Voting may be conducted by mail, secure electronic means, worksite polling stations, or a combination thereof.

7.2. The candidate receiving the highest number of votes shall be declared elected.

7.3. In the event of a tie, a runoff election shall be conducted.

Section 8. Campaigning

8.1. The Union shall remain neutral in all elections.

8.2. Candidates shall not use Union or employer resources for campaign purposes.

8.3. Candidates may inspect, but not copy, membership lists in accordance with applicable law.

Section 9. Election Oversight and Appeals

9.1. The Election Committee shall resolve all election-related disputes.

9.2. Complaints must be submitted within five (5) working days of the event.

9.3. Members may appeal decisions in accordance with SEIU procedures.

Section 10. Special Circumstances

10.1. Elections may be postponed due to bargaining or other extenuating circumstances, so long as the postponement is compliant with law.

10.2. Terms may be adjusted as necessary to maintain election cycle alignment, so long as the adjustment is compliant with law.

ARTICLE VII: Finance

Section 1. Fiscal Year

The fiscal year shall begin January 1 and end December 31.

Section 2. Budget and Financial Reporting

2.1. The Secretary/Treasurer, in consultation with the Finance Committee, shall prepare an annual budget for submission to the Board of Directors.

2.2. The Board shall approve or reject the budget as a whole and shall not amend individual line items.

2.3. Membership approval shall be required only when the budget includes a dues increase.

2.4. The Secretary/Treasurer shall provide regular financial reports to the Board of Directors at each regularly scheduled Board meeting.

Section 3. Financial Structure

3.1. All funds shall be maintained in a centralized account.

3.2. Campuses shall not maintain independent bank accounts.

3.3. Financial operations shall comply with applicable laws and Union policy.

ARTICLE VIII: Amendments

Section 1. Proposal of Amendments

Amendments may be proposed by:

- a. The Board of Directors; or
- b. A petition signed by at least five percent (5%) of members in good standing.

Section 2. Adoption and Approval

2.1. These Bylaws and any amendments thereto shall be adopted by a majority vote of the membership in good standing that votes in the election.

2.2. The membership shall be notified of any proposed amendments at least thirty (30) days prior to the vote by mail, electronic communication, or other secure means.

2.3. Voting shall be conducted in a manner that ensures accessibility, fairness, and security for all members.

ARTICLE IX: Miscellaneous Provisions

Section 1. Indemnification

Officers and Board members shall be indemnified for actions taken in good faith within the scope of their duties.

Indemnification shall not apply in cases of misconduct, bad faith, or gross negligence.

Section 2. Records and Reports

2.1 Records Maintenance

The Union shall maintain accurate and up-to-date records, including financial reports, meeting minutes, membership records, and governing documents.

2.2 Right to Inspect

Members in good standing shall have the right to inspect certain Union records, including financial statements, meeting minutes, and audit reports, upon written request to the Chief of Staff.

Requests to inspect records must:

- a. Identify the specific records sought;
- b. State a reasonable purpose related to the member's interest as a member of the Union; and
- c. Describe the intended use of the information obtained.

The Union shall make requested records available within a reasonable time and in a reasonable manner, consistent with applicable law and the Union's obligations to protect confidentiality and operational integrity.

The Union may reasonably limit or deny requests that are overly broad, duplicative, or unduly burdensome, or that do not meet the requirements set forth above.

Information obtained through inspection of Union records shall not be used for purposes detrimental to the Union or its membership, including dissemination to outside parties in a manner that undermines the Union's interests.

2.3 Confidentiality

Certain sensitive records, including member names or contact information, personnel files, privileged financial records, and legal correspondence, may be withheld from inspection to protect confidentiality and legal privilege.

Section 3. Severability

If any provision of these Bylaws is found to be invalid or unenforceable, the remaining provisions shall remain in full force and effect.

The Board of Directors shall review and propose revisions to any invalid provision to ensure compliance with applicable law while maintaining the intent of these Bylaws.

ARTICLE X: Transitional Provisions

Section 1. Purpose and Effective Date

These provisions are intended to facilitate the orderly implementation of these Bylaws.

These Bylaws shall take effect upon approval by a majority vote of the membership in good standing that votes in the election, except as otherwise provided in this Article.

Section 2. Supersession

Upon adoption, these Bylaws shall supersede all prior governing documents of the Union.

Section 3. Continuity of Leadership

All Officers, Board members (except for Bargaining Unit Chairs and Vice-Chairs), and Campus leaders shall continue to serve in their respective roles until the elections described in Section 4 below, as applicable, have concluded.

All contract negotiations that have already commenced as of the time of the adoption of these amended Bylaws shall not be impacted by these amendments. Such Negotiation Teams shall remain intact until successful ratification of their labor contract.

Section 4. Transition to Regional Representation

The composition of the Board of Directors shall transition to the Regional-based representation model established in Article IV.

This article sets forth the timing and process for implementing Regional Council Representative elections, including establishing Regions, confirming sector eligibility to serve on a Regional Council, and ensuring the orderly seating of new Board members.

In December 2026, CSUEU shall conduct an election for Campus leadership and Regional Council positions.

In June 2027, CSUEU shall conduct an election for Regional Council Representatives and Union Officers.

Section 5. Alignment of Election Cycles

To establish a unified election cycle, after the conclusion of the transitional period, elections for Campus leadership positions, Sector Leads, and Union Officers shall be aligned into a single election cycle under these Bylaws.

Notwithstanding any prior term schedules, the terms of currently serving Campus leaders, Sector Leads, and Officers may be extended or shortened as necessary to achieve alignment with the next scheduled election conducted under these Bylaws, so long as such modification complies with law.

Section 6. Expiration

This Article shall expire upon completion of the first full election cycle conducted under these Bylaws.

Section 7. Adoption

These Bylaws were adopted by a vote of the membership of the California State University Employees Union on [DATE], and shall take effect upon certification of the results, except as otherwise provided in Article X.