

UNITED CAMPUS WORKERS OF TENNESSEE

Governing Policies

Passed: September 26, 2026

Article I. AFFILIATION AND GOVERNANCE.

United Campus Workers of Tennessee (UCWTN) is part of the United Campus Workers Southeast, Communications Workers of America, Local 3821 (UCWSE). UCWTN adheres to the [UCWSE Local Bylaws](#) and operates in accordance with the Constitution of the Communication Workers of America (CWA).

Article II. MISSION.

United Campus Workers of Tennessee is a union committed to improving and defending the working conditions and quality of life for all higher education workers and students in order to promote social, racial, gender and economic justice on Tennessee's higher education campuses.

Article III. JURISDICTION

The jurisdiction of UCWTN shall be workers employed within any higher education campus or facility across the state of Tennessee, and such other jurisdiction as may be assigned by the Executive Board of the Union. Eligibility for membership shall operate in accordance with Article VII, Section 1 of the [UCWSE Local Bylaws](#).

Article IV. OFFICERS

The elected positions within the UCWTN Steering Committee shall be the Chair, Vice-Chair, Treasurer, and Secretary. Tennessee's Local Executive Board member will serve as an ex-officio member of the state Steering Committee in accordance with Article VIII, Section 5 of the [UCWSE Local Bylaws](#). Members of the state Steering Committee are responsible for carrying out the duties laid out in Article VIII, Section 5 of the UCWSE Local Bylaws.

Article V. NOMINATION AND ELECTION OF OFFICERS

The nomination and election of the Chair, Vice Chair, Secretary, Treasurer and the Representative to the Local Executive Board to the UCWTN state Steering Committee shall be conducted by a Local Election Committee formed by the UCWSE Executive Board in accordance with Article IX of the [UCWSE Local Bylaws](#). A State Steering member may resign in writing to the Chair or by verbal announcement at a State Steering meeting or membership meeting. In the event of a vacancy by the Chair, Treasurer, or Tennessee's Local Executive Board member, the UCWTN state Steering Committee may appoint an interim replacement by majority vote, and a special election must be held within 60 days in accordance with the UCWSE Local Bylaws. These

elections will be administered by a Local Election Committee formed by the UCWSE Local Executive Board.

In the event of a vacancy by the Vice-Chair or Secretary, the UCWTN state Steering Committee may appoint an interim replacement by majority vote and a special election must be held within 90 days. These elections will be administered by a state election committee formed by the UCWTN state Steering Committee. A member shall not be permitted to serve on the state election committee if they are a candidate for or presently elected to any office of the union or delegation to the CWA Convention.

Only active members in good standing shall be permitted to vote in special elections. The nominee in any special election for the UCWTN State Steering Committee receiving the majority of the votes cast shall be declared elected. If no one nominee has a majority on the first ballot, the vote shall be taken again and the two (2) nominees having the greatest number of votes shall be nominees on the second ballot.

Article VI. RECALL OF OFFICERS

Any member of the state Steering Committee may be recalled in accordance with Article XIV of the [UCWSE Local Bylaws](#).

Article VII. STRUCTURE AND OPERATING PROCEDURES

Any additional operating procedures for UCWTN shall be outlined in a UCWTN operating procedures document. The state Steering Committee is responsible for maintaining, updating, and disseminating this document as needed. All revisions to the operating procedures document must conform to the [UCWSE Local Bylaws](#) and this UCWTN governing policies document, and all changes must be approved by a simple majority of the state Steering Committee.

Article VIII. AMENDMENTS

After adoption, these governing policies may be amended either by referendum of the UCWTN general membership or by majority vote of the members present in a general membership meeting for UCWTN, provided the proposed amendment has been introduced at a previous membership meeting or has been advertised by use of a union newsletter, by U.S. mail, or through email at least fifteen (15) days in advance of the date voting takes place. For more information about UCWTN membership meetings, see the [UCWSE Local Bylaws](#).