

Committee on Rights and Compensation Bylaws

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1. Name of the organization

The name of the organization shall be Committee on Rights and Compensation (hereinafter CRC).

2. Version

2019-04-17 Ratified by vote of membership

2019-04-04 Board adopted edits

3. Contact information

Mailing address: 748 10th St, Boulder, CO 80302

Website: bouldercrc.org

4. Purpose

The corporation is organized to assemble graduate workers together for the common cause of improving research, education, and welfare at Colorado's universities. To that end, the organization is formed to promote social welfare within the meaning of section 501(c)(4) of the Internal Revenue Code, including but not limited to: (a) developing and advocating for university policies, legislation, regulations, and government programs, to improve work conditions at Colorado universities with special attention to graduate students and (b) conducting research and publicizing the positions of university administration and elected officials concerning these issues.

This corporation is not organized for profit, and no part of the net earnings of this corporation shall inure to the benefit of any member of the Board of Directors or any other individual except that this corporation may make payments of reasonable compensation for services rendered. The corporation shall not participate or intervene in any political campaign on behalf of, or in opposition to, any candidate for public office to an extent that would disqualify it from tax exemption under either section 501(c)(4) of the Internal Revenue Code. The corporation shall never be operated for the primary purpose of carrying on a trade or business for profit.

Notwithstanding any provision of these Articles of Incorporation, this corporation shall not carry on any activities not permitted to be carried on by an organization exempt from federal income tax under section 501(c)(4) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States internal revenue law).

5. Mission

The Committee on Rights and Compensation is organized for the purpose of advancing the mission of the University of Colorado as a public research and education university, by improving conditions for the University of Colorado's graduate workers.

6. Dissolution

Upon the dissolution of the organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(4) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government or to a state or local government, for a public purpose. Any such assets not disposed of shall be disposed of by a Court of Competent Jurisdiction of the county in which the principal office of the organization is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

7. Membership

1. Regular Membership: Any graduate student or professional student at the University of Colorado during any part of a given academic year shall be eligible for regular membership in the CRC during that academic year. Any regular member in good standing shall have a full voice and vote in all procedural and substantive decisions decided by the membership, and can serve in any elected or appointed position within the union.
2. A member shall be considered to be in "good standing" upon paying dues and completing a member information form.

8. Dues

Dues as of Fall 2018 are \$15 per semester, with small adjustments for different payment schedules. Dues may be set by referendum, following Article 10.

9. Board of Directors and Officers

The Board of Directors, as empowered and restricted by the Articles of Incorporation, are the principal officers and executives of the organization. Furthermore:

1. The Board of Directors shall be elected to one-year terms.
2. The Board of Directors shall receive no payment or compensation.
3. The Board of Directors shall appoint a Chair to initiate and facilitate meetings.
4. The Board of Directors shall appoint a Treasurer to oversee finances.
5. The Board of Directors shall appoint a Secretary to manage communication.
6. The Board of Directors may appoint additional officers as it deems necessary.
7. The Board of Directors may specifically vest any of its powers upon appointed officers.
8. Decisions by the Board of Directors shall be determined by plurality vote of a quorum.
9. Any Director or Officer may be removed from the Board by a referendum, as described in Article 10 herein.
10. Any Director or Officer may be removed from the Board by 3/5 vote of a quorum of the Board for failing to execute the duties required of the position, including regular attendance at meetings.
11. The Secretary must distribute by email Board meeting minutes to every Board member within one hour of the conclusion of every official Board meeting.
12. Upon distribution of meeting minutes, any Board member including those not present may cast a vote in opposition to the decision of those Board members present within 48 hours; however, a decision is immediately binding if two thirds of the entire Board votes in the affirmative.

10. Governance and decision making

1. A regular election shall be defined as a general election for all annually elected CRC positions, corresponding with the conclusion of tenure of said positions.
2. A special election shall be defined as an election which occurs at a time other than the annual regular election. A special election shall be administered in the event of vacancy in an elected position.
3. A referendum shall be defined as a decision to be made by votes open to all Membership. Substantial decisions to the direction of the organization should be made by referendum.
4. Referenda may be initiated by a majority vote of the Board of Directors or a petition of 10% of members in good standing.
5. Elections and referenda shall be widely publicized to membership and shall be decided by plurality, unless the Board of Directors chooses prior to taking votes to use a ranked choice or approval voting method to decide that election or referendum.

11. Finances

All available assets will be kept under the name and control of the organization. The Board of Directors has sole authority to authorize access its financial accounts, and at least two Board members shall have access.

The Treasurer appointed by the Board shall be responsible for finances of the organization. The Treasurer shall prepare an annual budget and maintain detailed documentation as required by law for classification as a 501(c)(4) nonprofit organization. The Chair, Treasurer, and Secretary shall prepare and file documentation required by law due to our status as a corporation and to maintain our eligibility for recognition as a tax-exempt nonprofit organization.

Any withdrawal or allocation greater than 20% of the unrestricted net assets requires majority consent from the board. Every transaction must be reported to the Treasurer within 24 hours, and the Treasurer shall record each transaction within one week on a general ledger that is accessible by all Board members. Board members are responsible for keeping this document up to date.

12. Amendments to bylaws

Bylaws may be amended by a referendum as described in Article 10.

These Articles of Incorporation and Bylaws substantially borrow from those of Picklebric, Boulder Food Rescue, the American Council of Engineering Companies of Colorado, Boulder Advocacy, and Graduate Students United at the University of Chicago.