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## **Constitution and Bylaws of the Seoul National University Faculty Union**

### **1. General Provisions**

#### **Article 1. Name**

This organization shall be known as the Seoul National University Faculty Union (SNUFU), hereinafter referred to as “the union.”

#### **Article 2. Objectives**

Section 1. To secure the autonomy of full-time faculty members at Seoul National University and contribute to the development of public education and academic research.

Section 2. To bring the members of the union into a relationship of mutual assistance and cooperation in order to protect their rights and interests and promote their well-being.

Section 3. To meet the needs of the times and contribute to Korean society at large.

#### **Article 3. Projects**

Section 1. The union shall carry out the following projects to achieve the objectives stated in Article 2:

- (1) Projects to improve the educational environment, academic policies and the general system of Seoul National University
- (2) Various research and practice to guarantee the authority of full-time faculty members at Seoul National University
- (3) Welfare, cultural events and public relations program for full-time faculty members at Seoul National University

(4) Other projects necessary to achieve the purpose of the union

Section 2. The union shall consult closely with the Faculty Council on important issues.

#### **Article 4. Location of the Main Office**

The office of the union shall be located on the Seoul National University campus in Gwanak-gu, Seoul.

## **2. Membership**

#### **Article 5. Eligibility for Membership**

Section 1. Membership of the union is open to all professors, associate professors, and assistant professors, as defined in Article 14(2) of the Higher Education Act, working at Seoul National University (they are herein referred to as 'full-time faculty members at Seoul National University').

Section 2. Former members of the union may regain his or her membership through prescribed procedures.

Section 3. Among faculty members defined in Section 1, those holding a position on the academic board shall have their membership suspended during their term of office.

#### **Article 6. Enrollment and Withdrawal**

Section 1. Full-time faculty members at Seoul National University may apply for membership and become members of the union through prescribed procedures.

Section 2. One shall lose one's membership in the following cases:

- (1) Death
- (2) Retirement
- (3) Expulsion from the union
- (4) Withdrawal from the union through prescribed procedures

### **3. Rights and Duties**

#### **Article 7. Rights**

Members of the union shall have the following rights. However, the following rights may not be recognized for those who fail to pay union dues:

- (1) The right to vote and hold elective office
- (2) The right to speak and vote at various meetings
- (3) The right to participate in union activities
- (4) The right to have one's interests protected as a member of other faculty unions

#### **Article 8. Duties**

Members of the union shall have the following duties:

- (1) Duty to maintain the honor of the union
- (2) Duty to abide by the rules, regulations, and resolutions of the union
- (3) Duty to actively participate in union activities

#### **Article 9. Reward and Discipline**

Section 1. After deliberation, the Reward and Discipline Committee may determine to reward members who contributed to the advancement of the union.

Section 2. Any member convicted of any one or more of the following offences may be disciplined by the Reward and Discipline Committee:

- (1) Violating the rules and regulations of the union
- (2) Failing to pay unions dues for more than three months with no justifiable reasons
- (3) Disturbing the order of the union or bringing disgrace on the union

Section 3. Matters pertaining to the establishment and management of the Reward and Discipline Committee shall be prescribed in separate regulations.

## **4. Organization and Meetings**

### **Article 10. Organization**

The union shall have the following bodies:

- (1) General Assembly
- (2) Delegates Assembly
- (3) Executive Committee
- (4) Ad Hoc Committee
- (5) Audit Committee
- (6) Secretariat

### **Article 11. Composition and Convocation of the General Assembly**

Section 1. The General Assembly, as the ultimate decision-making body, consists of all members of the union and can have a Delegates Assembly, which can function as a substitute for the General Assembly.

Section 2. A regular General Assembly shall be convened by the President once a year. The date of the General Assembly shall be announced one month in advance, after being approved by the Delegates Assembly.

Section 3. A provisional General Assembly shall be convened in the following cases, and in case (2) and (3), the convocation must be announced within 10 days thereafter:

- (1) When the President deems it necessary
- (2) When more than one-third of the members or the delegates brought forward subject matters for discussion and requested the convocation of the General Assembly
- (3) When the Delegates Assembly convenes a General Assembly

Section 4. The convocation of the General Assembly shall be notified at least 7 days before the meeting, along with the agenda including the date, time and location of the meeting as well as the subject

matters for discussion. However, in case of an emergency General Assembly, the convocation may be notified a day before the meeting.

Section 5. In the event that there is no one with the authority to convene a General Assembly, the oldest of the union members shall convene the General Assembly.

Section 6. Detailed matters pertaining to the convocation of the General Assembly shall follow the regulations on meeting management.

#### **Article 12. Functions of the General Assembly[Delegates Assembly]**

The General Assembly(Delegates Assembly) discusses and decides on the following matters:

- (1) Amendments or changes to the Constitution and Bylaws
- (2) Elections of officers and vote of no confidence
- (3) Collective agreements and supplementary agreements
- (4) Budget and final accounts
- (5) Establishment, management or disposal of foundations
- (6) Establishment, joining of or withdrawal from federations
- (7) Merger, division or dissolution
- (8) Change in the structure of the organization
- (9) Consultation on collective bargaining and other important matters

#### **Article 13. Composition and Convocation of the Delegates Assembly**

Section 1. The Delegates Assembly, which may substitute for a General Assembly, shall function as the ultimate decision-making body and consist of delegates elected by a direct, secret, and anonymous vote under the provision of Article 14. The President of the union shall be the chairman of the Delegates Assembly.

Section 2. A regular Delegates Assembly shall be held in March and September every year. However, under unavoidable circumstances, the date of the Delegates Assembly may be adjusted within a time

period of a month, after being approved by the Executive Committee.

Section 3. A provisional Delegates Assembly shall be convened in the following cases, and in case (2) and (3), the convocation must be announced within 10 days thereafter.

(1) When the President deems it necessary

(2) When more than one-third of the delegates brought forward matters for discussion and requested the convocation of the Delegates Assembly

(3) When the Executive Committee convenes a Delegates Assembly

Section 4. Detailed matters pertaining to the convocation of the Delegates Assembly shall follow the regulations on meeting management.

#### **Article 14. Elections of Delegates and Terms of Office**

Section 1. Ex officio delegates shall consist of up to 5 people, including the President, Senior Vice-President, and Secretary-General.

Section 2. Two-thirds of the total number of elective delegates shall be elected by individual colleges, and the remaining one-third (if it is not a whole number, it shall be rounded up) shall be elected by the Faculty Council.

Section 3. The election by individual colleges shall be conducted by a direct, secret, and anonymous vote. In principle, one member shall be elected for every 20 members and another delegate shall be additionally elected if there are more than 11 remaining members.

Section 4. A college with less than 20 members shall elect one delegate.

Section 5. The election by the Faculty Council shall also be

conducted by a direct, secret, and anonymous vote.

Section 6. The term of office for delegates shall be three years, and they may serve consecutive terms. A successor to a delegate shall be elected two months before the end of his or her predecessor's term of office.

Section 7. If there is a vacancy during the term of a delegate or if a delegate's union membership is suspended due to being appointed as administrative faculty, a replacement shall be elected at a one-year interval. The delegate elected to fill the vacancy shall serve for the remainder of the predecessor's term of office.

#### **Article 15. Composition and Convocation of the Executive Committee**

Section 1. The Executive Committee is composed of a President, a Vice-President, a Director of Secretariat, and up to 5 officers designated by the President.

Section 2. A meeting of the Executive Committee shall be convened when requested by the President or by more than one-third of the officers.

#### **Article 16. Functions of the Executive Committee**

Section 1. The Executive Committee discusses and decides on the following matters:

- (1) Matters delegated by the General Assembly(Delegates Assembly)
- (2) Overall task execution and establishment of operation policies
- (3) Matters concerning the establishment and revision of various regulations
- (4) Composition of various committees
- (5) Deliberation and composition of agendas for various meetings
- (6) Matters necessary to execute other tasks for the union

Section 2. Detailed matters pertaining to the management of the

Executive Committee shall be prescribed in separate regulations.

#### **Article 17. Ad Hoc Committee**

Section 1. The Executive Committee may convene an Ad Hoc Committee.

Section 2. Appointment and recall of the chairman of the Ad Hoc Committee shall be decided by the Executive Committee.

Section 3. Matters pertaining to the management of the Ad Hoc Committee shall be prescribed in regulations.

#### **Article 18. Audit**

Section 1. Auditors shall consist of two members with certain qualifications and shall be elected by a direct, secret, and anonymous vote of members.

Section 2. The functions of the auditors are as follows.

- (1) Audit of the union's duties, finances and budget execution
- (2) Auditors shall report their audit findings to the President and the Delegates Assembly, and shall report to the union within 15 days.

Section 3. Auditors should conduct an audit at least once every six months, and disclose the contents and audit findings to all members of the union.

Section 4. Auditors shall conduct an audit without delay when requested by the President or by more than half of the delegates.

#### **Article 19. Secretariat**

Section 1. A Secretariat shall be established to carry out administrative tasks for the union.

Section 2. The Secretariat shall have one Director and other necessary staff.



Section 3. The Director of the Secretariat shall preside over the Secretariat and shall execute tasks under the direction of the President.

Section 4. Matters pertaining to the detailed organization and management of the Secretariat shall be prescribed in regulations.

#### **Article 20. Meetings and Decisions**

Section 1. A meeting requires a majority of the members present, and decisions shall be made by a majority vote.

Section 2. Matters concerning the meetings shall be prescribed in regulations.

#### **Article 21. Special Resolutions, etc.**

Section 1. To decide the following matters, a majority of the members must be present, and the matters must be approved by more than two-thirds of the attendees:

- (1) Amendment of the Constitution and Bylaws
- (2) Merger, division, dissolution of the union or change in the structure of the organization
- (3) Impeachment of officers

Section 2. Ratification and amendment of the Constitution and Bylaws and elections and recall of officers shall be decided by a direct, secret, and anonymous vote of members.

## **5. Officers**

#### **Article 22. Elections of Officers and Organization**

Section 1. The President and 2 Auditors shall be elected by the General Assembly(or Delegates Assembly) by a direct, secret, and anonymous vote.

Section 2. Union members may run for president two years after

joining the union, and the method of election shall be governed by detailed enforcement regulations. However, as for the election of the 2<sup>nd</sup> President, members may run for office one year after joining the union.

Section 3. Officers shall consist of:

- (1) 1 President
- (2) Up to 3 Vice-Presidents (including 1 Senior Vice-President)
- (3) 1 Secretary-General
- (4) 2 Auditors

Section 4. The President may appoint up to 3 Vice-Presidents, including 1 Senior Vice-President, and 1 Secretary-General.

Section 5. The President may concurrently serve as an executive of the Faculty Council but shall not concurrently hold a position higher than a dean in the university administration.

### **Article 23. Term of Office and Recall of Officers**

Section 1. The term of office for officers shall be 3 years, and officers may serve consecutive terms. A successor to an officer shall be elected 2 months before the end of his or her predecessors' term of office.

Section 2. When the position of an officer becomes vacant, the vacancy must be filled within 2 months. A supplementary officer elected to fill the vacancy shall serve for the remainder of the predecessor's term of office. However, if the remaining term is less than 6 months, a supplementary officer may not be elected.

Section 3. An officer may be recalled by the General Assembly(or Delegates Assembly) if he or she commits any of the following offences. The recall of officers shall be decided at the voting body where he or she was elected.

- (1) Defamation or violation of the purposes of the union
- (2) Disputes with other officers, accounting fraud or other wrongful

acts

(3) Obstruction of the duties of the union

#### **Article 24. Duties of Officers**

Section 1. Duties of the President shall include:

- (1) Representing the union and overseeing the union's duties
- (2) Assuming the position of the chairman of the General Assembly, the Delegates Assembly, and the Executive Committee
- (3) Representing the union in collective bargaining and negotiating collective agreements.
- (4) Publishing the union newsletter
- (5) Appointing members to advisory, professional, direct and administrative offices.

Section 2. Duties of the Senior Vice-President and the Vice-President are as follows.

- (1) The Senior Vice-President and the Vice-President shall assist the President, and the Senior Vice-President shall assume the President's duties in the event that he or she is not able to serve due to unforeseen circumstances.
- (2) In the event that the Senior Vice-President is not able to serve in office, the oldest of the Vice-Presidents shall assume his or her duties.

Section 3. Duties of the Auditors shall include:

- (1) Audit of the union's duties
- (2) Audit of the union's finances and accounts

## **6. Finances**

#### **Article 25. Principle of Finances**

Section 1. The union's accounts begin on January 1 and close on December 31 each year.

Section 2. Detailed matters pertaining to the transparent and reasonable management of the Executive Committee shall be

prescribed in regulations.

#### **Article 26. Financial Resources**

All expenses of the union are covered by union fees, donations, special dues, and other revenues.

#### **Article 27. Dues**

Membership dues shall be determined by the General Assembly(or Delegates Assembly)

### **7. Collective Bargaining**

#### **Article 28. Collective Bargaining**

Section 1. The President shall be the representative of the union in all bargaining.

Section 2. The negotiations shall be conducted by members appointed by the Executive Committee, including the President, and experts may be included if necessary.

Section 3. The President shall report to the General Assembly(Delegates Assembly) after negotiating collective bargaining agreements.

### **8. Supplementary Provisions**

#### **Article 29. Reasons for Dissolution**

The union shall be dissolved if:

- (1) Seoul National University ceased to exist due to a merger or a division.
- (2) The resolution to dissolve the union was approved pursuant to these Bylaws.
- (3) All members withdrew their membership.

### **Addenda**

**Article 1. Effective Date**

These Bylaws shall become effective as of the date upon which they are ratified, pursuant to the Act on Establishment and Operation of Labor Unions for Teachers.

**Article 2. Transitional Provisions for Appointment of Officers**

Officers elected at the 'Seoul National University Faculty Union Inaugural General Assembly' held at Seoul National University on November 7, 2019, shall be deemed to be elected pursuant to these Bylaws.

**Article 3. Transitional Provisions for Membership**

A person who joined the union before the effective date of these Bylaws shall be deemed a member of the union, pursuant to these Bylaws.

**Article 4. First Election of the Delegates**

For the first Delegates Assembly, the delegates elected by the Faculty Council shall be elected at a provisional General Assembly.

**Article 5. Beginning of the President's Term of Office and Extension of the Term of the 1<sup>st</sup> President**

In consideration of the effective working connection with the Faculty Council and the possibility of union officers serving concurrently as Faculty Council executives, the 2<sup>nd</sup> President of the Faculty Union shall be elected within 6 months after the election of the President of the Faculty Council. Accordingly, the term of the 1<sup>st</sup> President of the Faculty Union shall be extended within the limit of the term of office as prescribed by the Trade Union Act (maximum of 3 years), and it shall be decided by the Delegates Assembly and the consensus of union members.