

Article I. Name of Student Organization

The organization shall be called United Students Against Sweatshops at UCSD.

Article II. Statement of Purpose

United Against Sweatshops at UCSD is dedicated to building union power and promoting worker's rights by waging local and international labor campaigns on our campus.

Other struggles we are committed to including immigrant rights, undoing institutionalized racism, combating other forms of oppression in the labor market, changing people's consumption practices to promote social justice, and lobbying in support of working-class issues on campus and in our local communities.

In order to maximize our impact in building labor union and student power on campus, United Against Sweatshops at UCSD is an inclusive, "big-tent" organization, and does not align with sectarian organizations, causes, or initiatives. United Students Against Sweatshops at UCSD also recognizes the very real threat posed by hostile sectarian take-overs. Individuals with sectarian viewpoints may join United Students Against Sweatshops at UCSD but must shed their sectarian affiliations to participate as a member of the group. Individuals may lose their membership in United Students Against Sweatshops at UCSD for advocacy of sectarian or otherwise divisive views, as determined by the group.

In building union power and acting in solidarity with workers, United Students Against Sweatshops at UCSD organizationally takes direction from elected leaders of labor organizations and seeks to ally with democratic labor movements across the UC, San Diego, and around the world.

As an official affiliate of national United Students Against Sweatshops (USAS), United Students Against Sweatshops at UCSD agrees to uphold the following national United Students Against Sweatshops at UCSD "Principles of Unity":

1. We work in solidarity with working people's struggles. In order to best accomplish this and in recognition of the interconnections between local and global struggles, we strive to build relationships with other progressive movements and cooperate in coalition with other groups struggling for justice within all communities campus, local, regional, and international.

2. We struggle against racism, anti-Blackness, sexism, misogyny, homophobia, transphobia, ableism, classism, ageism, xenophobia, anti-Semitism, anti-Muslim bigotry/Islamophobia, and other forms of oppression within our society, within our organizations, and within ourselves. Not only are we collectively confronting these prejudices as inherent defects of the global economy which creates sweatshops, but we also recognize the need for individuals to confront the prejudices they have internalized as the result of living and learning in a flawed and oppressive society.

3. We are working in a coalition to build a grassroots student movement that challenges corporate power and that fights for economic justice. This coalition is loosely defined, thus we strive to act in coordination with one another to mobilize resources and build a national network while preserving the autonomy of individuals and campuses. We do not impose a single ideological position, practice, or approach; rather, we aim to support one another in a spirit of respect for difference, shared purpose, and hope.

4. We strive to act democratically. With the understanding that we live and learn in a state of imperfect government, we attempt to achieve truer democracy in making decisions that affect our collective work. Furthermore, we strive to empower one another as individuals and as a collective through trust, patience, and an open spirit

Article III. Nonprofit Statement

United Students Against Sweatshops at UCSD is a non-profit student organization.

Article IV. Requirements for Membership

All members of United Students Against Sweatshops at UCSD must be UCSD students, either matriculating undergraduates or graduates, and must agree to abide by the provisions of this Constitution. All United Students Against Sweatshops at UCSD members agree to uphold the USAS Principles of Unity

Additionally, prospective recruits must attend two (2) consecutive group meetings or three (3) total group meetings before becoming a member of United Students Against Sweatshops at UCSD. Students who have met these requirements may be added to the group's main internal listserv.

Any United Students Against Sweatshops at UCSD member may lose their membership status in the group, as a result of violating non-sectarian requirements or violating the United Students Against Sweatshops at UCSD constitution, by a majority vote according to the provisions of this Constitution.

The total number of United Students Against Sweatshops at UCSD members on the group's listserv, excluding alumni and guests, will be used for the purposes of calculating meeting quorums.

Only members have voting privileges in deciding any official group actions or participating in governance processes.

Article V. Frequency of Organization Meetings

United Students Against Sweatshops at UCSD will meet once a week within an agreed-upon space every quarter: fall, winter, and spring quarters. Minutes and notes are taken by our meeting facilitator which rotates every week between the Co-chairs and members.

Article VI. Qualifications for Holding Office and Methods of Selecting and Replacing Officers

Only registered UCSD students may hold office in the organization. Only registered UCSD students may vote in elections for the selection of the organization's officers.

Note that United Students Against Sweatshops-San Diego at UCSD is a nonhierarchical organization. Though, the officers of United Students Against Sweatshops at UCSD shall be two Co-chairs, the co-chairs are the two UCSD AFSCME 3299 interns*. Their duties are as follows:

- The two Co-chairs shall preside over meetings, represent the organization in an official capacity, and shall delegate roles such as, but not limited to: taking the minutes, reserving rooms, developing relations with other campus organizations, creating positions, drafting the meeting agenda template, handle the finances of the organization, planning social functions, and taking attendance.
- One or both of the Co-chairs may be removed from their roles in United Students Against Sweatshops-San Diego at UCSD through consensus agreement of the current general body. Though their roles to remain as AFSCME 3299 interns are to be determined by AFSCME 3299. A formal notification of the removal of one or both of the Co-chairs by

United Students Against Sweatshops at UCSD – 2020-2021 Academic Year

United Students Against Sweatshops-San Diego at UCSD members are can be given to AFSCME 3299 by consensus of the current general body.

- In the case of impeachment, new Co-chairs shall be elected through a majority vote of the current general body.

*UCSD AFSCME 3299 interns are hired during the Summer Sessions through submitting their AFSCME 3299 intern application towards the end of spring quarter, approximately Weeks 8 to 10 of Spring Quarter. All United Students Against Sweatshops-San Diego members who have been a member for at least one quarter are eligible to apply for the AFSCME 3299 intern positions. The AFSCME 3299 external organizer for Southern California and AFSCME 3299 campus reach out during the summer to begin the interview process for applicants. After the application and interview process, the two selected interns are notified of their offer no later than Week 4 of Summer Session 2. The interns (co-chairs) and returning members will fully assume their positions and duties by Week 0 of Fall Quarter. Additionally, co-chairs and any eligible United Students Against Sweatshops-San Diego members can choose to be principle members.

Article VII. Risk Management

United Students Against Sweatshops-San Diego at UCSD is a registered student organization at the University of California, San Diego, but not part of the University itself.

United Students Against Sweatshops-San Diego at UCSD understands that the University does not assume legal liability for the actions of the organization.

Article VIII. Financial Management

United Students Against Sweatshops at UCSD finances its activities through annual fundraisers. Any money collected by these activities is managed by the current members who also document all organization spending. One member is designated to maintain an off-campus account to store United Students Against Sweatshops at UCSD funds and passes on these funds a designated incoming member after they have been elected. United Students Against Sweatshops at UCSD will not submit a budget to the A.S or G.S.A finance committee.

Article IX. Affiliation with Other Groups

United Students Against Sweatshops at UCSD reserves the right to associate with any and/or all UCSD groups which participate in social justice activities, labor rights, student rights, faculty rights, and any progressive action. The United Students Against Sweatshops at UCSD also reserves the right to participate in coalitions and alliances involving other groups that align with the United Students Against Sweatshops at UCSD statement of purpose.