

1. The new organization shall be affiliated with NEA, NYSTA, AFT, UTSU, NYS AFL-CIO, and New York City Central Labor Council.
2. Dues shall be \$120 per annum for full-time and \$60 per annum for part-time.
3. The new organization will be initially limited to the City University.
4. Debts carried by the new organization shall be on a pro rata basis (number of dollars per member based on membership of each organization at time of merger).
5. Until officers are elected, there shall be an equal number of officers from LC and UFCT. The chief executive officer from the LC shall be the President. The chief executive officer from the UFCT shall be the Deputy President. The staff shall be answerable to the executive officers and the names of both officers shall be <sup>affixed</sup> ~~affixed~~ to all written communications. Both officers shall approve any policy statement between meetings of the Executive Committee/Administrative Committee. In order to <sup>assure</sup> ~~assume~~ responsibility of the chief executive officers to the membership, it is the intent of the new organization that the two chief executive officers serve on a full-time basis.
6. There shall be equal division of the other officers. There shall be provision for equal representation of the two organizations on the Governing Board/ Executive Board. Chapter structure and officers shall be co-equal during the interim period.
7. The respective staffs of each organization shall be retained. The Executive Director of the Legislative Conference shall become the Executive Director of the new organization. The Director of Organization of the UFCT shall become the Director of Organization of the new organization. The present staff (secretarial, financial, clerical) of both organizations shall be retained. The appointees shall be barred from internal organizational politics.

8. The interim arrangement shall extend to nominations and elections which shall not take place earlier than April and May 1973. Officers elected in May 1973 shall take office September 1, 1973.

9. The constitution and by-laws of the new organization shall be drawn by a committee on which there is equal representation and must be ratified by the joint membership by secret mail ballot. In the event there is any disagreement concerning the by-laws or the way in which the new organization shall be governed the matter shall be referred to the two counsel for resolution. If they are unable to agree, it shall be submitted to an arbitrator selected by them for final determination.

10. The New constitution and by-laws must provide for the election of officers, members of the Governing Board/Executive Board and Chapters by secret mail ballot of the membership. Provision shall be made for membership referendum procedures in the new constitution.

11. The new organization will retain until September 1, 1973 the two law firms now representing LC and UFCT on an equal basis and the work shall be divided between them.

12. This agreement shall be subject to ratification by secret mail ballot of the respective memberships of the two organizations no later than April 14, 1972.

13. Upon ratification by memberships, the new organization shall adopt the petition of the UFCT for one bargaining unit in the case now pending before PERB.

14. Immediately upon ratification, a joint Negotiating Committee of equal representation shall be appointed for the purpose of planning negotiations for a new agreement with the Board of Higher Education.

15. Deadline for ratification of the initial merger agreement by the Governing Board and the Executive Board (LC and UFCT) shall be March 28. Ratification shall be followed by a joint communique.

16. This interim agreement is recommended for ratification to the policy making bodies of the LC and UFCT and to their respective state and national affiliates.