



QUEEN'S UNIVERSITY FACULTY ASSOCIATION CONSTITUTION

**Last Revised At The
April 28, 2009 General Meeting**

QUEEN'S UNIVERSITY FACULTY ASSOCIATION REVISED CONSTITUTION

ARTICLE 1: NAME

The name of the Association shall be the Queen's University Faculty Association, referred to hereinafter as the Association or as QUFA.

ARTICLE 2: PURPOSE

The purposes of the Association are:

- i) To serve as the exclusive bargaining agent of the members of the bargaining units defined by the certificate of the Ontario Labour Relations Board, dated 7 November 1995 (and as subsequently amended), and 1 May 2003, and any other group of employees which the Association may represent;
- ii) To promote the interests of the Queen's University academic staff: (faculty, librarians, and archivists) and (sessional adjuncts), including the regulation of employment relations between the University and its academic staff;
- iii) To promote equity in the recruitment and hiring of academic staff;
- iv) To promote a positive working environment for academic staff, free of discrimination, interference, restriction, or coercion relating to any term or condition of employment;
- v) To provide appropriate representation for all members of the Association;
- vi) To promote academic interests at Queen's and in the broader community.

ARTICLE 3: MEMBERSHIP

- i) Membership is open to all members of the bargaining units, to clinical faculty in the Faculty of Health Sciences who are eligible for membership in the Clinical Teachers' Association of Queen's University, and to such other groups as the Association may determine. In the event that a dispute arises as to the application of this clause in any individual case, the matter shall be placed before the Executive Committee, whose decision as to eligibility for membership shall be final;
- ii) To become a member of QUFA, one must apply to the Association in a form prescribed by the Executive Committee. Membership becomes effective upon verification of eligibility;
- iii) The Association shall not discriminate against any person with respect to any matter on a ground prohibited by the Ontario Human Rights Code or the Canadian Charter of Rights and Freedoms;
- iv) Members of the Association, (those who have voluntarily signed a QUFA membership form) shall be eligible to vote at meetings or hold a position in the Association including Officer, Executive Committee member, Councillor, or member of another committee.
- v) If a Sessional Adjunct signs a membership form at the start of a contract, she/he shall not have to renew that form again, even if there is an interruption between her/his Queen's contracts. For purposes of participation in QUFA activities and governance, Sessional Adjunct Members shall be considered members of the Association for one calendar year from the contract start date of their last course taught for credit at Queen's. For purposes of representing a Sessional Adjunct in resolving a grievance matter arising from their employment at Queen's, QUFA shall continue to support a Sessional Adjunct member until the matter is dropped by the member or resolved between the parties.

ARTICLE 4: FEES

- i) Except as provided in this Article, members of QUFA shall pay fees, including dues and any levies or assessments established in accordance with this Article;
- ii) There shall be no fee for members on long-term disability;
- iii) There shall be a fee structure, including dues and any levies or assessments, ratified by the membership. Any changes to the fee structure shall be made at a scheduled General Meeting;

ARTICLE 5: GENERAL MEETINGS

- i) There shall be at least two General Meetings of the Association each year: a fall meeting to be held in October, November or December and a spring meeting in March or April, each at the call of the Secretary. The Secretary shall call special General Meetings as directed by Council, or at a written request of 20 members in good standing of the Association, which includes a statement of the purpose of the meeting. The Secretary shall give written notice of meetings at least 14 days in advance;
- ii) The General Meetings shall be chaired by the Chair of Council (or the Alternate Chair). The agenda for each General Meeting shall be prepared by the Secretary and shall include a President's Report, a Treasurer's Report, and where appropriate, reports by one or more of the Standing Committees;
- iii) The Secretary shall circulate the written agenda for any scheduled General Meeting at least one week prior to the Meeting. The agenda shall include motions to be voted upon at the Meeting, including any motions submitted in a petition signed by at least five members in good standing of the Association, including the mover and seconder. Subject to the provisions of this Constitution regarding amendments, any motion not on the agenda shall be considered only with the consent of the Chair;
- iv) Thirty-five (35) of the members of the Association in good standing shall constitute a quorum for all General Meetings of the Association. Once quorum has been achieved it will be assumed to continue throughout the meeting unless a count is requested by a member.

ARTICLE 6: AMENDMENTS

- i) Amendments to this Constitution require a two-thirds vote of those present at any scheduled General Meeting, or at a General Meeting called for that purpose;
- ii) Proposed amendments to the Constitution must be circulated with the notice of the scheduled General Meeting at which they will be addressed;

ARTICLE 7: GOVERNANCE

The governing bodies of the Association shall be composed of:

- i) The Council of Representatives, which is responsible, in general, for approving the policies of the Association as formulated by the Executive Committee and, where necessary, for providing direction to the Executive Committee for the formulation of policy, subject to the provisions of the Constitution and By-laws, and to such directions as may be given at any annual or scheduled General Meeting;
- ii) The Executive Committee, which is responsible, in general, for establishing policy and for forwarding policy considerations to the Council of Representatives for approval; and
- iii) The Officers, who are responsible for the ongoing administration and operation of the Association. The duties and responsibilities of each of the above are described below.

ARTICLE 8: COUNCIL OF REPRESENTATIVES

8.1 COMPOSITION

There shall be a Council of Representatives which shall consist of the Officers of the Association and representatives of the electoral units. The establishment of the electoral units of the Council and the number of Councillors for each electoral unit shall be in accordance with the By-laws.

8.2 TERM OF OFFICE

The term of office of a Councillor shall be for two years, commencing May 1 of the year of election. Re-election is allowed.

8.3 ELECTION OF COUNCILLORS

The procedures for the election of Councillors shall be in accordance with the By-laws.

8.4 DUTIES AND POWERS

The Council shall be responsible for:

- i) Acting on policy recommendations from the Executive Committee and instructing the Executive Committee in the development of policy for Council approval;
- ii) Approving the budget of the Association in accordance with this Constitution;
- iii) Approving general collective bargaining principles, in accordance with this Constitution;
- iv) Approving general grievance principles and procedures;
- v) On the basis of Executive Committee recommendations, approving the staffing of QUFA Standing and Ad Hoc Committees, including their Chairs, and appointing members to joint employer-Association committees;
- vi) On the basis of Executive Committee recommendations, filling any vacancies which may arise in the course of the terms of appointees to such committees;
- vii) Approving terms of reference for Standing and Ad Hoc committees;
- viii) Approving policy on all employee staffing;
- ix) Directing the convening of special meetings of the Association, as required, in accordance with this Constitution.

8.5 DUTIES OF COUNCILLORS

In addition to the foregoing, the duties of Councillors shall be to:

- i) Represent on a regular basis the views of their constituents to Council and vice versa;
- ii) Advise their constituents regarding their rights and responsibilities under the Collective Agreement;
- iii) Direct constituents to the appropriate sources of assistance in seeking redress under the terms of the Collective Agreement; and
- iv) Advise Council and the Executive Committee of any problems encountered by constituents arising from the Collective Agreement and its implementation.

8.6 REMOVAL OF COUNCILLORS

A Councillor may be removed for reasons of gross neglect of the duties specified in this Constitution. Removal requires a two-thirds vote on the part of the Councillor's electoral unit in favour of removal and in accordance with the By-laws.

8.7 MEETINGS

- i) A Council meeting shall be called at least once a month from September to May and at the request of any five members of Council;
- ii) The agenda shall normally be the responsibility of the Chair, in conjunction with the President, but any item requested by a member of Council or a petition of five members of the Association shall be placed on the agenda of the next meeting of Council and shall normally be voted upon at that meeting;
- iii) Council may, between meetings, pass resolutions required to expedite the normal day-to-day operation of the Association by means of electronic mail transmissions or telephone calls exchanged between the Chair and the members of Council, provided such resolutions do not involve policy changes within the Association and receive the consent of the majority of Council as evidenced by their electronic mail transmissions or telephone responses. The results of such votes, based on hard copies of the electronic mail transmissions and written record of telephone responses, shall be announced at the next Council meeting and recorded in the minutes. The records of the vote will be destroyed one month after recording in the minutes unless a written protest is received by the Secretary.

8.8 NOTICE OF MEETINGS

- i) Written notice of regular meetings shall be sent to Council members at least one week in advance. The proposed agenda, including any notices of motion, shall be sent to Council members by the Chair of Council at least five working days in advance;
- ii) Written notice of special meetings, along with the proposed agenda and any notices of motion, shall be sent to Council at least 24 hours in advance;
- iii) The non-receipt of a notice shall not invalidate a meeting unless there is bad faith.

8.9 THE CHAIR

The Council shall elect a Chair and an Alternate Chair at the April meeting using the procedure described in the By-laws: A. ii) (b).

- i) The term of office for a Chair shall be two years, commencing May 1 of the year of election. Re-election is allowed;
- ii) It shall be the responsibility of the Chair to call meetings of Council, to prepare Council agendas in consultation with the President, and to circulate agendas to Council members prior to meetings, to serve as a member of the Executive Committee, and to Chair the General Meetings of the Association. The elected Alternate Chair will serve as the Chair of Council in the absence of the Chair.
- iii) The Chair shall cast a vote only in the case of a tie.

8.10 ALTERNATE REPRESENTATION

- i) Council members shall have the right to appoint alternates, who are from the same electoral unit and members of the Association, to sit in their place at Council meetings. The Council Chair must be notified of the appointment of an alternate prior to the commencement of the meeting in question. Duly appointed alternates shall have all the rights of a Council member for the meeting in which they serve as alternate;
- ii) Officers of the Association shall not have the right to name alternates except in their capacity, if any, as a representative to Council of a constituency.

8.11 QUORUM

A quorum for meetings shall be one-third of the members of Council or their duly appointed alternates. Once quorum has been achieved it will be assumed to continue throughout the meeting unless a count is requested by a member.

8.12 VOTING

Voting shall be by a show of hands unless otherwise specified by the Constitution or By-laws or as requested by five members present in respect of voting on a particular issue. A weighted vote may be requested by a member at any time. The weighted voting system by unit works as follows:

Units	with	1-20	members:	1	vote	per	Council	representative
Units	with	21-40	members:	2	votes	per	Council	representative
Units	with	41-60	members:	3	votes	per	Council	representative
Units	with	61-80	members:	4	votes	per	Council	representative
Units	with	81+	members:	5	votes	per	Council	representative

The numbers of members per unit will be determined before the September Council meeting and will be based on the data available in the previous winter term.

Unless otherwise specified by the Constitution or By-laws, and with the exception of matters of procedure, resolutions shall be adopted by a majority of votes cast.

8.13 NEW BUSINESS

Items of new business shall be ruled upon by the Chair who shall be guided by the principle that matters of substance which normally require notice should be postponed until the next meeting, unless urgency requires otherwise. The decision of the Chair may be challenged and overruled. Approval of a motion to overrule requires a vote of two-thirds of the members present and voting.

8.14 DELEGATION OF POWER

The Council may, by resolution, delegate any of its powers or duties to the Executive Committee, and may rescind such delegation in the same manner.

ARTICLE 9: EXECUTIVE COMMITTEE

9.1 COMPOSITION

There shall be an Executive Committee of the Association consisting of the Officers of the Association, the Chair of the Council of Representatives, the Chair of the Grievance Committee, the Chair of each of the two Committees for the Management of the Collective Agreement (CMCA), the Chair of the Political Action and Communications Committee (PACC), two members-at-large, one representative from among librarians and archivists, one adjunct representative, one sessional adjunct representative, and one equity representative. The position of librarian and archivist, adjunct, sessional adjunct, and equity representative shall be filled regardless of whether other members of these constituencies hold positions on the Executive Committee. All Executive Committee members must be members of the Association.

9.2 ELECTION OR APPOINTMENT

- i) The Officers, excepting the Past President, shall be elected by the Association membership, pursuant to the By-laws;
- ii) The Council representative (as established by By-law) for equity shall serve as the Executive Committee equity representative. One of the two Council representatives (as established by By-law) for librarians and archivists shall be selected by their electoral unit to serve as the Executive Committee representative. Should one of the librarian/archivist representatives on Council hold or come to hold another position on the Executive Committee, the other librarian/archivist representative on Council shall serve as Executive Committee librarian/archivist representative. Two of the Council representatives for adjuncts, one from the Faculty, Librarian and Archivists' bargaining unit and one from the Sessional Adjunct bargaining unit, shall be selected by their respective electoral units to serve as Executive representatives. Should the FLA Adjunct or Sessional Adjunct representative on Council hold or come to hold another position on the Executive Committee, another Executive Committee Faculty, Librarian, Archivist or Sessional Adjunct representative shall be elected by the electoral unit for the relevant adjunct group. Should the equity representative on Council hold or come to hold another position on the Executive Committee, the Executive Committee equity representative shall be appointed by Council, upon the recommendation of the Executive Committee.
- iii) The members-at-large shall be elected by Council, pursuant to the By-laws.

9.3 DUTIES AND POWERS

- i) The Executive Committee shall exercise all the powers delegated to it by Council and report its activities regularly to Council;
- ii) The Executive Committee shall be responsible for:
 - (a) Developing policy for the Association, under direction from Council or as it deems necessary, and recommending such policy to Council for approval;
 - (b) Implementing the policies of the Association;
 - (c) Administering the budget of the Association;
 - (d) Supervising the collective bargaining of the Association;
 - (e) Acting upon the recommendations of the Grievance Committee;
 - (f) Recommending to Council the formation of new Standing Committees;
 - (g) Forming Ad Hoc committees as necessary to carry out the work of the Executive Committee;
 - (h) Receiving reports, as required, from committees and representatives and communicating such reports, as required, to Council;
 - (i) Recommending to Council, the Chairs, members of Standing committees and Ad

Hoc committees formed by the Executive Committee, as well as appointees for joint employer-Association committees; and approving the appointment of QUFA representatives to other university committees and task forces, and positions on external bodies; and filling any vacancies which may arise in the terms of such appointees;

- (j) Recommending candidates to Council to fill mid-term vacancies on the Executive Committee;
- (k) Encouraging the development of caucuses (among e.g., librarians and archivists; heads; adjuncts; sessional adjuncts; feminist, junior faculty, retirees) to ensure that constituencies within the Association are able to articulate their concerns adequately;
- (l) Making every effort to ensure adequate communications with student associations;
- (m) Addressing issues of equity and the status of women through the development of QUFA committees or caucuses and/or through the nomination of representatives to participation in university-wide equity and status of women committees, caucuses, and councils.
- (n) Recommending the convening of special meetings of the Association to Council, as required;
- (o) Hiring, supervising, and dismissing employees.

9.4 OFFICERS

- i) The officers of the Executive Committee shall be the President, Vice-President, Secretary, Treasurer, and Past President. Officers must be members of the Association and members of one of the bargaining units;
- ii) The President, Vice-President, and Past President shall not serve as Council representatives of electoral units;
- iii) All officers shall be ex officio members of Council;
- iv) The Past President shall be a non-elected member of the Executive Committee. The Past President shall be the person whose term as President has just expired, or a former President if the immediate Past President is unable or unwilling to serve on the Executive Committee.

9.5 DUTIES OF THE OFFICERS

President

Shall supervise and coordinate the activities of the Association and the bargaining units; represent the Association and bargaining units, including the Council and the Executive Committee, at Queen's and in the broader community; chair or appoint the chair for meetings of the Association; serve as a member ex officio of all Standing and Ad Hoc Committees except the Nominations and Elections Committee; supervise employees; provide a report to the membership at all general meetings, and exercise such powers and carry out such functions as are delegated to him or her by the Council and the Executive Committee, or as are necessary for the proper conduct of the presidency.

Vice-President

Shall fulfill the duties of the President in his or her absence, represent the President as needed, chair the Staff Relations Committee, serve as a member of the Finance Committee, and perform such duties as are from time to time requested by the Council or the Executive Committee.

Past President

Shall fulfill the duties of the President or Vice-President in their absence, represent the President as needed, chair the Nominations and Elections Committee, and perform such duties as are from time to time requested by Council or the Executive Committee.

Secretary

Shall oversee internal communications and liaise with the Political Action and Communications Committee to help coordinate political communications. Shall cause to be prepared and be responsible for the minutes of all General meetings of the Association, the Council, and the Executive Committee.

Treasurer

Shall be responsible for keeping the books of the Association. Shall cause to be kept an account of the financial position of the Association and shall be responsible for rendering such an account to the Executive Committee or the Council whenever required. Shall chair the Finance Committee and report to the membership at each general meeting.

9.6 DUTIES OF REMAINING MEMBERS OF THE EXECUTIVE COMMITTEE

- i) The two members-at-large shall represent the interests of the membership and perform such duties as are from time to time requested by the Council or the Executive Committee;
- ii) The Grievance Chair shall be responsible for regularly informing the Executive Committee about the work of the Grievance Committee and the financial implications of that work. The Grievance Chair shall also assist the Executive Committee in developing and implementing policy and undertaking activities necessary to the Association's grievance work on behalf of members of the bargaining unit;
- iii) The Chair of the Committee for the Management of the Collective Agreement shall serve as the QUFA Co-Chair on the Joint Committee to Administer the Agreement and be responsible for reporting to the Executive on the activities of that Committee and for conveying the Executive's concerns to that Committee. He or she shall also assist the Executive Committee in developing and implementing policy and undertaking activities necessary to the Association's collective bargaining work;
- iv) The representatives for librarians and archivists, for adjuncts and for sessional adjuncts shall advise the Executive Committee on the implications for their constituencies of policies and activities of the Association and shall perform such duties as are from time to time requested by the Council or the Executive Committee;
- v) The equity representative shall advise the Executive Committee on equity matters, shall help ensure that Association policies and activities are consistent with the equity requirements of the Collective Agreement and of provincial and federal legislation, and shall perform such duties as are from time to time requested by the Council or the Executive Committee.

9.7 TERM OF OFFICE

- i) The term of Officers shall be two years;
- ii) The term of librarian/archivist, adjunct, sessional adjunct and equity representatives shall be coincident with their term as Councillors;
- iii) The term of the two members-at-large shall be two years;
- iv) Re-election or, in the case of Past President, reappointment, is allowed;

- v) Terms commence May 1 of the year of election or appointment.

9.8 REMOVAL OF OFFICERS AND OTHER EXECUTIVE COMMITTEE MEMBERS

- i) Officers of the Association may be removed from office, in accordance with the By-laws, by a two-thirds vote of the membership by secret mail ballot for reasons of gross neglect of the duties specified in this Constitution;
- ii) Council may, by a resolution adopted by at least a two-thirds vote, remove any Executive Committee member who is not a Councillor, prior to expiration of his or her term of office for reasons of gross neglect of duties specified in this Constitution.

9.9 MEETINGS

- i) The Executive Committee shall meet at least once a month during September to June, at the call of the President, or on one week's written notice at the request of any two members of the Committee. The agenda shall normally be the responsibility of the President.
- ii) The Executive Committee may, between meetings, pass resolutions required to expedite the normal day-to-day operation of the Association by means of electronic mail transmissions or telephone calls exchanged between the President of the Association and the members of the Executive Committee. Approval of such resolutions requires the consent of all Executive members who respond to a vote conducted by email or phone. If any Executive member wishes to have the matter discussed, the email/telephone vote will be cancelled and the matter deferred to the next meeting. Votes of the Committee members submitted by email/telephone shall be recorded and filed with the records of the Association until the vote has been recorded in the following month's Executive Committee minutes, at which time the record of individual votes will be destroyed.

9.10 NOTICE

- i) Members of the Executive Committee shall receive notice of regular meetings of the Committee, as well as a proposed agenda including any notices of motion, at least two working days in advance;
- ii) Members of the Executive Committee shall normally receive notice of special meetings, along with the proposed agenda and any notices of motion, at least 24 hours in advance;
- iii) Notice may be in writing (e.g., campus mail, electronic mail, or facsimile) or by telephone;
- iv) The non-receipt of a notice shall not invalidate a meeting unless there is bad faith.

9.11 CHAIR

Every meeting of the Executive Committee shall be presided over by a Chair. The President may serve as Chair, or the Executive Committee may select another member of the Committee as chair.

9.12 QUORUM

The quorum for Executive Committee meetings shall be six (6) members of the Committee, including the Chair. Once quorum has been achieved it will be assumed to continue throughout the meeting unless a count is requested by a member. In the event that neither the President, Vice-President, nor Past President is present, the meeting shall terminate.

9.13 VOTING

Voting shall be by a show of hands, unless otherwise specified by the Constitution or By-laws or unless requested by a member of the Executive Committee present in respect of voting on a particular issue. Voting by proxy is prohibited. Resolutions shall be adopted by a majority of the votes cast. The Chair shall not vote except to break a tie and, in such a case, the Chair shall cast a deciding vote.

ARTICLE 10: STANDING COMMITTEES

- i) There shall be Standing Committees on:
 - Finance
 - Grievance
 - Management of the Collective Agreement (one CMCA for each bargaining unit)
 - Nominations and Elections
 - Political Action and Communications
 - Staff Relations
- ii) Standing Committees shall have such duties and responsibilities as may be assigned to them by the Executive Committee, with Council approval;
- iii) Standing Committees shall report to Council through the Executive Committee. They shall, however, have the right to report to Council directly, and Council may request that they do so;
- iv) Standing Committees shall submit annual reports to the Spring General Meeting;
- v) The Grievance Committee shall be as representative as possible of the academic and cultural diversity of the University;
- vi) Each Standing Committee shall meet at the call of its Chair or at the call of any two of its members;
- vii) A Standing Committee may appoint temporary sub-committees and assign them such duties as it deems advisable.

ARTICLE 11: OTHER COMMITTEES AND MECHANISMS FOR REPRESENTATION

- i) The Council may establish such Ad Hoc committees as it deems advisable. Such committees shall normally report to Council through the Executive Committee. They shall, however, have the right to report to Council directly, and Council may request that they do so;
- ii) The specific mandate of all QUFA committees shall be approved by Council, subject to the general provisions of the Association's Constitution and By-laws;

ARTICLE 12: DUTIES OF EXTERNAL REPRESENTATIVES

- i) QUFA representatives or observers on Senate, the Board of Trustees, and all other university committees as well as external bodies take direction from the Executive on policy matters;
- ii) QUFA representatives and observers on university and external bodies shall report as necessary to the Executive Committee on the activity of those bodies on matters of interest to the Association.

ARTICLE 13: COLLECTIVE BARGAINING

- i) The Executive Committee shall establish the negotiating team and report the composition of the team to Council for approval;
- ii) The Executive Committee shall be responsible for supervising the work of the negotiating team and approving bargaining positions and strategies recommended by the negotiating team;
- iii) The negotiating team shall proceed in accordance with a collective bargaining protocol to be determined by Council upon recommendation by the Executive Committee and the negotiating team;
- iv) Any Collective Agreement negotiated shall take force only upon ratification by members of the respective bargaining unit in accordance with the relevant provisions of The Ontario Labour Relations Act;
- v) Authorization for work action of any type shall be in accordance with the Labour Relations Act and in any event by a simple majority of members of the respective bargaining unit voting by secret ballot;
- vi) In the event of a strike, no return to work shall be agreed to except with the agreement of the majority of the members of the respective bargaining unit present at a General Meeting at which the back-to-work agreement is considered;

ARTICLE 14: VACANCIES

- i) The Council shall fill any vacancies in the membership of any committee whose staffing lies within Council jurisdiction; the Executive Committee shall fill any vacancies arising by resignation or otherwise in the membership of committees whose staffing lies within the jurisdiction of the Executive Committee;
- ii) Any vacancy in the membership of Council, arising by resignation or otherwise, shall be filled by by-election in the corresponding electoral unit(s). The term of any member of Council permanently elected in a by-election shall commence upon election and end a year after the following April 30th; re-election or re-appointment is permitted;
- iii) Should an electoral unit fail to elect its Councillor(s) in accordance with this Constitution, Council may appoint the requisite Councillor(s), normally from within the electoral unit that has failed to elect. The appointed Councillors may fill the vacancy until a proper by-election is held;
- iv) Any required absence of two months or more on the part of a Councillor shall be considered a vacancy in his or her position. Should the required absence be less than six months, the position may be filled (via by-election) temporarily, until the Councillor is able to resume his or her role on Council;
- v) Any required absence of two months or more on the part of an Officer shall be considered a vacancy in his or her position. Should the absence be less than six months, the position may be filled by Council temporarily until the Officer is able to resume his or her role;
- vi) Any Officer appointed by Council to fill a vacancy in the first year of a two-year term shall serve out the first year of the term. An election must be held in accordance with the By-laws to fill the position for the second year of the term.

ARTICLE 15: FINANCES AND AUDITING

- i) All money received by the Association shall be deposited to one or several accounts in the Association's name. The signing officers shall be the President, Vice-President, Past President and the Treasurer, and the signatures of any two of them shall be sufficient authorization for the drawing of funds from such accounts;
- ii) The Standing Committee on Finance shall draw up a yearly budget for Council approval,

- monitor expenses, and recommend membership fees to Council;
- iii) A professionally designated accountant shall be appointed as auditor at least every 2 years by the Executive Committee, subject to approval by Council. The auditor shall examine the accounts of the Association and shall submit a report to the Executive Committee. After receipt by the Executive Committee, the auditor's report shall be presented to Council within two months, and then to the membership at the next General Meeting as part of the Treasurer's report;
- iv) The fiscal year of the Association shall be established by By-law.

ARTICLE 16: AFFILIATIONS

The Association may affiliate with international, national, provincial and regional organizations for the advancement of the interests of academic staff. New affiliations, as well as disaffiliations, shall be subject to a vote of the members of the Association at a General Meeting.

ARTICLE 17: BY-LAWS

- i) The Association may make By-laws in order to carry out its purposes in accordance with the Constitution, including, but not limited to, By-laws pertaining to:
 - (a) The establishment of the electoral units of the Council of Representatives, and the number of representatives for such units;
 - (b) The nomination and election of Officers, Councillors, and members of the Executive Committee;
 - (c) The composition and procedures of the Nominations and Elections Committee;
 - (d) The filling of vacancies in the positions of Councillor, Officer, committee member or other Association positions;
 - (e) The establishment of the Fiscal Year;
 - (f) Rules of Procedure for meetings;
 - (g) The removal of Officers, other Executive Committee members, and Councillors;
- ii) Amendments to the By-laws require a majority vote of those present at any scheduled General Meeting of the members;
- iii) Proposed amendments to the By-laws must be circulated with the notice of any scheduled General Meeting.

BY-LAW NO. 1 - GENERAL

A. NOMINATIONS, ELECTIONS, APPOINTMENTS

- i) There shall be a Nominations and Elections Committee appointed annually by Council by January. Membership shall include: 1) the Past President (or in the absence of a Past President, the Vice-President) who shall serve as Chair of the Committee; 2) the equity representative on Council; 3) two additional members of Council who are not on the Executive Committee; 4) one additional member of the Executive Committee who is not on Council; and 5) two members who are neither on Council nor on the Executive Committee. At least one member of the Nominations and Elections Committee must be a sessional adjunct.
- ii) The mandate of the committee shall be:
 - (a) To prepare a slate of candidates for those Officer positions (President, Vice-President, Secretary, Treasurer) which are vacant or for which the current incumbent's term will expire on April 30th. Note: The Past President position is not elected.
 - (1) All QUFA Members shall be invited in January and/or February to

- submit names of persons to fill all vacant Officer positions. Nominations need not be seconded but the nominee must agree to stand for election. Members may nominate themselves.
- (2) Should a person holding one elected Office (President, Vice-President, Secretary, Treasurer) within the Association wish to hold another, he or she shall resign the first upon election. Any vacancy thus created shall be filled according to the same procedures and at the same time as the election of other Officers;
 - (3) Nominations shall close one week prior to the Spring general meeting for all positions for which there is at least one candidate.
 - (4) A slate of candidates will be presented at the General Meeting of the Association in the spring of each year. For positions with no candidate, nominations will be accepted from the floor at the meeting.
 - (5) If there is only one candidate for a position, that candidate is acclaimed. If there is more than one candidate nominated for a position, an election will be held at the meeting by written ballot. Election will be by simple plurality.
- (b) To prepare a slate of candidates for those positions of Chair and Alternate Chair of Council which are vacant or for which the current incumbent's term will expire on April 30th.
- (1) An invitation shall be issued to all Councillors in February to submit names of persons to fill the positions of Chair and/or Alternate Chair of Council. Nominations need not be seconded but the nominee must agree to stand for election. Members may nominate themselves.
 - (2) A slate of candidates shall be presented at the April Council meeting. For positions with no candidate, nominations will be accepted from the floor at the meeting.
 - (3) If there is only one candidate for a position, that candidate is acclaimed. If there is more than one candidate for a position, an election will be held at the Council meeting by written ballot. Election will be by simple plurality.
- (c) To notify electoral units of expiring terms and vacancies on Council and the need to elect new representatives.
- (1) A Candidate for Council must be a member of the electoral unit that he/she represents. Joint appointees may represent one but not both electoral units simultaneously; cross-appointees may represent only the electoral unit that includes their home unit.
 - (2) Candidates for Council must be nominated by at least two members within the candidate's electoral unit, who are also members of the Association. The candidate must be a member of the Association and must indicate in writing his or her consent to run. The election shall take place by secret ballot of the members of the electoral unit.
- (d) To recommend to the Executive Committee, candidates for the positions of Chair (or Co-Chair) of and membership on the Committee for the Management of the Collective Agreement (CMCA), both of the Joint Committees to Administer the Agreements (JCAA), the Grievance Committee, and the Political Action and Communications Committee (PACC), and for the position of the Equity Representative on Council and the Executive.
- (e) To prepare a list of Members upon whom the Association might draw to

fill mid-term vacancies as well as positions on Association committees, joint employer-Association committees, university committees, task forces, and external bodies.

- (f) In the absence of a protest in writing to the Secretary, to destroy written ballots one month after public announcement of the results or a vote.

B. Council Representation

- i. The Executive Committee shall establish an ad hoc committee to reassess the unit representation to Council every fifth year or in any year after major restructuring of one or more units has occurred so as to ensure appropriate representation for each unit.
- ii. In electoral units composed of more than one academic unit, rotation of representation is strongly encouraged;
- iii. Regarding situations in which QUFA faculty members are affiliated with more than one electoral constituency:
 - a. Adjuncts shall be permitted to vote for Council representatives from their electoral unit, as well as for the adjunct Council representative.
 - b. Faculty members who are cross-appointed may vote only as members of the unit in which they are paid.
 - c. Faculty members who are appointed jointly shall vote as members of the unit in which they normally perform the greater amount of their academic work. If they have roughly equivalent work in each department, they shall choose one in which to vote. They may choose differently in different years.

By-law No. 1B, sections iv), v) and vi):

- iv. Term Adjuncts shall receive one Council representative for every 100 Term Adjunct members in the bargaining unit, which means that the number of representatives may change from year to year.
- v. If a new unit is formed, then a representative(s) for that unit shall be added to the Council. Likewise, if a unit merges or disappears, then that unit will no longer have separate representation at Council. This means that the number of representatives may change from year to year.
- vi. Present unit organization is described in the table below.

Unit/Group	Number of Representatives	Weighted Vote
Anatomy	1	1
Archives	1	1
Art	1	2
Biochemistry	1	1
Biology & Environmental St.	1	2
Business	1	5
Chemical Engineering	1	2
Chemistry	1	2

Civil Engineering	1	1
Classics	1	1
Community Health & Epidemiology	1	1
Drama	1	1
Economics	1	2
Education	1	5
Electrical Engineering	1	2
English	1	2
Film & Media Studies	1	1
French	1	1
Geography	1	2
Geological Sciences	1	1
German, Chinese, Japanese	1	1
Global Development Studies & SARC	1	1
History	1	2
Kinesiology & Health Studies	1	2
Law	1	2
Library	1	2
Mathematics & Statistics	1	2
Mechanical & Materials Engineering	1	2
Microbiology & Immunology	1	1
Mining	1	1
Music	1	3
Nursing	1	2
Pathology	1	1
Pharmacology & Toxicology	1	1
Philosophy	1	1
Physics	1	2
Physiology	1	1

Policy Studies & Industrial Relations	1	2
Political Studies	1	2
Psychology	1	2
Rehabilitation Therapy	1	3
Computing	1	2
Sociology	1	1
Spanish & Italian	1	1
Urban & Regional Planning	1	1
Centre for Teaching & Learning, Writing Centre, Continuing & Distance Education, Women's Studies	1	1
Jewish Studies & Religious Studies	1	1
Hematology, History of Medicine, Geriatrics, Medicine, Obstetrics & Gynecology, Otolaryngology, Pediatrics, Psychiatry, Psychopharmacology	1	1
Continuing Adjuncts	1	4
Term Adjuncts	2 (1 per 100)	2
Equity Representative	1	1
Queen's Theological College	1	1
Total	52	88

C. FISCAL YEAR

The Fiscal Year of the Association shall commence March 1.

D. RULES OF PROCEDURE

Conflict of Interest:

- i) Conflict of Interest exists in situations where a QUFA official's financial or other personal interest or that of an immediate family member or intimate is, or appears to be, in conflict with her or his responsibility to QUFA. For purposes of this by-law "immediate family member or intimate" includes a parent, child, sibling, spouse, or partner of the official, any family member living in the same household as the official, any person with whom the official has or has recently had an intimate relationship, and any other person about whose interests the official deems that he or she may not be adequately objective.
- ii) Any person serving on the QUFA Executive or Council of Representatives who is liable to a conflict of interest in respect to deliberations about internal QUFA business shall declare the conflict of interest and leave the room for the duration of the relevant discussion.

- iii) It is not a conflict of interest for an official to participate in decisions or processes which may affect that official's financial or other personal interest if the effect arises from the official's membership in the bargaining unit generally or a significant group within the bargaining unit.

E. Other Sources of Procedural Rules

In matters not determined by the QUFA Constitution and By-laws, and where it is relevant, Kerr and King, Procedures for Meetings and Organizations (most recent edition) shall serve as the Rules of Procedure of the Association.

BY-LAW NO. 2: INDEMNIFICATION BY-LAW

Every director and officer of the Association and such person's heirs, executors and administrators, and estate and effects, respectively, shall from time to time and at all times, be indemnified and saved harmless, out of the funds of the Association, from and against:

- a. all costs, charges and expenses whatsoever which such person sustains or incurs in or about any action, suit or proceeding which is brought, commenced or prosecuted against him/her for or in respect of any act, omission, deed, matter or thing whatsoever made, done, permitted, or omitted by him/her in or about the execution of the duties of his/her office; and
- b. all other costs, charges and expenses which such person sustains or incurs in relation to the above, except the costs, charges or expenses occasioned by his/her own willful neglect, default, or criminal conduct.