

# FACULTY UNION NEWS

SAINT MARY'S UNIVERSITY

Volume 2, Number 5

October 1, 1996

Faculty members old and new should feel free to contact any member of the Faculty Union Executive about employment matters.

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## Annual General Meeting

The SMUFU Annual General Meeting will be held on Friday, November 1. Details to follow.

## Extended Health Care (Blue Cross)

Changes to the Blue Cross Plan have been implemented to avoid a threatened 13.3% premium increase. The changes include introduction of a managed health care program which aims to limit the rise in prescription costs by requiring pre-authorization for certain particularly expensive drugs and by not covering non-prescription drugs, increasing premiums deducted from pay by \$0.30 per pay for individuals and \$0.83 for families (a 4% increase), and increasing the vision care benefit from \$75 to \$150 every 24 months (12 months for family members under age 18). Full details are available from Dan Stone in Personnel.

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## NSCUFA Update

As reported earlier this year (Faculty Union News April 18) the Nova Scotia Confederation of University Faculty Associations faces severe financial problems. The two staff members have been given notice of layoff effective next year, and the summer has been spent negotiating the terms of their leaving NSCUFA. As of late September, agreement has been reached with one of them,

negotiations continue with the other. It seems likely that the cost of the settlements will eat up all dues revenue to NSCUFA at least until mid-1997.

SMUFU, along with all but one of the other faculty union/association members of NSCUFA, has given notice of its intent to withdraw from NSCUFA effective. This move was made to limit the liability of SMUFU and protect our financial integrity, fully expect that the current members of NSCUFA will either rejoin when all the current smoke has cleared or will form a new provincial body to carry on the work of NSCUFA. Alas, the protracted negotiations of the settlements has delayed development of detailed plans for the Phoenix-from-the-ashes act. Quite apart from the amount of time consumed, it is difficult to plan when we still don't know what the final cost of the settlements will be.

In the meantime, we should move forward to facilitate withdrawing from NSCUFA if we must. This involves changing the Constitution of SMUFU which currently requires us to be members of NSCUFA. The proposed change would authorize membership in NSCUFA or a like body but not require it. (See story below).

John Chamard, President of SMUFU

## Constitutional Change

The SMUFU Constitution and By Laws were first developed when the Faculty Union was being organized at Saint Mary's twenty-four years ago. As far as I can find out, they have not been changed since. Over the years, a number of circumstances have changed to make the form and substance of the documents less relevant in 1996. To bring the Constitution and By Laws up to date, four sorts of changes are proposed:

1. A change to allow rather than require membership in NSCUFA (see story above).
2. Use of gender-neutral language where appropriate.
3. Removal of the notion of having to sign on as members of the Union. This was an appropriate clause when the union was being organized, but since we have Rand Formula check-off of union dues, it is not relevant now. Instead, faculty who would normally be members may withdraw from the union if they wish, but not stop paying dues.
4. Language changes to include professional librarians in the documents.

The old Constitution is reproduced in the left hand column on the pages that follow, the new Constitution reflecting proposed changes on the right.

Changes must be approved by a two-thirds majority of voting members of the Union. A vote will be arranged for sometime later this term.

**CONSTITUTION CHANGES:**  
ORIGINAL VERSION

**CONSTITUTION AND BY-LAWS  
OF THE  
SAINT MARY'S UNIVERSITY FACULTY  
UNION**

**Article 1. Organization**

- 1.1. The name of the organization shall be the Saint Mary's University Faculty Union; the Saint Mary's University Faculty Union; hereinafter to be referred to as the "Faculty Union." Saint Mary's University will be referred to as the "University."

**Article 2. Objects**

- 2.1 The purpose of the Faculty Union is:
- 1) to promote the welfare of the academic staff of the University and of all its members, including the librarians;
  - 2) to deal with items of common interest to faculty members;
  - 3) to act in a manner calculated to further the best interests of the University;
  - 4) to encourage co-operation between the academic staff of this University and the academic staffs of other Universities
  - 5) to represent all employees of the University eligible for membership in this union in matters of employer-employee relations including salaries and working conditions.

**Article 3. Affiliations**

- 3.1 The Faculty Union is affiliated with the Canadian Association of University Teachers (CAUT).

**CONSTITUTION CHANGES:**  
REVISED VERSION

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- 1) to promote the welfare of the academic staff of the University and of all its members, including the professional librarians;
  - 2) to deal with items of common interest to bargaining union members;
  - 3) to act in a manner calculated to further the best interests of the University;
  - 4) to encourage co-operation between the academic staff of this University and the academic staffs of other Universities;
  - 5) to represent all employees of the University eligible for membership in this union in matters of employer-employee relations including salaries and working conditions.

**Article 3. Affiliations**

- 3.1 The Faculty Union is affiliated with the Canadian Association of University Teachers (CAUT) and may affiliate with appropriate provincial or other labour bodies.

- 3.2 The Faculty Union is affiliated with the Nova Scotia Council of University Faculty Associations.
- 3.3 Every member of the Saint Mary's University Faculty Union shall have the right to appeal to the Canadian Association of University Teachers national office for support of his grievance.

#### **Article 4. Membership**

- 4.1 Any employee member of the academic staff as defined in the Saint Mary's University Act, 1970, engaged in full or part-time teaching or research is eligible for membership, including librarians employed by the University.
- 4.2 Any employee eligible for membership in the Saint Mary's University Faculty Union shall be admitted to membership upon signing the application for membership.
- 4.3 Every employee admitted for membership shall continue his membership until his employment with the University is terminated, or upon written notice to the Executive Committee or the Union.
- 4.4 All members of the Saint Mary's Faculty Union will become members of the Canadian Association of University Teachers automatically upon joining the Saint Mary's Faculty Union.

#### **Article 5. Fees**

- 5.1 The annual membership fees shall be determined by the Faculty Union.

#### **Article 6. Executive Committee**

- 6.1 The Executive Committee of the Faculty Union shall consist of:
1. President
  2. Vice-President
  3. Secretary
  4. Treasurer

- 3.2 Every member of the Saint Mary's University Faculty Union shall have the right to appeal to the Canadian Association of University Teachers national office for support of his grievance.

#### **Article 4. Membership**

- 4.1 Any member of the academic staff as defined in the Saint Mary's University Act, 1970, engaged in full-time teaching or research or as a professional librarian is eligible for membership.
- 4.2 Any employee eligible for membership in the Saint Mary's University Faculty Union shall be a member unless they declare to the Union in writing their decision to not be a member.
- 4.3 Every employee admitted for membership shall continue his/her membership until his/her employment with the University is terminated, or upon written notice to the Executive Committee or the Union.
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#### **Article 6. Executive Committee**

- 6.1 The Executive Committee of the Faculty Union shall consist of:
1. President
  2. Vice-President
  3. Secretary
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5. Three other members of the Faculty Union.
- 6.2 The Executive Committee of the Faculty Union shall be nominated by a nominating committee and elected by the Faculty Union every year. Elections are to be held in the month of March. The nominating committee shall be appointed in the first week of March by the Executive Committee. Three members of the Faculty Union shall comprise the Nominating Committee, who shall receive and solicit nomination from the Union membership and conduct the election.
- Each term of office shall be one year and all members of the Executive Committee are eligible for re-election. The first Executive Committee shall be elected at the first general meeting of the Union.
- 6.3 The officers of the Faculty Union shall be the President, Vice-President, Secretary and Treasurer.
- 6.4 Vacancies
- 1) When a member of the Faculty Union Executive Committee is unable to perform his duty, his office becomes vacant if so declared by the Faculty Union.
  - 2) When the office of the President becomes vacant, the office will be filled by the Vice-President, until a special election is held. This election must be called within 30 days of the office becoming vacant.
  - 3) When the office of the Vice-President, Secretary, or Treasurer becomes vacant, the members of the Executive Committee shall elect a replacement to fill the office, temporarily, until a new election is called.
  - 4) When other positions on the Faculty Union Executive Committee become vacant, the Faculty Union may fill the vacancy by election from its members.

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  - 4) When other positions on the Faculty Union Executive Committee become vacant, the Faculty Union may fill the vacancy by election from its members.

**6.5 Duties of Officers****6.5.1 The President shall:**

- 1) supervise general management of the affairs of the Faculty Union
- 2) preside at meetings of the Faculty Union
- 3) preside at meetings of the Faculty Union Executive Committee
- 4) perform duties incidental to his office. In addition, the President shall have the power to take all necessary steps of an emergency nature for the benefit of the Faculty Union when specifically authorized by special session of the Executive Committee
- 5) if an emergency session of the Executive Committee cannot be summoned, the President must call an emergency of the Faculty Union.

**6.5.2. The Vice-President shall:**

- 1) fulfill the duties of the President during his temporary absence or disability or refusal of the President to act;
- 2) fulfill the duties assigned by either the President or the Faculty Union Executive Committee.

**6.5.3. The Secretary shall:**

- 1) issue notices for meetings of the Faculty Union Executive Committee and of the Faculty Union at the times and in the manner specified;
- 2) maintain the minute books of the Faculty Union Executive Committee and of the Faculty Union;
- 3) process the official correspondence of the Faculty Union.

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6.5.4 The Treasurer shall:

- 1) be responsible for the care and custody of the funds and assets of the Faculty Union according to the usual practice;
- 2) at each annual general meeting of the Faculty Union present an account of the Faculty Union's finances;
- 3) maintain books of account and make these available for inspection to the members of the Faculty Union on request.

6.6 The Executive Committee:

- 1) shall carry into effect all resolutions of the Faculty Union and generally manage the affairs of the Faculty Union;
- 2) is empowered to form sub-committees which are directly responsible to the Executive Committee.

#### **Article 7. Meetings**

7.1. Meetings of the Faculty Union and of the Executive Committee may be called at any time by the President.

7.2. The President must call a meeting of the Faculty Union upon receipt of a written request to that effect, signed by a least three members of the Executive Committee, stating the reason for which the meeting is desired.

7.3 The President must call a meeting of the Faculty Union upon petition of 10% of the members.

7.4 There must be an annual meeting held in the month of October.

7.5 The meetings will be conducted according to the parliamentary procedure practiced in Canada.

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**Article 8. Quorum**

- 8.1 Four members of the Executive Committee shall form a quorum of an Executive meeting.
- 8.2 Twenty members of the Faculty Union shall form a quorum of a Faculty Union meeting.

**Article 9. Voting**

- 9.1 The Chairman of a meeting of the Executive Committee shall not vote except in case of a tie vote, and then he shall cast the deciding vote.
- 9.2 The Chairman of a meeting of the Faculty Union shall not vote except in case of a tie vote, and then he shall cast the deciding vote.
- 9.3 Voting will be by secret ballot if so requested by the majority of members present at any Faculty Union meeting.

**Article 10. Amendments**

- 10.1 Amendments to the constitution shall require approval by two-thirds majority of the total membership implemented by circulated and returned ballots, supervised by the Executive Committee.

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