

SMUFU constitution changes summary

Minor edits/updates of language throughout, such as Lecturers added in 3.1, gender-neutral language, etc. A few sections have been reordered and renumbered accordingly.

3.2 Removed reference to CAUT for appeals as old article does not reflect what CAUT will do. CAUT will never intervene with disputes internal to members union.

4.1 Added exceptions for can be a SMUFU member, based on who is certified by the Labour Board to be in our bargaining unit.

4.2 Changed procedures for acquiring SMUFU membership. As per law, all employees specified in 4.1 will be covered by the SMUFU collective agreement and have to pay dues. However, it is not required that they be “members” of SMUFU, which entitles them to participated in SMUFU democratic processes. The new language is easier to administer and more reflective of current and past practice.

4.4 Removed because it does not accurately reflect the relationship between SMUFU and CAUT. SMUFU joins CAUT as an association, not as individual members.

6.1 Clarifications added that ex-officio members are non-voting.

6.3 NEW Articulates the role of the Elections Officer.

6.4 Term of office was previously not specified. Also a suggested (as in “normally”) limit of number of consecutive terms.

6.6 NEW Specifies that Lead Negotiator and Chairs of Grievance Committee are appointed by the Executive Committee.

6.7 Revisions clarifying how vacancies on the Executive Committee can be fill. Generally, the Executive Committee can appoint someone one temporarily, until an election is held (within 30 days).

6.8 Small revisions of the duties of Officers.

6.10.1 NEW Specification of minimum number of Executive Committee meetings.

6.10.7 NEW Specification of when and how the Executive Committee can make decisions via email.

7.1 REVISED Specifies when General Meetings shall be held.

7.4 NEW Required notice period for General Meetings with formal votes.

7.6 Revised quorum requirement for General Meetings. Was 20, now 10% (we currently have close to 300 members).

Article 8: NEW To specify the role and mandate of the Bargaining Committee.

Article 9: NEW To articulate various aspects of the management of finances, including the requirement for finance policies, budget approval, audit. The use and funding of the Defence Fund is also specified.

10.1 Modification the requirement majority for future changes of the constitution. Instead of 2/3 of all members, it will be 2/3 of those voting, but the with a 50% of member quorum required for the vote.