

Text of motions pertaining to agenda item 5, Constitution and Bylaw Amendments

Council recommends that:

1. a standing committee for retired members be created effective July 1, 2015.
2. the Constitution and Bylaws be changed as approved at the March 16, 2015 Council meeting, effective July 1, 2015.
3. existing RALUT members who are not members of UTFA be offered the opportunity to become members of UTFA at no additional charge until the next renewal date for UTFA membership (i.e., that RALUT membership count as UTFA membership until the next renewal cycle).

Constitution

University of Toronto Faculty Association

(As approved at the Annual General Meeting, April 18, 2012)

Article III - Membership

3.2 Regular membership in the Association is open to all full-time and part-time members of the faculty, full-time and part-time professional librarians, and full-time and part-time research associates of the universities mentioned in Article II, and persons who have retired from service as members of the faculty, professional librarians, or research associates ~~and who are members of the Association at the time of their retirement, or who have previously belonged to the Association for at least five years, or who are members of the Association at the time of enactment of this Constitution~~ at the universities mentioned in Article II.

Article IV - Council

4.4

(ii) ~~The four~~Four retired members of Council shall be elected by retired regular members of the Association for a term of three years beginning on July 1 of the year of election, and shall be eligible for re-election.

Article VI - Other Officers

6.1 The Association shall have the following other Officers: Vice-President (Salary, Benefits ~~and~~, Pensions ~~and Workload~~); Vice-President (Grievances); Vice-President (University and External Affairs); and Treasurer.

Article VII - Executive Committee

7.2 At least two of the members-at-large ~~on the Executive Committee~~ must be ~~elected~~

~~from the existing~~ elected or appointed members of Council ~~during their term of office on the Executive Committee~~. If a majority of the members appointed to the Executive Committee aside from the members-at-large are also ~~on~~ members of UTFA Council (by virtue of representing a constituency), Council may appoint a third member-at-large from the UTFA membership who is not a member of Council. The appointment of members-at-large will take place after the appointment of other members of the Executive Committee, where necessary, to give effect to this provision.

~~7.3 It will be customary to have one member-at-large who is a retired person.~~

Article VIII - Committees

8.1 There shall be Standing Committees of the Council on (i) Salary, Benefits ~~and~~, Pensions, ~~and Workload~~, on (ii) Grievances, on (iii) University and External Affairs, and such other standing and special committees as the Council may establish from time to time.

8.3 The Council, from the regular membership of the Association, shall ~~appoint~~ confirm the members of each committee.

8.4 The Vice-President (Salary, Benefits ~~and~~, Pensions ~~and Workload~~) shall be the chair of the Standing Committee on Salary, Benefits ~~and~~, Pensions ~~and Workload~~, the Vice-President (Grievances) shall be the chair of the Standing Committee on Grievances, the Vice-President (University and External Affairs) shall be the chair of the Standing Committee on University and External Affairs, and the chair of every other committee shall be appointed by the Council from the membership of the Association.

Article XII - Finances

12.4 All money received by the Association shall be deposited to an account in its name, and cheques thereon shall be drawn on the signature of any two of the President, Vice-

President (Salary, Benefits ~~and~~, Pensions and Workload), Vice-President (Grievances), Vice-President (University and External Affairs) and Treasurer, provided the expenditure has been approved by the President or the Treasurer.

University of Toronto Faculty Association General By-Laws

(As approved at the Annual General Meeting, April 18, 2012)

Article 2: The Executive Committee

2.6 The Executive Committee meets at the call of the President (~~normally, approximately~~ every two weeks from September to June) to conduct the business of the Association on behalf of the Council. A quorum shall consist of a majority of its voting members, including the President or the President's designate.

2.8 An Office Staff Relations Committee shall be formed as a sub-committee of the Executive Committee. The committee shall consist of the President, Vice-President Grievances, Vice-President ~~Salary & Benefits, Pensions and Workload~~, the Treasurer, and one other member of the Executive Committee appointed by the Executive Committee. [...]

Article 3: Terms of Reference for the President

3.12 The President shall not serve concurrently as ~~the President either~~ of CAUT; ~~or of~~ OCUFA ~~or RALUT~~.

Article 5: Terms of Reference for the Vice-President, Salary, Benefits ~~and~~, Pensions ~~and~~ ~~Workload~~

5.1 Unless otherwise stated, the responsibilities of the Vice-President, Salary, Benefits ~~and~~, Pensions ~~and Workload~~, of the Salary, Benefits ~~and~~, Pensions ~~and Workload~~ Committee, and of the Negotiating Team consist only of matters relating to negotiations or agreements with the University of Toronto Administration. This shall not preclude the Vice-President from acting as a signing Officer for expenses related to the USMC unit.

5.2 The Vice-President, Salary, Benefits ~~and~~, Pensions ~~and Workload~~ is responsible for

identifying and negotiating improvements (under Article 6 of the Memorandum of Agreement) in salary, benefits ~~and~~, pensions and workload for members of the Association.

5.3 The Vice-President chairs the Salary, Benefits ~~and~~, Pensions and Workload Committee, which oversees past and present salary, benefits, pensions and pension workload agreements at the University of Toronto and monitors such agreements at other universities.

5.4 The Salary, Benefits ~~and~~, Pensions and Workload Committee shall include a minimum of two retired members.

5.5 Upon consultation with the Committee, the Vice-President compiles a bargaining platform for salary, benefits, pensions and pension workload improvements for members of the Association, communicates this information to the Executive Committee, and presents it to Council for confirmation. Members of the Committee, as representatives of Council, shall maintain confidentiality on all negotiating matters.

5.12 The Vice-President shall not serve concurrently as the President either of CAUT; or of OCUFA ~~or RALUT~~.

Article 6: Terms of Reference for the Vice-President, Grievances

6.9 The Vice-President shall not serve concurrently as the President either of CAUT; or of OCUFA ~~or RALUT~~.

Article 7: Terms of Reference for the Vice-President, University and External Affairs

7.10 The Vice-President shall not serve concurrently as the President either of CAUT; or of OCUFA ~~or RALUT~~.

Article 8: Terms of Reference for the Treasurer

8.9 The Treasurer shall not serve concurrently as the President either of CAUT; or of OCUFA or RALUT.

Article 9: Terms of Reference Applicable to Committees

9.4 Committees consist of regular members of the Association, and must be approved confirmed by Council. A committee will normally consist of no more than twenty members.

9.5 Committees are responsible for advising the President and Vice-Presidents about issues relating to current policies and procedures (including appointments and work conditions), violations of those policies and procedures, and proposals for improvements that can be obtained through grievances and/or salary, benefits and pensions and workload negotiations.

Article 10: Terms of Reference for the Nominating Committee

10.6 The Nominating Committee provides an important communication and feedback mechanism supplementing the work of Council and the Executive Committee and, as a result, the Nominating Committee is encouraged to make suggestions relating to the work of the Nominating Committee, to be considered by Council the following year (e.g. through a Constitutional Review Committee).

Article 12: Terms of Reference for Council

12.2 Council shall normally approve Association positions, goals and objectives of all matters applicable to the membership concerning: salary, benefits and pensions and workload, appointments, and conditions of employment requiring negotiation with the University of Toronto Administration.

12.3 Council shall ratify all agreements made between the Association and the University of Toronto Administration, subject to Article 4.1 of the Constitution. The terms of all

salary, benefits ~~and~~, pensions ~~and workload~~ agreements between the Association and the University of Toronto Administration shall be communicated to all members of the Association at least two weeks prior to Council's ratification meeting.

Article 14: Membership in the Association

14.1 Membership in the Association shall be signified by signing a statement of intent and by paying the prescribed fees. Membership for ~~active~~ ~~currently employed~~ members is normally continuing, without annual renewal. Membership for retired members is renewed upon payment of appropriate fees. ~~Eligible retirees who wish to join UTFA during retirement and who did not retire as members of UTFA may join, subject to payment of a minimum of one year's dues and agreement to remain members in good standing for a minimum of five continuous years subsequent to joining.~~

14.2 ~~Active~~ ~~Currently employed~~ regular members of the Association shall pay annual fees based on a percentage of their salary. The percentage (also known as a "mil rate") shall be approved at a general meeting. The Association may have a different mil rate for the USMC unit.

14.5 The Association shall inform all members of the Association of the actions of the Association on their behalf, including changes in University policies and the results of salary, benefits ~~and~~, pensions ~~and workload~~ negotiations.

Article 15: Conflict of Interest

15.1 The terms of reference of Council; the Executive Committee; USMC Leadership Team; Salary, ~~Benefits~~ ~~and~~, ~~Pensions and Workload~~ Committee; Grievances Committee; University and External Affairs Committee; bargaining and negotiating teams, and every other committee constituted by the Association shall include, or be deemed to include the following provision: [...]