

1. Name

The name of the Association shall be "the Brock University Faculty Association (Unincorporated #2)," referred to hereafter as the Association.

2. Objects

The objects of the Association are:

- 1) the advancement of instruction, research, scholarship, teaching, and service in the University;
- 2) maintaining and improving the standards and welfare of its members;
- 3) The regulation of the relations between Brock University and its academic staff, including librarians and any other employees represented by the Association.

3. Membership

3.0.1. Membership in the Association shall be open to all employees of the academic staff of Brock University including librarians and any other employees of Brock University determined appropriate by the Association, excluding persons holding the position of Associate Dean or higher, and all other persons coming within the scope of section 1(3) of the Labour Relations Act as amended from time to time.

3.0.2. Members in good standing are those who have paid any appropriate dues, or fees, either by authorized salary deductions, or by some other arrangement for payment and are not currently suspended for a violation of union policies.

3.0.3. The dues or fees for a member who is on long-term disability leave, or unpaid suspension shall be waived during the term of leave.

3.0.4. Only members in good standing may nominate others to office, vote in Association elections, hold office, or attend union meetings except for as provided below.

4. Officers of the Association

4.01 The Officers of the Association shall be the President, Vice-President, Past President, the Grievance Officer, and the Treasurer.

5. Executive Committee

5.01 The Executive Committee shall consist of the President, Vice-President, Past President, Treasurer, Grievance Officer, Health and Safety Officer, Communications Director, one Professional Librarian Representative, Equity Officer, one Non-tenured faculty member and two Members-at-large. All members of the Executive Committee, with the exception of the Past President, shall be elected as prescribed in the By-Laws.

6. Vacancy in the Executive Committee

If at any time, the office of President shall fall vacant, the Vice-President shall become President of the Association, to serve until a by-election for the position is held within three months.

If at any time, the office of Past President shall fall vacant, the Executive may appoint a former President of the Association to fill out the unexpired term, or may determine that the position shall remain vacant until in the normal course of elections, there is a new Past President.

If a position on the Executive Committee, other than that of Past President, shall fall vacant, the Executive Committee shall notify the membership and may appoint a member in good standing of the Association to this position, to serve until a by-election for the position is held within three months.

7. Functions of the Executive Committee

It shall be the duty of the Executive Committee to carry on the business of the Association as directed by the members and to investigate and report on matters of interest to the Association.

8. Quorum of the Executive Committee

A quorum of the Executive Committee shall consist of either the President or Vice President and four other members, of whom one must be an Officer of the Association.

9. Committees

Standing Committees shall be established by the By-Laws and shall not be subject to change other than by amendment of the By-Laws.

The Executive Committee shall have the power to create and to terminate special or ad-hoc committees, as it sees fit for the realization of the purpose and for the conduct of the business of the Association.

The current list of special committees and their terms of reference shall be published as an Appendix to the By-Laws.

10. Meetings

There shall be an annual general meeting, held in the month of May each year, or such other month as may be fixed by resolution and the Executive Committee. The number and timing of other regular general meetings shall be established by a By-Law.

Normally, Constitution and By-Law amendments will be brought forward biennially, at the annual general meeting.

Special general meetings shall be held at the call of the President on the advice of the Executive Committee or on receipt by the Association, of a written request signed by ten or more members in good standing of the Association.

Non-members of the Association may attend union meetings only with the approval of a majority of those in attendance.

11. Dues

11.01 Dues and any other fees or charges payable by members or categories of members shall be fixed by a majority vote of the members present at the annual or any other general meeting.

11.02 Members in default of payment of dues or any other fees or charges shall cease to be members in good standing if the dues, fees or charges are not paid within 30 days of the date of notice from the Association.

12. By-Laws

By-Laws shall be submitted for approval or amendment at a general meeting and adopted or amended by a majority of members in good standing present. No By-Law shall be interpreted as taking precedent over any article or provision of this Constitution.

13. Amendment

This Constitution and By-Laws shall be amended only by vote in a meeting of the Association in which two-thirds of the members in good standing present concur. Notice of the amendment shall have been given to the membership, through the Association, at least 10) working days before the meeting.

15 May 1996 (Founding Meeting)
BUFA (Unincorporated #2) Constitution, Approved October 21, 2024