

MAJOR PROPOSED CONSTITUTIONAL CHANGES

| Article 5. THE EXECUTIVE COMMITTEE | |
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| Current | 5.1 The affairs of the Association shall be administered by an Executive Committee, hereinafter known as the Executive. This Committee shall be composed of the President, Vice-President, Secretary, Treasurer, immediate Past President, and four (4) members-at-large. |
| Proposed | <p>5.1 The affairs of the Association shall be administered by an Executive Committee, hereinafter known as the Executive. This Committee shall be composed of the President, immediate Past-President, and nine (9) additional members. When possible, as specified in Article 9, the Executive shall contain at least one member primarily employed at Laurier Brantford (as determined by the Nominations and Elections Committee) and at least three members from each of the two bargaining units represented by the Association (as determined by the Nominations and Elections Committee).</p> <p>RATIONALE: <i>This will encourage stronger representation from both the full-time and part-time bargaining units and from Laurier Brantford. It will allow a larger Executive to deal with a heavier workload from a larger organization. It will also facilitate the Liaison Officer framework introduced in Article 6.</i></p> |
| Proposed (New) | <p>5.3.10 determine, from time to time, the manner of delivery (whether by mail, email or otherwise) of any notices, reports and agendas issued under the constitution, save as otherwise expressly provided for herein.</p> <p>RATIONALE: <i>We were advised by our lawyers to include this article to allow flexibility in distribution of materials and to indicate who determines the manner of distribution. This type of clause is included in other articles as well.</i></p> |
| Article 6. OFFICERS | |
| Current | <p>6.1 <u>Officers:</u> The officers of the Association shall be: President; Vice-President; Secretary and Treasurer.</p> |
| Proposed | <p>6.1 <u>Officers:</u> The officers of the Association shall be: President; Vice-President; Secretary; Treasurer; Liaison Officer (Full-time Faculty and Librarians); Liaison Officer (Contract Academic Staff and Part-time Librarians); and Liaison Officer (Laurier Brantford).</p> <p>RATIONALE: <i>Liaison Officers are identified as specific members of the Executive who are known to members in these constituencies.</i></p> |

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| Proposed (New) | <p>6.2.5 Liaison Officers shall serve as links between the Executive and their respective constituencies and shall bring to the Executive issues raised by members within their respective constituencies. Liaison Officers shall also serve to inform and mobilize their constituents as deemed necessary by the Executive and shall be responsible for the development and provision of a communication network that will ensure the transmission and/or reception of information between them and their constituents.</p> <p>RATIONALE: <i>Liaison Officers are charged with the responsibility for bringing issues and concerns from members of their constituencies to the Executive and for maintaining communication links between the Executive and their constituencies.</i></p> |
| Article 9. ELECTION OF OFFICERS | |
| Current | 9.1 On or before March 1 st of each year, the Executive shall appoint a Nominations and Elections Committee. |
| Proposed | <p>9.1 On or before February 15th of each year, the Executive shall appoint a Nominations and Elections Committee and choose a date for the Annual Meeting. An election for President shall be held at least three (3) weeks prior to the Annual Meeting and an election for the remainder of the Executive shall be held prior to the Annual Meeting. The Nominations and Elections Committee shall determine the form for any notices and requests for nominations and the manner of distribution of ballots (whether by mail, email or otherwise).</p> <p>RATIONALE: <i>It is believed that an individual who runs for President and isn't successful should have the opportunity to run for another position on the Executive. In order to accommodate this, the deadline for the Nominations and Elections Committee is earlier than in the current constitution and the election for President is run separately and prior to the election for other members of the Executive.</i></p> |
| Article 9.3/9.2 Election Procedure | |
| Current | <p>9.3.1 Voting shall be by secret ballot, with all elections supervised by the Chair of the Nominations and Elections Committee.</p> <p>9.3.2 In the event of a tie on any ballot, further balloting shall continue until the tie is broken.</p> |

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| Proposed | <p>9.2.1 Voting shall be by secret ballot (the manner of submission of such ballots, whether by mail, email or otherwise, shall be determined by the Nominations and Elections Committee), with all elections supervised by the Chair of the Nominations and Elections Committee. Ballots shall be distributed to regular members at the start of each voting period and each voting period shall include at least five (5) working days.</p> <p>9.2.2 In the event of a tie on any ballot, the Chair of the Nominations and Elections Committee shall conduct a coin toss with the candidates or representatives of the candidates present to select the winning candidate.</p> <p>RATIONALE: <i>In the current constitution, balloting takes place at a single meeting in a single location. Flexibility in the method used for balloting should increase the participation rate for members in a larger organization spread over many locations. The tie breaking procedure is different because of the method used for balloting.</i></p> |
| Article 9.3.3/9.2.3 Election of President | |
| Current | <p><u>9.3.3 Election of President:</u></p> <p>(i) The Nominations and Elections Committee shall present a nominee or nominees for President to the Annual Meeting. Additional nominations may be made from the floor with the consent of the nominee.</p> <p>(ii) Election to the office of President shall be by preferential ballot. Voters will rank candidates in order of preference. If no candidate is ranked first on a majority of ballots, the candidate receiving the fewest first choice votes shall be eliminated and his/her votes redistributed according to the second choice indicated on each ballot. This process shall continue until a candidate receives a majority of the votes cast and is declared elected.</p> |
| Proposed | <p><u>9.2.3 Election of President:</u></p> <p>(i) The Nominations and Elections Committee shall circulate to all regular members, at least five weeks prior to the date of the Annual Meeting, a request for nominations for President and a nominations form. Nominations will be open for one week. Any regular member can be nominated for President by two (2) regular members with his/her consent. The Nominations and Elections Committee may actively seek nominations.</p> <p>(ii) The election for President shall be held at least three (3) weeks prior to the Annual Meeting. Ballots may be cast in person at the Association office or sent to the Association office. Ballots received by the end of the announced voting period shall be counted. The Nominations and Elections Committee shall count the ballots and within one working day make known the result to the members.</p> <p>(iii) Election to the office of President shall be by preferential ballot. Voters will rank candidates in order of preference. If no candidate is ranked first on a majority of ballots, the candidate receiving the fewest first choice votes shall be eliminated and his/her votes redistributed according to the second choice indicated on each ballot. This process shall continue until a candidate receives a majority of the votes cast and is declared elected.</p> |

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| | <p>RATIONALE: <i>The time-line and procedure for election will allow any unsuccessful Presidential candidates to run for a position on the Executive if they so choose.</i></p> |
| Section 9.3.4/9.2.4 Election of Executive Members | |
| Current | <p>9.3.4 Election of Executive Members: (i) The Nominations and Elections Committee shall present a slate of nominees for positions on the Executive to the Annual Meeting. Additional nominations may be made from the floor with the consent of the nominee and may include members nominated for President. (ii) The election of the remaining members of the Executive shall be by plurality. Those candidates receiving the most votes shall be declared elected.</p> |
| Proposed | <p>9.2.4 Election of Executive Members: (i) The Nominations and Elections Committee shall circulate to all regular members, within one working day following the election of the President, a request for nominations for the Executive and a nominations form. Nominations will be open for one week. Any regular member can be nominated for the Executive by two (2) regular members with his/her consent. The Nominations and Elections Committee may actively seek nominations. Defeated candidates for President may be nominated. (ii) The election for the Executive shall be held prior to the Annual Meeting. Ballots may be cast in person at the Association office or sent to the Association office. Ballots received by the end of the announced voting period shall be counted. The Nominations and Elections Committee shall count the ballots and within one working day make known the result to the members. (iii) The election of the remaining members of the Executive shall be by plurality. Those candidates receiving the most votes shall be declared elected subject to Article 5.1 through the procedure immediately below. The candidate with the highest number of votes among candidates primarily employed at the Brantford campus shall be declared elected. The candidates with the highest number of votes from each of the bargaining units shall then be declared elected until three members of the Executive, including the Executive member primarily employed at Brantford, the President and the immediate Past President, come from each bargaining unit. The remaining members of the Executive shall be determined according to which candidates have received the largest number of votes without reference to location of employment or bargaining unit membership. (iv) Should the number of candidates from either bargaining unit or the Brantford campus not satisfy the requirements of Article 5.1, the candidate from the remaining unelected candidates with the highest number of votes shall be elected to the vacant position.</p> <p>RATIONALE: <i>This is designed to encourage stronger representation from the both the full-time and part-time bargaining units and from Laurier Brantford.</i></p> |

| Article 10: AMENDMENTS | |
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| Current | <p>10.1 Amendments to the Constitution may be proposed at any meeting.</p> <p>10.2 Proposed amendments that have been accepted for balloting by a majority of those voting at a meeting shall be submitted on a mail ballot to the regular membership for voting within two (2) weeks of the date of the motion.</p> <p>10.3 Proposed amendments shall be considered passed and in effect upon receiving the approval of at least two-thirds (2/3) of those voting in the mail balloting provided that the number of affirmative votes constitutes a majority of the regular membership. The number deemed to constitute a majority of the membership shall be calculated excluding the number of members on leave from the University.</p> |
| Proposed | <p>10.1 Amendments to the Constitution may be proposed at any meeting as long as notice of proposed amendments is given at least five (5) working days before the meeting at which a vote will be taken.</p> <p>10.2 Proposed amendments that have been accepted for balloting by a majority of those voting at a meeting shall be submitted on a ballot to the regular membership for voting within two (2) weeks of the date of the motion. The notification of the vote on the proposed amendment(s) shall specify the voting period of ten (10) working days. Ballots may be cast in person at the Association office or sent to the Association office. Ballots received by the end of the announced voting period shall be counted.</p> <p>10.3 Proposed amendments shall be considered passed and in effect upon receiving the approval of at least two-thirds (2/3) of those voting in the balloting.</p> <p>RATIONALE: <i>The current procedure for amendments is extremely challenging, more so than other similar constitutions. As WLUFA becomes larger, it will be even more difficult to amend the constitution. The proposed procedure still represents a substantial hurdle, as it should, but it is more achievable.</i></p> |

MINOR PROPOSED CONSTITUTIONAL CHANGES

| Article 5.3 The Executive shall: | |
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| Current | 5.3.5 make a report of its administration at the Annual Meeting: |
| Proposed | <p>5.3.5 provide an Annual Report presenting the activities of the Association and distribute that Annual Report to the members;</p> <p>RATIONALE: <i>This is current practice, but should be formalized in the constitution.</i></p> |
| Current | 5.3.8 provide for an annual independent examination of the financial accounts of the Association. |
| Proposed | <p>5.3.8 provide for an annual independent examination of the financial accounts of the Association with the report of the auditors to be distributed to the members;</p> <p>RATIONALE: <i>This is current practice, but should be formalized in the constitution.</i></p> |
| Article 8.1 Annual and General Meetings: | |
| Current | 8.1.1 The Annual Meeting of the Association shall be held no later than April 30 th of each year. |
| Proposed | <p>8.1.1 The Annual Meeting of the Association shall be held no later than April 20th of each year.</p> <p>RATIONALE: <i>This will enable more CAS to participate.</i></p> |
| Current | 8.1.3 Notice of at least five (5) working days shall be given for all such meetings of the Association. |
| Proposed | <p>8.1.1 Notice with agenda of at least five (5) working days shall be given for all such meetings of the Association.</p> <p>RATIONALE: <i>It is current practice to include the agenda before a meeting of the Association, but it should be formalized in the constitution.</i></p> |

| Article 9 ELECTION OF THE EXECUTIVE COMMITTEE: | |
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| Current | <p>9.5 If a member of the Executive is unable to complete his/her term, the Executive shall declare the position vacant and shall solicit nominations for the vacant position. Any regular member can be nominated for a position with his/her consent by two regular members. An election shall be held at the next meeting of the Association. Nomination and election procedures at the meeting shall be in accordance with provisions set out in 9.3.3 or 9.3.4.</p> |
| Proposed | <p>9.4 If a member of the Executive is unable to complete his/her term, the Executive shall declare the position vacant and shall solicit nominations for the vacant position. Any regular member can be nominated for a position with his/her consent by two regular members. An election shall be held at the next meeting of the Association.</p> <p>RATIONALE: <i>Because of the new method of balloting, the provisions set out in 9.3.3 or 9.3.4 of the current constitution do not apply.</i></p> |