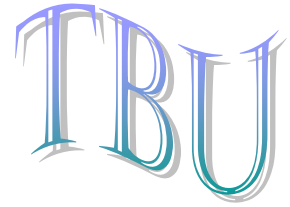


CONSTITUTION
OF
Teacher Bargaining Unit



ONTARIO SECONDARY SCHOOL TEACHERS
FEDERATION

DISTRICT 20 HALTON

REVISED May, 2011

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DEFINITIONS

In this Constitution:

- (1) "O.S.S.T.F." shall mean the Ontario Secondary School Teachers' Federation.
- (2) "District" shall mean "District Twenty Halton"
- (3) "Branch" shall mean a Branch Organization of the O.S.S.T.F.
- (4) "Member" shall mean a statutory member except where otherwise stated.
- (5) "By-Law" shall mean By-Laws made under this Constitution
- (6) "Board" shall mean The Halton District School Board

**CONSTITUTION
OF
T.B.U. O.S.S.T.F. DISTRICT 20 HALTON**

ARTICLE 1 - NAME

The organization shall be known as the Teacher Bargaining Unit, "Ontario Secondary School Teachers' Federation District 20 Halton."

ARTICLE 2 - OBJECTS

The objects of O.S.S.T.F. T.B.U. District 20 Halton shall be:

- (a) to protect its Members both individually and collectively from discrimination in placement, mobility, tenure, conditions of work, leaves, remuneration, and professional development regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status or handicap and to ensure that none of the civil, human and legal rights enjoyed by other Ontario residents shall be denied its members;
- (b) to secure and maintain for all statutory Members of T.B.U. O.S.S.T.F. District 20 Halton collective bargaining rights, including the right to strike;
- (c) to promote and advance the cause and standards of education;
- (d) to promote a high standard of professional ethics and a high standard of professional competence;
- (e) to secure for teachers active participation in formulating educational policies and practices affecting secondary schools;
- (f) to work toward control of our professional destiny.
- (g) to promote Political Action to ensure that legislation regulating educational structures and policies is in the best interest of teachers, students and the community.

ARTICLE 3 - ETHICS

These shall be in accordance with the Constitution and By-Laws of O.S.S.T.F.

ARTICLE 4 - MEMBERSHIP

Members shall be as defined in the Constitution and By-Laws of O.S.S.T.F.

- (a) Statutory Members employed by the Board;
- (b) Voluntary Members employed by the Board;
- (c) Honorary Associate Members;
- (d) Provincial Life Members.

ARTICLE 5 - ORGANIZATION

SECTION ONE T.B.U. ANNUAL ASSEMBLY

1. There shall be an Annual Assembly convened at least once each fiscal year no later than the second Tuesday of May, and at any other time during the year as required by the Constitution or requested by T.B.U. Council.
2. Voting Members at an Assembly shall be:
 - (a) registered delegates from each Branch to a maximum of one delegate for each twenty Members of the Branch or a major fraction thereof;
 - (b) the Branch President
 - (c) the TBU Executive
3. Non-voting Members shall be:
 - (a) Standing Committee Chairpersons who are not registered delegates.
 - (b) T.B.U. Chief Negotiator and T.B.U. Health & Benefits Officer
 - (c) Steering Committee
 - (d) Provincial Executive Liaison and Secretariat Member

SECTION TWO THE TEACHER BARGAINING UNIT COUNCIL

1. There shall be a Council consisting of:
 - (a) Voting members as follows:
 - i) One Branch President elected by each Branch (or an Alternate designated by the Branch President and recognized by the Speaker).
 - ii) The Speaker of Council, when appropriate according to the Rules of Order
 - (b) Non-voting members as follows:
 - i) The T.B.U. Executive
2. Council will meet:
 - (a) at least ten times each fiscal year
 - (b) at times other than in (a) above upon:
 - i) the request of the President to the Speaker
 - ii) the request of any four Branch Presidents to the Speaker.

SECTION THREE THE T.B.U. EXECUTIVE

1. There shall be an Executive consisting of:
 - i) Voting Members:
 - (a) the immediate Past President, for a one-year term, if he/she accepts the position
 - (b) the President;
 - (c) two Vice-presidents;
 - (d) the Treasurer;
 - (e) the Speaker of Council;
 - (f) the Communications Coordinator
 - (g) the Educational Services Officer
 - ii) Non-voting Members: the TBU Chief Negotiator and the T.B.U. Health & Benefits Officer, the Vice-Speaker of Council.

2. The Executive shall meet to conduct the business of the Executive at least 10 times each fiscal year and in addition at the request of the President, or any three members of the Executive.

SECTION FOUR COMMITTEES

- (a) There shall be Standing Committees as designated in the By-laws.
- (b) There shall be Ad-hoc Committees created by the Annual Assembly, Council, or Executive as they may deem necessary.
- (c) Each Ad-hoc Committee shall be responsible to the body that created it, unless otherwise specified in its terms of reference.

SECTION FIVE FUNDS

- (a) The Bargaining Unit will operate on the rebate from the Provincial O.S.S.T.F. and a mandatory levy and any other funds received by the Bargaining Unit through donations, investment interest or other sources.
- (b) The Council may request from the membership a voluntary levy for stated purposes.

SECTION SIX QUORUM

- (a) The quorum for the Annual Assembly will be forty percent of the eligible voting members;
- (b) The quorum for a Council meeting will be sixty percent of the eligible voting members;
- (c) The quorum for an Executive meeting will be four of the six voting members of the Executive. The Speaker casts deciding vote in the event of a tie.

ARTICLE 6 - BRANCH ORGANIZATION

SECTION ONE BRANCHES

- (a) Each secondary school shall be a Branch
- (b) All Members in Section 23 programs will constitute one Branch
- (c) All Members employed at the Board Offices will constitute one Branch

- (d) All members of Gary Allan High School shall constitute one Branch

SECTION TWO STRUCTURE OF A BRANCH

- (a) The Branch may have a Constitution if it so decides, but such Constitution must be consistent with this Constitution;
- (b) Each Branch shall have a:
 - i) Branch President and an Alternate, or Co-Branch Presidents who will act as the STAFF representative(s) and Benefits Information Officer(s).
 - ii) Grievance Officer
 - iii) Where the Branch President position has been vacated and/or left unfilled by an election call, the Branch will be considered to be in Trusteeship, directly represented by the TBU President and TBU Chief Negotiator, or in the absence of both, a designated member of the Executive.
 - iv) Gary Allan High School, a multi-site school, may have additional Work Site Representatives, who report back to the Branch President or Co-Branch Presidents.
- (c) Each Branch may have an Executive consisting of:
 - i) President
 - ii) Secretary
 - iii) Such other positions as members of that Branch may decide

ARTICLE 7 - BY-LAWS

The Assembly may pass By-Laws not inconsistent with the Constitution and By-Laws of Provincial O.S.S.T.F. concerning:

- (a) the procedure for the election of its various office-holders;
- (b) the management of its own internal organization and administration;
- (c) the time, place and conduct of the Annual and any other meeting;
- (d) the discipline of its Members;

- (e) the establishment, amendment and rescission of Policy;
- (f) all other matters as are deemed necessary or convenient for the promotion of the welfare of its Members or the conduct of the business of O.S.S.T.F., Teacher Bargaining Unit, District 20 Halton.

ARTICLE 8 - AMENDMENTS

Amendments to this Constitution may be made at the Annual Assembly:

- (a) by a two-thirds vote of the Members qualified to vote, present and voting, provided that a NOTICE OF MOTION has been given in writing to the Chair at least one month prior to the Assembly, and circulated to all schools for posting at least one week prior to the Assembly;
- (b) by a three-fourths vote of the Members qualified to vote, present and voting provided that a NOTICE OF MOTION has been given in writing to the Treasurer at least two weeks before the Assembly, and circulated to all schools for posting at least one week prior to the Assembly;
- (c) by a nine-tenths vote of the Members qualified to vote, present and voting, previous notice as in (a) or (b) not having been given.

ARTICLE 9 - INTERPRETATION

This Constitution in its interpretation or execution shall be regarded as consistent with the Constitution of the Ontario Secondary School Teachers' Federation.