

**MISSION
TEACHERS'
UNION**

CONSTITUTION

ARTICLE 1: NAME

The name of the Union shall be the Mission Teachers' Union. (MTU)

The MTU shall be a local of the British Columbia Teachers' Federation. (BCTF)

ARTICLE 2: OBJECTS

The objects of this Union shall be:

- 2.1 To promote the cause of education in School District #75 Mission;
- 2.2 To promote the welfare of members of the Union;
- 2.3 To encourage the professional advancement of teachers;
- 2.4 To further the aims of the BCTF by cooperation with other Locals in the Province;
- 2.5 To represent its members and to regulate relations with their employer through collective bargaining of the terms and conditions of employment.

ARTICLE 3: MEMBERSHIP

- 3.1 Active membership in the MTU shall be in accordance with the terms of the Constitution and Bylaws of the BCTF. Active members shall be the only persons entitled to vote and to hold office. Active members and MTU office staff shall participate in any manner in matters related to collective bargaining.
- 3.2 Any person holding a B.C. teacher's certificate, but who is not actively engaged in teaching, may become an Associate Member of the Union, on application to the Executive and on payment of a fee. No person may become an Associate Member who is disqualified by the Exclusion Clause in the Constitution of the BCTF.
- 3.3 Members in good standing of any other local association of the BCTF may be received by transfer without payment of any additional fee.
- 3.4 The MTU may allow a member to remain a member without paying the usual fee as approved by the MTU Executive Committee.
- 3.5 Honorary Members may be elected at any General Meeting, provided that such election is not in conflict with any clause of the Constitution of the BCTF.

ARTICLE 4: OFFICERS

- 4.1 The table officers of the Union shall consist of the following:
- a) President
 - b) Vice-President
 - c) Secretary / Treasurer
- 4.2 These, with the below-mentioned, shall constitute the Executive Committee:
- a) Immediate Past President (1 year term)
 - b) Members at Large (3)
 - c) Chairs of the following committees:
 - Bargaining
 - Working Conditions
 - Professional Development
 - Communications
 - Teacher Teaching On Call
 - Social Justice
 - Indigenous Chair
 - French Chair
 - 2SLGBTQIA+ Chair
 - d) If there is no immediate past president, there will be an additional Member-at-Large for a total of four (4) Members-at-Large.

ARTICLE 5: EXECUTIVE COMMITTEE

- 5.1 The Executive Committee shall manage the affairs of the Union and shall be subject to advice from, and be accountable for its actions to, the MTU Representative Assembly and the General Meeting.
- 5.2 The Executive Committee shall meet at least once per month except July and August.
- 5.3 A quorum of the Executive shall be a majority of the members thereof.
- 5.4 Whenever a vacancy occurs in the Executive Committee after July 1, the MTU Representative Assembly shall determine whether to fill the vacancy through direct appointment or through a by-election, and shall implement that decision.

ARTICLE 6: STAFF REPRESENTATIVE ASSEMBLY

6.1 Staff Representatives

- 6.1.1 School Staff Representatives shall act as contacts between the Mission Teachers' Union and their staffs.
- 6.1.2 Staff Representatives may act as advocates for members in meetings with administrative officers.

6.2 Representative Assembly Membership

- 6.2.1 The MTU Representative Assembly shall consist of the School Staff Representative(s) from each school, a representative of School District #75 (Mission) Teachers-Teaching-on-Call, and all members of the Executive Committee.

Any member of the Union is entitled to be present at, and may speak at, any meeting of the MTU Representative Assembly. Any decision at a meeting of the Representative Assembly shall be by vote of the Staff Representative and Teachers-Teaching-on-Call Representative members of the Representative Assembly only.

- 6.2.2 Staff Representatives shall vote on the basis of having one vote per fifteen teachers, or fraction thereof, in the school that they represent. For the purpose of this article itinerant teachers shall be deemed to be a staff distinct from all other work site staffs.
Part time contracts shall be counted as a full teacher for the purpose of voting
e.g. A school with 1-15 teachers receives 1 staff rep vote, a school with 16-30 teachers receives 2 staff rep votes, and a school with 31-45 teachers receives 3 staff rep votes, and so on.
- 6.2.3 One Representative may hold all voting cards for a staff.
- 6.2.4 The TTOC Chair on the MTU Executive Committee shall act as the staff rep on behalf of TTOCs. TTOC votes shall be calculated as per 6.2.2 using the average monthly number of active TTOCs from the previous school year.

6.3 Duties of the MTU Representative Assembly

- 6.3.1 The MTU Representative Assembly shall oversee the affairs of the Union between General Meetings and shall be accountable to General Meetings for its decisions and actions.

- 6.3.2 The MTU Representative Assembly may make decisions on behalf of the Union. Decisions of the MTU Representative Assembly shall be reported at the next General Meeting.
- 6.3.3 The Representative Assembly shall receive and review reports of actions taken by the Executive Committee, its appointees, and Union Committees.
- 6.3.4 The Representative Assembly shall elect members to fill vacancies on standing committees.
- 6.3.5 When a budget has been established, the MTU Representative Assembly may authorize expenditures in excess of the allocated budgeted amount of any expense category to a maximum of \$1000 only by a resolution assented to by a majority of at least two-thirds of the MTU Representative Assembly.

6.4 MTU Representative Assembly Meetings

- 6.4.1 The MTU Representative Assembly shall establish its own meeting dates with a minimum of six meetings per year. The first meeting shall be held in the month of September.
- 6.4.2 The MTU Representative Assembly shall meet at the call of the President, the Executive Committee or at the call of 15 or more of its voting members.
- 6.4.3 Quorum for the MTU Representative Assembly shall be present when fifty per cent (50%) of the voting cards are represented.

ARTICLE 7: MEETINGS

- 7.1 The Union shall have at least three (3) General Meetings in each school year, one of which must be held in September/October, one of which must be held in January (business to include elections of delegates to the BCTF AGM), and one of which shall be the Annual General Meeting to be held in May.
- 7.2 Special Meetings may be called by the President, the Executive, or upon the written request of a quorum of the membership. In each case, the business of the meeting is to be specified.
- 7.3 The Simplified Rules of Order.

- 7.4 A General Meeting shall be advertised to the members at least two weeks in advance, together with all known agenda items. Advertising must include at least one of the following:
- i. a poster to each school
 - ii A notice in either the Union Express or the President's Newsletter
 - iii An email to each member
 - iv current social media

ARTICLE 8: ELECTIONS

- 8.1 Elections of Table Officers, Executive Chair positions, and Members- at- Large positions shall occur at the Annual General Meeting, unless a special meeting of the MTU Executive decides otherwise. The Executive shall determine the actual date of the Annual General Meeting.
- 8.2 The election of the President shall be held two weeks prior to the Annual General Meeting of the Union, with nominations closing two weeks prior to the election.
- 8.3 With respect to 8.2, the Executive shall determine the time(s), date(s) and place(s) where polling shall occur.
- 8.4 Voting shall be by secret ballot. Only Active Members shall be eligible to vote.
- 8.5 In the event that no candidate for a Table Officer or Chair position receives a majority (50% +1) of the ballots cast, a run-off election shall be held between the two candidates with the most votes.
- 8.6 The President may serve a maximum of three (3) consecutive terms. There is no limit to the number of non-consecutive terms that a President may serve.
- 8.7 The other members of the Executive shall be elected at the Annual General Meeting, in accordance with Policy 2003.
- 8.8 The business year of the MTU shall coincide with that of the BCTF: July 1 to June 30. On July 1, the new Executive of the MTU shall assume full authority and responsibility for the forthcoming year.
- 8.9 Delegates to the Annual General Meeting of the BCTF shall be elected at the January meeting of the MTU.
- 8.10 If the Mission Teachers' Union Executive deems it necessary by a simple majority vote, a remote voting procedure will be implemented for local elections. Any additional costs associated with this will be reported to the membership at the next regularly scheduled General Meeting.

ARTICLE 9: MONEYS

- 9.1 All moneys received by the Secretary / Treasurer shall be immediately deposited in a chartered bank or in a credit union to the credit of the Union, to be drawn only by check signed by any two of: the President, the Vice-President, the Secretary / Treasurer, or the Professional Development Chair.
- 9.2 All expenses provided for in the annual budget may be paid by the Executive without recourse to a General Meeting.
- 9.3 The Executive will appoint an outside Auditor to audit the books in compliance with regulations for Unions. A copy will be filed with the BCTF.

ARTICLE 10: FEES

- 10.1 The annual fee shall be determined at the May General Meeting and shall be payable in accordance with the Constitution of the BCTF.
- 10.2 Special levies may only be made with the consent of a General Meeting. Notice of such intent must be presented at least one week prior to the meeting.

ARTICLE 11: EXPENSES

- 11.1 Expenses incurred by union members shall only be re-imbursed on receipt of completed MTU expense form.

ARTICLE 12: AMENDMENTS

- 12.1 The Constitution may be amended by a 2/3 majority vote of the members present at any General Meeting; provided that notice of motion to amend, and wording of amendment(s), has been presented to the previous General Meeting.