

**Professors' Association of Saint Paul University**  
**Bylaws on the Collective Bargaining Process**

**1. The Bargaining Unit**

1.1. The Bargaining Unit, as defined by the Ontario Labour Relations Board, consists of all full-time professors and professional librarians, excluding the rector, vice rectors, the secretary general, members of the University's council of administration, the head librarian, and deans of faculties.

1.2. The authority to accept or reject a negotiated Collective Agreement or to authorize job action rests with the members of the Bargaining Unit.

1.3. Voting by the Bargaining Unit shall be conducted by a written, secret ballot in accord with the rules of the Ontario Labour Relations Board.

**2. The General Meeting of the Association**

The Members of the Association at a General Meeting have the right: (a) to approve a Mandate for Negotiations and subsequent changes to it, without prejudice to art. 3d; and (b) to review a negotiated Collective Agreement prior to its presentation to the Bargaining Unit.

**3. The Board of Directors**

The Board of Directors has the authority:

a) to appoint and, if necessary, remove the Chief Negotiator and the members of the Negotiating Team;

b) to coordinate and monitor the work of the Negotiating Team;

c) to create any *ad hoc* committees or offices it deems necessary to support the bargaining process;

d) after hearing the Negotiating Team, to make adjustments to the mandate which are deemed necessary or advantageous;

e) to review any tentative agreement concluded by the parties at the bargaining table;

f) to recommend to the Bargaining Unit, in consultation with the Negotiating Team, any job action, including strike action, that it may deem necessary;

g) to organize and oversee the voting of art. 1.2;

h) when a meeting of the General Assembly is impossible or unfeasible, to determine the way in which the rights of art. 2 are to be exercised.

#### **4. The President**

When the Board of Directors cannot meet, its functions in these Bylaws are assumed by the President, who is to consult as many Directors as circumstances permit. In addition, the President has the duty:

a) to poll the members of the Bargaining Unit on the objectives and priorities to be specified in the Mandate for Negotiations and to communicate to them the Mandate as approved by the Association;

b) to report regularly to the members of the Bargaining Unit on the progress of the negotiations and any adjustments to the mandate made in accord with art. 3d;

c) on all negotiating matters, to serve as the sole spokesperson to the media on behalf of the Bargaining Unit;

d) during collective bargaining, to serve as the contact person with the Canadian Association of University Professors (CAUT) and the Ontario Confederation of University Faculty Associations (OCUFA).

e) to delegate another member of the Board of Directors for any of these functions, notifying CAUT and OCUFA regarding art. 4d.

#### **5. The Negotiating Team**

The Negotiating Team represents the Bargaining Unit in negotiations with the Employer and is responsible to the Board of Directors. Its duties are:

a) to bargain with the Employer within the mandate approved in accord with art. 2a;

b) to consult regularly with, report to, and take instruction from the Board of Directors as to general strategy, progress, and responses to proposals from the Employer.

#### **6. The Chief Negotiator**

The duties of the Chief Negotiator are:

a) to serve as spokesperson for the Negotiating Team;

b) to channel pertinent communications of the Bargaining Unit and/or the Association to the Employer via the Chief Negotiator for the Employer;

c) to attend meetings of the Board of Directors held during the period of negotiations;

d) to assign roles and duties to the members of the Negotiating Team.