

**GRANDE PRAIRIE REGIONAL COLLEGE  
EMPLOYEES' ASSOCIATION  
CONSTITUTION**

**April 13, 1989**  
(As revised April 21, 2020)

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# **Grande Prairie Regional College Employees' Association Constitution**

## **Article I – NAME**

The name of the organization shall be the “Grande Prairie Regional College Employees’ Association,” hereinafter referred to as “the Association.”

## **Article II – DEFINITIONS**

The following shall apply for the purpose of this constitution:

1. Association: Grande Prairie Regional College Employees’ Association
2. Board: Board of Governors of Grande Prairie Regional College
3. College: Grande Prairie Regional College
4. Collective Agreement: The agreement between the Association and the Board concerning terms and conditions of employment.
5. Employer: Grande Prairie Regional College
6. Extraordinary: One that must be passed with a two-thirds (2/3) majority of the Resolution voting members.
7. Member: Member of the Grande Prairie Regional College Employees’ Association.
8. Officer: Member of the Grande Prairie Regional College Employees’ Association Executive Committee.
9. Plurality: The greatest number of votes cast.
10. Quorum: Number of members required to legally transact business.

### Article III – PURPOSE

Generally, the Association shall be concerned with all matters relevant to Grande Prairie Regional College employees as defined by Article III of this document. Notwithstanding the generality of this, the Association shall:

1. Provide representation on behalf of its members to the College's Board of Governors, Administration, Academic Council as well as, upon approval of the Association, any other College groups, organizations, and committees.
2. Act as bargaining agent for all members of the Association.
3. Represent the needs, concerns and interests of all members in matters of: professional development; grievances (both external and internal); job classifications and other personnel matters; social and recreational activities; and general support of academic and non-academic activities of the College Community through monetary and/or volunteer support.
4. Collect fees from all members and expend monies to finance all operations and activities necessary to the general operation of the Association.

### Article IV – MEMBERSHIP

Membership in the Association shall be automatic upon employment as defined under the terms of Article 1, Section 1.1.16 of the Employees' Association/Board of Governors Collective Agreement.

All members must abide by, and are bound by, the provisions of this constitution.

## Article V – EXECUTIVE COMMITTEE

The primary legislative, administrative and executive body of the Association shall be the Executive Committee.

1. The members of the Executive Committee (hereinafter called Officers) shall be:
  - a) The President;
  - b) The Vice President;
  - c) The Treasurer;
  - d) The Secretary;
  - e) The Member at Large;
  - f) The Chairperson of the Collective Bargaining Committee;
  - g) The Executive Advisor – non-voting Officer (If the immediate past president is unable to fulfill the role or is currently serving as an Officer in another capacity, a former Association Officer may be elected to serve in this position. In the event that a suitable candidate is unavailable, the position shall remain vacant.).
2. The Officers shall carry out all legislative, administrative, and executive duties of the Association, and provide order and good government under the terms of the Constitution and Bylaws of the Association.
3. The Grande Prairie Regional College Employees' Association ("GPRCEA") shall indemnify and save harmless elected Officers in relation to civil actions or administrative complaints against them personally for erroneous or negligent acts or omissions committed within the scope of their GPCREA duties, acting in good faith. Such indemnification shall include reasonable legal defense costs, and any damages awarded against the Officer personally.

Indemnification shall not be extended to Officers' willful or bad faith misconduct, or to conduct outside the scope of their GPRCEA duties.

The Officers may cause GPRCEA to purchase insurance to provide errors and omissions coverage to Officers equal to or better than, and in place of, the indemnification contemplated in this Resolution, if available for purchase at a reasonable cost. This clause has retroactive effect.

## Article VI – QUORUM

1. The quorum for all meetings of the Officers shall be one-half plus one of the Officers.
2. The quorum for all General Meetings of the Association shall be twenty per cent (20%) of the membership of the Association.

## Article VII – CONSTITUTIONAL AMENDMENTS

Amendments to the Association Constitution shall take effect upon completion of the following procedure:

- a) Notice of Motion of Amendment to the Constitution at a General Meeting of the Association, followed by,
- b) Passage of a two – thirds (2/3) majority vote of the total membership of the Association at the next General Meeting of the Association.

## Article VIII – BYLAWS AND BYLAW AMENDMENTS

The Bylaws of the Association shall govern matters of interest to the members, the operations and procedures of the Association, and the standards and conduct of the members and officers of the Association.

Only the General Membership is empowered to enact such Bylaws or amendments to existing Bylaws as it deems necessary for the proper discharge of the responsibilities, duties, and business of the Association.

Bylaws or amendments to the Bylaws of the Association shall take effect upon completion of the following procedure:

- a) Notice of Motion at a General Meeting of the Association, followed by,
- b) Passage by a two – thirds majority vote of the Association Members present at the next General Meeting of the Association.

## ***APPENDIX I - HISTORY OF THIS CONSTITUTION***

Current Version enacted: April 13, 1989 (vote by ballot)

Constitutional Changes:

Revisions:

### **March 15, 1990**

Bylaw #5 Amendment, added section 4.0 Annual Payouts including subsections 4.1 – 4.6

### **March 13, 1991**

Changes to Bylaw #1, Subsection 1.5 – membership & 3.4 – time

Changes to Bylaw #2, Subsection 2.1 – time

Changes to Bylaw #4, Subsection 2.1 – membership and subsections 2.4 – 2.6 – added

Changes to Bylaw #5, Subsection 1.1 – wording

### **November 13, 1991**

Changes to Bylaw #5, Subsection 1.1 – dues increase

Subsection 4.2 – staff development increase.

### **March 12, 1992**

Changes to Bylaw #1, Subsection 5.5 added

### **March 10, 1993**

Changes to Bylaw #1, Subsection 6.3 – added and 8.1 – wording

Changes to Bylaw #2, Subsection 2.1.2 – wording

2.1.3, 2.1.4, 4.2 – added

Changes to Bylaw #3, Subsection 1.7.1, 1.7.2, 1.7.3, 1.7.5 – added

Changes to Bylaw #4, Subsection 2.1 – wording

Changes to Bylaw #5, Subsection 4.2 – staff development increaser

Subsection 4.4 – Old/New Executive Lunch increase

Subsection 4.6 – wording

Subsection 4.7 – added

### **January 26, 2004**

Major reworking – dividing of Constitution and Bylaws

#### ***Constitution***

Changes to Article II, Subsection 4 -typo

Changes to Article V, Subsection 1 - f) –Conflict of interest issue

Subsection 3 -Add BOG rep as a permanent guest of the executive

Changes to Article IX - Delete

### ***Bylaws***

Bylaw #1,

Subsection 6.0 -Delete – BOG – conflict of interest issue

Bylaw #2,

Subsection 1.1 – grammar

Subsection 1.2 -right to take floor nominations

Subsection 2.1 -election period is April till April

Subsection 2.1.3 – Delete clause - Term of Reference issue

Change 2.1 - alternate year issue.

- Subsection 2.1 becomes 2.1 and 2.2. - Split & re-numbered for clarity,

- Add to 4.1 – ambiguity of the intent of the clause

Bylaw #3,

Subsection 1.1 – typo

Bylaw #4,

Title

Opening section – consistency issue

Opening Comments

-Delete “during the year” – redundant as next part overrides this comment.

-Add Chairperson Subsection - Collected all Chairperson Responsibilities into one location.

Subsection 1.2, 2.2, 3.2, 4.2, 5.1.3 - delete – move to chairperson section.

Subsection 3.3, Grievance Committee - Terms of reference issue.

Subsection 7.0, Staff Development - moved

Subsection 7.2 - clarity

Subsection 6.0, Chairpersons -Moved

New Subsection - addition & clarity

Bylaw #5, “Finances”,

Subsection 1.2 –change amount

Subsection 4.6 - change table, clarify

Subsection 4.7 - increase Executive Honorarium

### **May 2, 2007**

Change to Bylaw #4 – Subsection 2.5.2 – membership increase on committee

### **June 19, 2007**

Change to Bylaw #4 – subsection 4.2 – change from per member to gross amount

### **Feb 13, 2008**

Change to Bylaw #2 – Subsection 4.1 – numbering error

### **April 14, 2010**

Add 1.6 to Bylaw #1

Reword 4.1, 5.3, and 7.1 of Bylaw #11  
 Delete 5.5 of Bylaw #1 – responsible for new association member orientation  
 Reword 1.1, 2.1, 2.2, and 3.2 of Bylaw #2  
 Add 1.4 to Bylaw #2  
 Add 3.1.4 to Bylaw #2  
 Reword 1.1, 1.3, 1.4, 1.4.1, 1.4.2, 1.5.1, 1.6.1 of Bylaw #3  
 Delete 1.4.3 of Bylaw #3, renumber 1.4.4 to 1.4.3 – Special general meeting called by President  
 Add 1.8 and 1.8.1 to Bylaw #3  
 Reword 1.3, 1.4.5, 2.1.5, 2.2.1, 2.2.5, 2.4.1, 3.1.3 of Bylaw #4  
 Delete 2.2.6 of Bylaw #4 – Committee has own terms of reference  
 Delete 2.3.2 of Bylaw #4 – Committee has own terms of reference  
 Delete 2.2.6 of Bylaw #4 – Elected at February meeting, renumber 3.1.3 to 3.1.2  
 Reword 1.1, 1.2, and 2.2 of Bylaw #5  
 Add 3.3, 3.4, 3.4.1, 3.4.2 to Bylaw #5  
 Delete 4.0, 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, and 4.7 from Bylaw #5  
 Add Schedule A Financial Receipts and Disbursements, Clauses 1 – 11  
 Added Departure gift to >20 groupings

#### **November 25, 2015**

Delete Article V Subsection 3 - BOG rep as a permanent guest of the executive (position represents all support staff including AUPE and may be AUPE member).

#### **April 21, 2020**

Move History of the Constitution to an Appendix at the end.  
 Add **Article II #8**. Definition of an Officer and renumber **8** to **9**, **9** to **10**, change the wording throughout to incorporate this change.  
 Increased spacing throughout for readability and fixed typos.  
 Change to **Article V**  
     **#1, letter g** to allow any past Officer to assume the role of “Past President” due to the shortage of eligible candidates in the role of President and changed the name to be more meaningful to the new role.  
 Change the term Executive Committee to Officers for consistent language.  
 Add **Clause #3** to protect the Officers as per legal advice.  
 Change to **Article VI, #1** Change the term Executive Committee to Officers for consistent language.