

All Nations Constitution

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Article 1: Governance & Compliance

1. **A.** Members of All Nations Cooperative agree to adhere to the policies and practices established in the Member Agreement, the cooperative's Bylaws, and all policies established by the cooperative. Any changes to the Member Agreement, Bylaws, or other cooperative policies must be approved by the membership through consensus.
1. **B.** If a member fails to adhere to the policies and practices established by the cooperative, the cooperative reserves the right to levy any penalties against the member subsequently described in this document. Contingent on the severity of the situation, the cooperative also reserves the right to hold a meeting with any member found to be in violation of any cooperative agreement to discuss the member's continued residency and membership in the cooperative.
1. **C.** Members of All Nations Cooperative agree to adhere to the cooperative principles adopted by the International Cooperative Alliance in 1995 (see: <https://www.nasco.coop/resources/rochdale-principles>):
 1. - Voluntary and open membership
 2. - Democratic member control
 3. - Member economic participation
 4. - Autonomy and independence
 5. - Education, training and information
 6. - Cooperation among cooperatives
 7. - Concern for community

Article 2: Inclusion & Nondiscrimination

1. **A.** All Nations Cooperative will not discriminate against any member or potential member in regard to race, ethnic background, religion, national or political affiliation, sex, sexual orientation, gender identity or expression, age, weight, or disability. Families with children and pets within reason are welcome too. Any person capable of fulfilling their responsibilities to the cooperative may apply to become a member without discrimination.

Article 3: House Autonomy

1. **A.** The house will hold a house meeting 3 times a year to revisit the house constitution, reset house chores and elect officers, vote on the budget, pick rooms, and select accountability measures (if any) for nonadherence to house responsibilities. The meetings will be scheduled to accommodate the attendance of the most members possible.
1. **B.** A special house meeting may be announced at least 48 hours in advance by any 3 members desiring to do so. Such a meeting should be used only to discuss an urgent matter that cannot

wait until a regularly scheduled meeting.

1. **C.** A quorum of All Nations Cooperative shall consist of the majority of the members per contract (one vote per adult per contract). The majority of contracted members must be present to conduct a meeting.
1. **D.** In order for the All Nations Cooperative's democracy to work for everyone, all members should be present at every house meeting. Members shall provide notice to the facilitator at least 24 hours in advance of the meeting stating that they cannot attend the meeting and why.
1. **E.** Members who have 2 unexcused absences per semester are required to meet with the Jobs Manager and the Membership Officer to discuss how to improve their attendance and create a plan of action.
1. **F.** Members who do not provide advance notice (absent emergency) or have more than 2 unexcused absences per 4 months shall be fined \$10 for missing the meeting. Fines will increase by \$5 for every additional meeting missed.
1. **G.** Any issue that arises that is not covered in this constitution may be brought to a house meeting to be voted on and approved by a majority of housemates in attendance.
1. **H.** Any measure voted upon shall remain active unless a vote is made otherwise or a time limit is specified.
1. **I.** This constitution shall be the supreme document to define the operation of All Nations Cooperative. The membership may choose to suspend, make an exception, or amend the constitution as seen fit with $\frac{3}{4}$ approval of all present housemates at the meeting. The house may suspend any part of this constitution for no more than fourteen days with $\frac{3}{4}$ of votes cast at a house meeting.
1. **J.** A modification of or an addition to the house constitution shall not be made outside of a house meeting.
1. **K.** The proposal for the constitutional amendment must be announced to the membership at least 72 hours before the meeting to be valid.
1. **L.** Abstentions in all voting are not considered in the calculation of a house majority (e.g. if there are 4 people in a meeting and 2 for yes, 1 votes no, and 1 abstains, the motion passes by simple majority of votes cast).

Article 4: Seniority

1. **A.** Seniority is determined by the total amount of time that a person has, or will have been a member in good standing, living at All Nations Cooperative at the time a contract period begins. Seniority is accumulated, and hence, does not need to be consecutive.
1. **B.** Seniority is decided by the terms as follows:
 1. **i.** The person with the highest points has the highest seniority.
 2. **ii.** For each fall or spring semester living in All Nations Cooperative, the active member will receive 5 pts.
 3. **iii.** For each summer living in All Nations Cooperative, the active member will receive 3 pts.

4. **iv.** For each fall or spring semester living in the SHC , but outside of All Nations Cooperative, the active member will receive 2 pts.
 5. **v.** For each summer semester living in the SHC, but outside of All Nations Cooperative, the active member will receive 1 pt.
 6. **vi.** If point totals are equal for two active members, then their signing dates will be used to determine whose seniority is higher. If that is the same, then an impartial manner such as drawing straws, flipping a coin, or rolling a die will determine who has higher seniority among those individuals.
1. **C.** Full seniority points for the relevant semester are awarded to members who have spent more than half of that semester living in the house, with exceptions made at house discretion. Time spent away from the house for any purpose shall count as time lived in the house so long as a contract with SHC and All Nations Cooperative is maintained (i.e. full rent is paid) and that person's space is not held by a third party for a total of more than thirty days (i.e. sub-leasing).
 1. **D.** A housemate leaving their room must communicate such to the house no less than 2-weeks beforehand (absent emergency). The room will be made available for housemates to bid on, with selection made by seniority. If no housemates bid on the room, the room will be made available to external applicants. Once an external applicant signs for the room, they are guaranteed that room.
 1. **E.** In the event that parking availability becomes an issue, parking spaces at All Nations Cooperative will be assigned and reserved to each member who owns a vehicle according to seniority at a house meeting. This may mean that the member(s) with lowest seniority may not get a parking space. It is every member's responsibility to ensure that their guests do not park in reserved spaces. Members should also notify the house if their space becomes available while they are out of town. Once parking spaces are allocated at the beginning of the semester, the member cannot be bumped from their parking space until spaces are reallocated the following semester.

Article 5: House Jobs

1. **A.** Elections shall be held at the first house meeting of each semester (i.e., fall semester, spring semester, and summer). In the event a member leaves/joins the house, jobs can be reallocated at the discretion of the house at the next house meeting. Each member wishing to hold office shall make a statement explaining why they should be considered for the position. All members shall have an opportunity to question each candidate's credentials before the election takes place.
1. **B.** A majority of all votes cast (i.e., 50 percent of votes cast plus one) shall be necessary to elect with the understanding that a blank vote (or a vote for anyone not in nomination) is not a vote cast. If on the first vote no candidate is elected, then it shall be permissible to eliminate the names of all candidates except the two polling the highest number of votes. In the event of a tie between those candidates, a random drawing shall determine who wins.
1. **C.** All house jobs will be elected on a term-to-term basis (semesterly).
1. **D.** Any job holder may be impeached and removed from their role by a majority vote.
1. **E.** Unless decided otherwise, jobs go into effect the moment the house meeting at which jobs were decided adjourns.

Article 6: House Events

1. **A.** Every semester, the house will have at least 1 Work Weekend. The purpose of Work Weekend is to tend to jobs that are not otherwise accounted for in the house.
1. **B.** Work Weekend jobs will consist of improvements to the house, such as painting, maintaining floors, preparing the house for winter, deep cleaning of common spaces, windows, gutters, installation, cleaning, or replacement of fixtures, other major facility improvements, and so on.
1. **C.** Each member shall spend at least 4 hours on their Work Weekend job unless work is not available.
1. **D.** Work Weekend shall take place on a time and date agreed upon by a majority of the house.
1. **E.** Members who cannot participate in Work Weekend shall provide advance notice and make up their obligations by completing a project approved by the maintenance officer or at a house meeting, requiring 4 or more hours of work within 21 days of the Work Weekend.
1. **F.** Any member who does not complete their work weekend obligations on time shall pay a \$10/hour fine.
1. **G.** No less than once a year, the house will host a social gathering. The gathering may be limited to housemates, housemates and friends, or expanded the SHC as a whole. The house will determine what pre-event and post-event clean-up steps need to be taken and allocate our those chores equitably.

Article 7: Move-out

1. **A.** At a mutually agreeable time the membership and maintenance officers will review the housemate's room to ensure it has been left in good condition, as defined by the SHC, for the next occupant. The member leaving has a right to be present during this review.
1. **B.** If the maintenance officer is, for good cause, unable to review the housemate's room, the officer may appoint another housemate to perform the work in their stead. In this case, the maintenance officer is required to thoroughly communicate what is required of the duly appointed representative.
1. **C.** If the maintenance officer, or their duly appointed representative, determines that a room has not been left in good condition for the next occupant, the maintenance officer will communicate the needed changes to the housemate at least one week before the housemate moves out. The housemate will have until they leave their room to make those changes.
1. **D.** If the housemate fails to make the needed changes, the housemate will be fined \$100, which will be remitted to the general house fund.
1. **E.** The housemate(s) who clean the room will be credited the fine based on their labor hours performed. The labor rate will be the Office Labor rate.
1. **F.** A housemate who is penalized will only be penalized once - either by the SHC or All Nations Cooperative, whichever cost is greater.
1. **G.** A housemate that intends to leave personal items from their room at the house, or to give

the items to the house must receive house approval. Housemates that leave items without house approval will be fined at the office labor rate to remove/dispose of the items. If the items cannot be easily removed or disposed of, the house may determine its own penalty or solution.

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