

Current Language	Proposed Changes
<p>Article 1 – Seal The Official Seal of this Union shall be affixed to all official documents of this Union, upon authority of the Executive Board, and the Secretary-Treasurer of the Union shall be the custodian of the Official Seal.</p>	<p>Article 1 – Seal Housekeeping The Official Seal of this Union shall be affixed to all official documents of this Union, upon authority of the Executive Board, and the Treasurer of the Union shall be the custodian of the Official Seal.</p>
<p>Article 3.1 Jurisdiction Sec. (a) The jurisdiction of this Union shall include all of those employees who work for the City of Delta and its associate bodies, including the Delta Police Department Board who are generally known as public employees.</p>	<p>Article 3.1 Jurisdiction Housekeeping Sec. (a) The jurisdiction of this Union shall include all of those employees who work for the City of Delta and its associate bodies, including the Delta Police Board who are generally known as public employees.</p>
<p>Article 4.1 Membership Sec. (c) The Secretary shall also inform the prospective members that he/she must attend that meeting in order to be accepted as a member.</p>	<p>Article 4.1 Membership Housekeeping Sec. (c) The Secretary shall also inform the prospective members that they must attend that meeting in order to be accepted as a member.</p>
<p>Article 5.1 Meetings – Membership Sec. (c) Special meetings of the membership may be called by the President as he/she deem necessary.</p>	<p>Article 5.1 Meetings – Membership Housekeeping Sec. (c) Special meetings of the membership may be called by the President as they deems necessary.</p>
<p>Article 5.3 Order of Business – Regular Membership Meetings Sec. (a) i. Call to Order ii. Roll Call of Officers iii. Reading of the Equality Statement iv. Voting and Initiation of New Members v. Reading of the Minutes of the Previous Meeting vi. Business Arising out of the Previous Meeting vii. Financial Report and Outstanding Accounts viii. Correspondence ix. Executive Report x. Reports of Committees and Delegates xi. Nomination, Elections and Installation of Officers, Delegates xii. Unfinished Business xiii. New Business xiv. Good of the Union xv. Adjournment</p>	<p>Article 5.3 Order of Business – Regular Membership Meetings Housekeeping Sec. (a) i. Call to Order ii. Roll Call of Officers iii. Acknowledgement of Indigenous territory iv. Reading of the Equality Statement v. Voting and Initiation of New Members vi. Reading of the Minutes of the Previous Meeting vii. Business Arising out of the Previous Meeting viii. Treasurer's Report ix. Correspondence x. Executive Report xi. Reports of Committees and Delegates xii. Nomination, Elections and Installation of Officers, Delegates xiii. Unfinished Business xiv. New Business xv. Good of the Union xvi. Adjournment</p>
<p>Article 6.1 Officers and Executive Board Sec. (c) The terms of office for the Executive Board shall be: President 2 years</p>	<p>Article 6.1 Officers and Executive Board Sec. (c) The terms of office for the President and Treasurer shall be three (3) years, effective any election held following February 1, 2028. The remainder of the</p>

<p>1st Vice President 2 years 2nd Vice President 1 year Secretary 2 years Treasurer 2 years All Executive at large 1 year Executive Job Steward 1 year Amended October 18, 2017</p> <p>The election of the (2) year term for the Secretary and 1st Vice President shall take place in opposite years for all other tabling officer positions. All Executive Board members shall serve as specified above or until their successor is elected. Amended October 15, 2014</p>	<p>Executive Board shall also be elected to a three (3) year term, with an effective date of any election held following February 1 2027:</p> <ul style="list-style-type: none"> • President • 1st Vice President • 2nd Vice President • Secretary • Treasurer • All Executive at large • Executive Job Steward <p>All Executive Board members shall serve as specified above or until their successor is elected.</p>
<p>Article 6.1 Officers and Executive Board Sec. (g) Secretary shall: Added October 18, 2017</p> <ul style="list-style-type: none"> • Keep full, accurate, and impartial account of the proceedings of all regular or special membership and Executive Board meetings. These records must also include a copy of the full financial report (Executive Board meetings) and the written financial report (membership meetings) presented by the Treasurer. The record will also include Trustee's reports. 	<p>Article 6.1 Officers and Executive Board Housekeeping Sec. (g) The Secretary shall:</p> <ul style="list-style-type: none"> • Keep full, accurate, and impartial account of the proceedings of all Regular or Special membership and Executive Board meetings. These records must also include a copy of the full financial report (Executive Board meetings) and the written financial report (membership meetings) presented by the Treasurer. The record will also include Trustee's reports.
<p>Article 6.1 Officers and Executive Board Sec. (h) Treasurer shall: Added October 18, 2017</p> <ul style="list-style-type: none"> • Receive all revenue, initiation fees, dues, and assessments, keeping a record of each member's payments, and deposit promptly all money with a bank or credit union. • Sign all cheques and ensure that the Local Union's funds are used only as authorized or directed by the CUPE Constitution, Local Union bylaws, or vote of the membership. In consultation with the Executive Board, designate a signing officer during prolonged absences. • Ensure that per capita tax is paid by direct remittance, or where per capita is not paid by direct remittance, prepare all CUPE National per capita forms and remit payment, including \$1.00 of each initiation fee on all members admitted, no later than the last day of the following month. • Be responsible for maintaining, 	<p>Article 6.1 Officers and Executive Board Housekeeping Sec. (h) The Treasurer shall:</p> <ul style="list-style-type: none"> • Receive all revenue, initiation fees, dues, and assessments, keeping a record of each member's payments, and deposit promptly all money with a bank or credit union. • Sign all cheques and ensure that the Local Union's funds are used only as authorized or directed by the CUPE Constitution, Local Union bylaws, or vote of the membership. In consultation with the Executive Board, designate a signing officer during prolonged absences. • Ensure that per capita tax is paid by direct remittance, or where per capita is not paid by direct remittance, prepare all CUPE National per capita forms and remit payment, including \$1.00 of each initiation fee on all members admitted, no later than the last day of the following month.

<p>organizing, safeguarding and keeping on file all supporting documents, authorizations, invoices and/or expense claims for every disbursement made, receipts for all money sent to CUPE National, as well as records and supporting documents for all income received by the Local Union.</p> <ul style="list-style-type: none"> • Record all financial transactions in a manner acceptable to the Executive Board and in accordance with good accounting practices. • Make a full financial report to meetings of the Local Union's Executive Board. • Make a written financial report to each regular membership meeting, detailing all income and expenditures for the period. • Be bonded through the master bond held by CUPE National. Any Treasurer who cannot qualify for the bond shall be disqualified from office. • Pay no money unless supported by a cheque requisition or expense form or request for payment duly signed by the President and one other member of the Executive Board as determined by the Executive Board. No request shall be required for payment of per capita fees to any organization to which the Local Union is affiliated. • Make all books available for inspection by the Trustees and/or auditors on reasonable notice. Ensure that the books are audited at least once each calendar year and within a reasonable time, respond in writing to any recommendations and concerns raised by the Trustees. • Provide the Trustees with any information the Trustees require to complete the audit, including forms provided by CUPE National. • Where required, not later than February 28th each year, furnish each member, on the forms supplied by CUPE National, with a statement showing the net amount of tax- 	<ul style="list-style-type: none"> • Be responsible for maintaining, organizing, safeguarding and keeping on file all supporting documents, authorizations, invoices and/or expense claims for every disbursement made, receipts for all money sent to CUPE National, as well as records and supporting documents for all income received by the Local Union. • Record all financial transactions in a manner acceptable to the Executive Board and in accordance with good accounting practices. • Make a full financial report to meetings of the Local Union's Executive Board. • Make a written financial report to each regular membership meeting, detailing all income and expenditures for the period. • Be bonded through the master bond held by CUPE National. Any Treasurer who cannot qualify for the bond shall be disqualified from office. • Pay no money unless supported by a cheque requisition or expense form or request for payment duly signed by the President and one other member of the Executive Board as determined by the Executive Board. No request shall be required for payment of per capita fees to any organization to which the Local Union is affiliated. • Make all books available for inspection by the Trustees and/or auditors on reasonable notice. Ensure that the books are audited at least once each calendar year and within a reasonable time, respond in writing to any recommendations and concerns raised by the Trustees. • Provide the Trustees with any information the Trustees require to complete the audit, including forms provided by CUPE National. • Where required, not later than February 28th each year, furnish each member, on the forms supplied by CUPE National, with a statement showing the net amount of tax-deductible dues paid by him them during the preceding calendar year. • Be empowered, with the approval of the membership, to employ necessary
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<p>deductible dues paid by him during the preceding calendar year.</p> <ul style="list-style-type: none"> • Be empowered, with the approval of the membership, to employ necessary administrative assistance to be paid for out of the Local Union's funds. • Notify all members who are one month in arrears and report to the Executive Board all members two or more months in arrears in the payment of union dues. 	<p>administrative assistance to be paid for out of the Local Union's funds.</p> <ul style="list-style-type: none"> • Notify all members who are one month in arrears and report to the Executive Board all members two or more months in arrears in the payment of union dues.
<p>6.2 Meetings – Executive Sec. (b) A quorum of Executive shall be six members of the Board.</p>	<p>6.2 Meetings – Executive Housekeeping Sec. (b) A quorum of the Executive shall be six (6) members of the Board.</p>
<p>6.3 Trustees Sec. (a) (ii) see that the Secretary-Treasurer deposits all money belonging to the Local in the Delta Credit Union or other institution the Local may designate</p>	<p>6.3 Trustees Housekeeping Sec. (a) (ii) see that the Secretary-Treasurer Treasurer deposits all money belonging to the Local in the Delta Credit Union or other institution the Local may designate</p>
<p>Article 7.1 Election of Executive Board</p> <p>Sec. (a) When an election is held, the executive shall appoint an Election Committee of at least five members. Members of the Election Committee shall not be eligible to run for any office nor will they currently hold an Executive Board or Trustee position. The Election Committee shall designate one of the members as the Chief Returning Officer. The Election Committee shall conduct the election(s) working with a firm selected by the Executive Board to conduct electronic voting. The Election Committee shall declare the elected candidate(s) in each contest who receive the greatest number of votes (plurality/first past the post). When more than one candidate is to be elected to an office, the member voting shall be required to vote for the full number of candidates to be elected or else the electronic vote will be declared spoiled. The report of the Election Committee shall be signed by all members of the committee and shall be reported at the Annual General Membership Meeting by the Chief Returning Officer. Those declared elected shall take an oath of office as set out in Article 11.6 (b) of the National Constitution and their term of office shall commence upon adjournment of the Annual General Membership Meeting.</p> <p>Sec. (b) Nominations for Officers and Trustees must be received at least thirty (30) calendar days prior to</p>	<p>Article 7.1 Election of Executive Board Housekeeping</p> <p>Sec. (a) When an election is held, the eExecutive shall appoint an Election Committee of at least five (5) members. Members of the Election Committee shall not be eligible to run for any office nor will they currently hold an Executive Board or Trustee position. The Election Committee shall designate one of the members as the ChiefLead Returning Officer. The Election Committee shall conduct the election(s) working with a firm selected by the Executive Board to conduct electronic voting. The Election Committee shall declare the elected candidate(s) in each contest who receive the greatest number of votes (plurality/first past the post). When more than one candidate is to be elected to an office, the member voting shall be required to vote for the full number of candidates to be elected or else the electronic vote will be declared spoiled. The report of the Election Committee shall be signed by all members of the committee and shall be reported at the Annual General Membership Meeting by the ChiefLead Returning Officer. Those declared elected shall take an oath of office as set out in Article 11.6 (b) of the National Constitution and their term of office shall commence upon adjournment of the Annual General Membership Meeting.</p> <p>Sec. (b) Nominations for Officers and Trustees must be received at least thirty (30) calendar days prior to the Annual General Membership Meeting and the names of</p>

<p>the Annual General Membership Meeting and the names of all the membership at least fourteen (14) days prior to the opening of electronic voting. No nomination shall be accepted unless the member is in good standing and has filed acceptance of the nomination in writing to the Election Committee at least 21 calendar days prior to the opening of electronic voting.</p> <p>Sec. (c) To be eligible for election to an Officer or Trustee position, on the date of being nominated, a member must:</p> <p>(i) be a member in good standing; and (ii) have not less than thirty (30) days continuous membership in the Local Union.</p> <p>Sec. (d) A member may accept nomination for one office only.</p> <p>Sec. (e) In the event that there is only one (1) nominee for any position, the Chief Returning Officer shall declare that nominee elected by acclamation.</p> <p>Sec. (f) Elections shall be conducted electronically using a third-party firm selected by the Executive Board prior to nominations opening. The firm selected must have demonstrated capability to carry out the electronic vote and also the capacity to ensure all voting is secret. The Election Committee shall arrange for one or more electronic voting stations including one at a Union Hall. Electronic voting will be open seven days prior to the Annual General Meeting and remain open until midnight on the day preceding the Annual General Meeting. The Election Committee shall arrange adequate notice to the membership at least seven (7) days prior to the voting day, with all pertinent information pertaining to the election.</p> <p>Sec. (g) The results shall be announced at the Annual General Membership Meeting, posted on the Local Union's website and sent via e-mail to all members who have provided email addresses. The candidate receiving the most votes shall be deemed elected.</p> <p>Sec. (h) The Officers and Trustees shall be voted for by the entire membership.</p> <p>Sec. (i) The Chief Returning Officer shall investigate and rule upon any election complaints. The decision</p>	<p>all the membership at least fourteen (14) days prior to the opening of electronic voting. No nomination shall be accepted unless the member is in good standing and has filed acceptance of the nomination in writing to the Election Committee at least twenty-one (21) calendar days prior to the opening of electronic voting.</p> <p>Sec. (c) To be eligible for election to an Officer or Trustee position, on the date of being nominated, a member must:</p> <p>(i) be a member in good standing; and (ii) have not less than thirty (30) days continuous membership in the Local Union.</p> <p>Sec. (d) A member may accept nomination for one office only.</p> <p>Sec. (e) In the event that there is only one (1) nominee for any position, the ChiefLead Returning Officer shall declare that nominee elected by acclamation.</p> <p>Sec. (f) Elections shall be conducted electronically using a third-party firm selected by the Executive Board prior to nominations opening. The firm selected must have demonstrated capability to carry out the electronic vote and also the capacity to ensure all voting is secret. The Election Committee shall arrange for one or more electronic voting stations including one at a Union Hall. Electronic voting will be open seven days prior to the Annual General Meeting and remain open until midnight on the day preceding the Annual General Meeting. The Election Committee shall arrange adequate notice to the membership at least seven (7) days prior to the voting day, with all pertinent information pertaining to the election.</p> <p>Sec. (g) The results shall be announced at the Annual General Membership Meeting, posted on the Local Union's website and sent via e-mail to all members who have provided email addresses. The candidate receiving the most votes shall be deemed elected.</p> <p>Sec. (h) The Officers and Trustees shall be voted for by the entire membership.</p> <p>Sec. (i) The ChiefLead Returning Officer shall investigate and rule upon any election complaints. The decision of the ChiefLead Returning Officer shall be final and binding upon all parties. If a candidate requests a</p>
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<p>of the Chief Returning Officer shall be final and binding upon all parties. If a candidate requests a recount of all the results of their election, the Chief Returning Officer shall, in the presence of a representative from each candidate concerned and in the presence of the CUPE National Representative or CUPE designate, meet with the independent firm carrying out the vote to recount the vote.</p> <p>Sec. (j) Those declared elected shall take the oath of office as follows:</p> <p>“I, _____, promise to perform the duties of my office, as set out in the Constitution and laws of the Canadian Union of Public Employees, faithfully and to the best of my ability for my term of office. As an Officer of the Union, I will always promote the harmony and dignity of its sessions by counsel and example. I also promise to turn over all property to the Union to my successor at the end of my term.”</p> <p>Sec. (k) When a vacancy occurs for an Officer or for a Trustee, a replacement shall be elected to complete the unexpired term provided that the unexpired term is greater than three (3) months at the time of the vacancy.</p> <p>Sec. (l) Officers of the local who are absent from three consecutive regular executive meetings without a legitimate excuse or three consecutive regular membership meetings without a legitimate excuse shall have their office declared vacant. Excuses shall be conveyed to the Executive Board at the time of absence.</p> <p>Sec. (m) Any Officer who accepts temporary employment outside of their current bargaining unit for any period less than four (4) months will be relieved of their duties, responsibilities and rights as an Officer for the period of employment.</p> <p>Any Officer who accepts employment outside their current bargaining unit for a period exceeding four (4) months will have their office declared vacant.</p>	<p>recount of all the results of their election, the ChiefLead Returning Officer shall, in the presence of a representative from each candidate concerned and in the presence of the CUPE National Representative or CUPE designate, meet with the independent firm carrying out the vote to recount the vote.</p> <p>Sec. (j) Those declared elected shall take the oath of office as follows:</p> <p>“I, _____, promise to perform the duties of my office, as set out in the Constitution and laws of the Canadian Union of Public Employees, faithfully and to the best of my ability for my term of office. As an Officer of the Union, I will always promote the harmony and dignity of its sessions by counsel and example. I also promise to turn over all property to the Union to my successor at the end of my term.”</p> <p>Sec. (k) When a vacancy occurs for an Officer or for a Trustee, a replacement shall be elected to complete the unexpired term provided that the unexpired term is greater than three (3) months at the time of the vacancy.</p> <p>Sec. (l) Officers of the ILocal who are absent from three (3) consecutive regular executive meetings without a legitimate excuse or three (3) consecutive regular membership meetings without a legitimate excuse shall have their office declared vacant. Excuses shall be conveyed to the Executive Board at the time of absence.</p> <p>Sec. (m) Any Officer who accepts temporary employment outside of their current bargaining unit for any period less than four (4) months will be relieved of their duties, responsibilities and rights as an Officer for the period of employment.</p> <p>Any Officer who accepts employment outside their current bargaining unit for a period exceeding four (4) months will have their office declared vacant.</p>
<p>7.2 Election of Delegates</p> <p>Sec. (a) Delegates to conventions shall come from the Executive. Delegates to conventions shall be</p>	<p>7.2 Election of Delegates</p> <p>Sec. (a) Delegates to conventions and conferences shall come from the Executive, with first right of refusal going</p>

<p>elected upon receipt of notice of the convention or conference. In the event details are known prior to the official notice being received, the election can take place earlier. If unable to get enough delegates from the Executive, nominations shall be accepted from the floor.</p> <p>Sec. (b) Alternates to conventions shall be elected at the same time as delegates.</p> <p>Sec. (c) The candidates receiving the highest number of votes and a majority shall be declared elected for the number of delegates which the Union is sending, e.g., five candidates nominated, three to go: A received 16 votes B receives 15 votes C receives 11 votes D receives 5 votes E receives 20 votes Majority is 14 votes, then A, B, E would be declared elected and C, D would be the alternates.</p> <p>Sec. (d) Election of delegates to affiliated organizations shall take place at the Annual General meeting. Candidates shall be nominated and elected in the same manner as the Executive.</p>	<p>to the Table Officers. Those Delegates shall be elected upon receipt of notice of the convention or conference. In the event details are known prior to the official notice being received, the election can take place earlier. If unable to get enough delegates from the Executive, nominations shall be accepted from the floor.</p> <p>Sec. (b) The candidates receiving the highest number of votes and a majority shall be declared elected for the number of delegates which the Union is sending, e.g., five candidates nominated, three to go: A received 16 votes B receives 15 votes C receives 11 votes D receives 5 votes E receives 20 votes Majority is 14 votes, then A, B, E would be declared elected and C, D would be the alternates.</p> <p>Sec. (c) Alternates to conventions and conferences shall be elected at the same time as delegates.</p> <p>Sec. (d) Nomination and election of delegates to affiliated organizations shall follow the Article 7.1 election process. Should no delegates be elected, the Executive Board may appoint a designate(s) until the position is filled by election.</p>
<p>7.3 Election of Committees</p> <p>Sec. (a) Election of Committee members shall take place at the Annual General meeting. Their term of office shall be one year unless otherwise stated in Article 8, 8.1 Committees.</p> <p>Sec. (b) All Candidates shall be nominated and elected in the same manner as the Executive.</p> <p>Sec. (c) The term of the Occupational Health & Safety Committee shall be 2 years. Amended October 18, 2017</p>	<p>7.3 Election of Committees</p> <p>Sec. (a) Nomination and Election of Committee members shall take place at the follow the Article 7.1 election process. Annual General meeting. Their term of office shall be one three (3) years unless otherwise stated in Article 8, 8.1 Committees. Should any of these Committee member positions remain vacant following election, the Executive Boad may appoint a designate(s) until the position is filled by election.</p> <p>Sec. (b) All Candidates shall be nominated and elected in the same manner as the Executive.</p> <p>Sec. (c) The term of the Occupational Health & Safety Committee shall be 2 years. Amended October 18, 2017</p>
<p>8.1 Committees</p> <p>Sec. (a) There shall be the following committees of Local 454:</p>	<p>8.1 Committees</p> <p>Sec. (a) There shall be the following committees of Local 454:</p>

<p>Bargaining Committee – Regional; if required Bargaining Committee – City Bargaining Committee – Police Labour Management Committee – City Labour Management Committee – Police Education Committee Grievance Committee Occupational Health & Safety Committees – City:</p> <ul style="list-style-type: none"> • Engineering & Parks • Parks, Recreation & Culture • City Hall & Delta Community Animal Shelter <p>Social Public Relations and Community Committee Good & Welfare Committee</p> <p>Occupational Health & Safety Committee – Police</p> <p>In addition, there may be additional committees appointed or elected as the situation demands. The President shall be an ex-officio member of all committees.</p> <p>Sec. (b) The Labour Management Committee – City shall consist of 4 executive board members, as appointed by the President. The appointments may be rotated or changed as required to effectively deal with the issues being addressed by the committee. Job stewards may be substitute appointments where required.</p> <p>Sec. (c) The Labour Management Committee - Police shall consist of Executive at large - Police, one Job Steward and one elected from the floor at the Annual General meeting.</p> <p>Sec. (d) The Bargaining Committee - City shall consist of the President and three Executive Board Members elected at the Annual General meeting. The National Representative assigned to the Local Union shall be a non-voting member of the committee and shall be consulted at all stages from formulating proposals, through negotiations, to contract ratification by the membership.</p> <p>Sec. (e) The Bargaining Committee - Police shall consist of the President and two other members elected at the Annual General meeting, one of which shall be a police board member. If no Police Board Member is nominated, then a General Member may be elected. The National Representative assigned to the Local Union shall be a non-voting member of the committee and shall be consulted at all stages from</p>	<p>Bargaining Committee – Regional; if required Bargaining Committee – City Bargaining Committee – Police Labour Management Committee – City Labour Management Committee – Police Education Committee Grievance Committee Occupational Health & Safety Committees – City:</p> <ul style="list-style-type: none"> • Engineering & Parks • Parks, Recreation & Culture • City Hall & Delta Community Animal Shelter <p>Social Public Relations and Community Committee Good & Welfare Committee</p> <p>Occupational Health & Safety Committee – Police</p> <p>In addition, there may be additional committees appointed or elected as the situation demands. The President shall be an ex-officio member of all committees.</p> <p>Sec. (b) The Labour Management Committee – City shall consist of 4 executive board members, as appointed by the President. The appointments may be rotated or changed as required to effectively deal with the issues being addressed by the committee. Job stewards may be substitute appointments where required.</p> <p>Sec. (c) The Labour Management Committee - Police shall consist of Executive at large - Police, one Job Steward and one member from the Police Board bargaining unit.elected from the floor at the Annual General meeting.</p> <p>Sec. (d) The Bargaining Committee - City shall consist of the President and three Executive Board Members elected at the Annual General meetingfollowing the Article 7.1 election process, with voting to be restricted to members of the City bargaining unit. The National Representative assigned to the Local Union shall be a non-voting member of the committee and shall be consulted at all stages from formulating proposals, through negotiations, to contract ratification by the membership. The term of this Committee shall be through a full bargaining cycle, inclusive of ratification of any tentative agreement reached.</p> <p>Sec. (e) The Bargaining Committee - Police shall consist of the President and two other members elected at the Annual General meetingfollowing the Article 7.1 election process, with voting to be restricted to members of the Police Board bargaining unit, one of which shall be a pPolice Bboard member. If no Police Board Member is</p>
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<p>formulating proposals, through negotiations, to contract ratification by the membership.</p> <p>Sec. (f) The Education Committee shall consist of one Executive Board member and at least two additional members appointed by the Executive.</p> <p>Sec. (g) The Grievance Committee shall prepare a report on the status of all grievances to be submitted to the Executive Board, the National Representative, and to the membership meeting.</p> <p>When a grievance is not settled in the initial steps provided for in the collective agreement, this committee will decide whether or not the grievance should proceed to arbitration.</p> <p>If the decision is to not proceed, the grievor(s) may appeal the decision to the Executive Board.</p> <p>Sec. (h) The Occupational Health & Safety Committee shall consist of ten (10) members at large from the City as spelled out in the Occupational Health & Safety Committee Terms of Reference. The elections shall take place at the Annual General meeting. <small>Amended October 15, 2014</small></p> <p>Sec. (i) The Social Committee shall consist of one Executive Board member and at least two additional members appointed by the Executive.</p> <p>Sec. (j) The Bargaining - Committee - Regional shall consist of the President and Bargaining Committee members elected at the Annual General meeting as determined by the Regional Bargaining Committee Terms of Reference. The National Representative assigned to the Local Union shall be a non-voting member of the committee and shall be consulted at all stages from formulating proposals, through negotiations, to contract ratification by the membership.</p> <p>Sec. (k) The Public Relations and Community Committee shall consist of four delegates elected at the Annual General meeting, plus one Executive member appointed to liaise with this committee.</p> <p>Sec. (l) Occupational Health & Safety Police – the election of the Police Occupational Health & Safety position may be held by any member at large.</p>	<p>nominated, then a General Member may be elected. The National Representative assigned to the Local Union shall be a non-voting member of the committee and shall be consulted at all stages from formulating proposals, through negotiations, to contract ratification by the membership. The term of this Committee shall be through a full bargaining cycle, inclusive of ratification of any tentative agreement reached.</p> <p>Sec. (f) The Education Committee shall consist of one Executive Board member and at least two additional members appointed by the Executive.</p> <p>Sec. (g) The Grievance Committee shall consist of one Executive Board member and two stewards. The committee shall appoint a secretary, who will be responsible for records and correspondence of this committee. The National Representative assigned to the Local Union shall be a non-voting member of the Committee and shall be consulted at all stages.</p> <p>This Committee will:</p> <ul style="list-style-type: none"> • Oversee the handling of all local grievances; • Receive copies of all grievances; • Prepare a report on the status of all grievances to be submitted to the Executive Board, the National Representative, and to the membership meeting; • When a grievance is not settled in the initial steps provided for in the collective agreement, this committee will decide whether the grievance should proceed to arbitration, resolve or withdraw the grievance; • If the decision is to not proceed to arbitration (including accepting settlement, where available), the grievor(s) may appeal the decision to the Executive Board. <p>Sec. (h) The Occupational Health & Safety Committee shall consist of ten (10) members at large from the City as spelled out in the Occupational Health & Safety Committee Terms of Reference. The elections shall take place at the Annual General meeting. <small>Amended October 15, 2014</small></p> <p>Sec. (i) The Social Committee shall consist of one Executive Board member and at least two additional members appointed by the Executive.</p> <p>Sec. (j) The Bargaining - Committee - Regional shall consist of the President and Bargaining Committee</p>
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<p>Sec. (m) The Bargaining Committee - Museum shall consist of the President or designate, and two members elected at the Annual General Meeting.</p> <p>Sec. (n) The Labour Management/Occupational Health & Safety Committee - Museum shall consist of the President or designate, and one member elected at the Annual General Meeting.</p>	<p>members, elected at the Annual General meeting as determined by the Regional Bargaining Committee Terms of Reference. The National Representative assigned to the Local Union shall be a non-voting member of the committee and shall be consulted at all stages from formulating proposals, through negotiations, to contract ratification by the membership.</p> <p>Sec. (k) The Public Relations and Community Committee shall consist of four (4) delegates elected at the Annual General meeting plus one Executive member appointed to liaise with this committee.</p> <p>Sec. (l) Occupational Health & Safety Police – the election of the Police Occupational Health & Safety position may be held by any member at large.</p> <p>Sec. (m) The Bargaining Committee – Museum shall consist of the President or designate, and two members elected at the Annual General Meeting.</p> <p>Sec. (n) The Labour Management/Occupational Health & Safety Committee – Museum shall consist of the President or designate, and one member elected at the Annual General Meeting.</p>
<p>Article 9.1 Rules of Order</p> <p>Sec. (a) Any member addressing an officer or member of this Union shall use the term Sister or Brother, and no other title.</p> <p>Sec. (b) On motion the regular order of business may be suspended by a two-thirds (2/3) vote of the meeting at any time to dispose of urgent business.</p> <p>Sec. (c) Any conversation which is calculated to disturb a member while speaking or hinder the transaction of business shall be deemed a violation of order.</p> <p>Sec. (d) All questions of a Parliamentary nature, not provided for in these Rules shall be decided by Bourinot’s Rules of Order.</p> <p>Sec. (e) A motion to be entertained by the Presiding Officer must be seconded and the mover and the seconder must rise and be recognized by the chair.</p> <p>Sec. (f) In presenting a motion, a brief statement of its object may be made, but no discussion of its</p>	<p>Article 9.1 Rules of Order Housekeeping</p> <p>Sec. (a) Any member addressing an officer or member of this Union shall use the term Sister or Brother, and no other title.</p> <p>Sec. (b) On motion the regular order of business may be suspended by a two-thirds (2/3) vote of the meeting at any time to dispose of urgent business.</p> <p>Sec. (c) Any conversation which is calculated to disturb a member while speaking or hinder the transaction of business shall be deemed a violation of order.</p> <p>Sec. (d) All questions of a Parliamentary nature, not provided for in these Rules shall be decided by Bourinot’s Rules of Order.</p> <p>Sec. (e) A motion to be entertained by the Presiding Officer must be seconded and the mover and the seconder must rise and be recognized by the chair.</p> <p>Sec. (f) In presenting a motion, a brief statement of its object may be made, but no discussion of its merits shall be permitted until the Question has been stated by</p>

<p>merits shall be permitted until the Question has been stated by the Chair.</p> <p>Sec. (g) A member who has made a motion can withdraw it by consent of his seconder, providing it has not been debated. A motion, once debated, can be withdrawn only by unanimous consent.</p> <p>Sec. (h) A motion to amend an amendment shall be in order but no motion to amend an amendment to an amendment shall be permitted.</p> <p>Sec. (i) Any member may call for a division of a motion when the sense will permit thereof.</p> <p>Sec. (j) A motion shall not be subject to debate until it has been stated by the chair.</p> <p>Sec. (k) When a member wishes the floor, he/she shall arise and respectfully address the chair, and if recognized by the chair, he/she shall be entitled to the floor.</p> <p>Sec. (l) If two or more members rise to speak at the same time, the chair shall decide who is entitled to the floor.</p> <p>Sec. (m) Each member, when speaking, shall confine him/herself to the Question under debate and avoid all personal, indecorous or sarcastic language.</p> <p>Sec. (n) No member shall interrupt another while speaking except to a point of order, and he/she shall definitely state the point and the chair shall decide the same without debate.</p> <p>Sec. (o) If a member, while speaking, be called to order, he/she shall take his/her seat until the point of order is decided, when, if decided in his/her favour, he/she may proceed.</p> <p>Sec. (p) If a member feels him/herself personally aggrieved by a decision of the chair, he/she may appeal to the meeting from the decision.</p> <p>Sec. (q) When an appeal is made from the decision of the chair, said appeal shall be stated by the chairperson of the meeting in these words, "Shall the decision of the chair be sustained as the decision of this meeting?" The member will then have the right to state the grounds of his appeal and the chair will give</p>	<p>the Chair.</p> <p>Sec. (g) A member who has made a motion can withdraw it by consent of his seconder, providing it has not been debated. A motion, once debated, can be withdrawn only by unanimous consent.</p> <p>Sec. (h) A motion to amend an amendment shall be in order but no motion to amend an amendment to an amendment shall be permitted.</p> <p>Sec. (i) Any member may call for a division of a motion when the sense will permit thereof.</p> <p>Sec. (j) A motion shall not be subject to debate until it has been stated by the chair.</p> <p>Sec. (k) When a member wishes the floor, he/she<u>they</u> shall arise and respectfully address the chair, and if recognized by the chair, they shall be entitled to the floor.</p> <p>Sec. (l) If two or more members rise to speak at the same time, the chair shall decide who is entitled to the floor.</p> <p>Sec. (m) Each member, when speaking, shall confine him/herself to the Question under debate and avoid all personal, indecorous or sarcastic language.</p> <p>Sec. (n) No member shall interrupt another while speaking except to a point of order, and he/she<u>they</u> shall definitely state the point and the chair shall decide the same without debate.</p> <p>Sec. (o) If a member, while speaking, be called to order, he/she<u>they</u> shall take his/her<u>their</u> seat until the point of order is decided, when, if decided in his/her<u>their</u> favour, he/she<u>they</u> may proceed.</p> <p>Sec. (p) If a member feels him/herself<u>themselves</u> personally aggrieved by a decision of the chair, he/she<u>they</u> may appeal to the meeting from the decision.</p> <p>Sec. (q) When an appeal is made from the decision of the chair, said appeal shall be stated by the chairperson of the meeting in these words, "Shall the decision of the chair be sustained as the decision of this meeting?" The member will then have the right to state the grounds of his appeal and the chair will</p>
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<p>the reason for his decision, whereupon, the meeting will proceed to vote on the appeal without further debate.</p> <p>Sec. (r) No member shall speak more than once on any one subject until all the members desiring the floor shall have spoken; no more than twice without unanimous consent; nor more than five (5) minutes at any one time.</p> <p>Sec. (s) The presiding officer shall vacate the chair when desiring to speak on any subject and the Vice-President shall take the chair.</p> <p>Sec. (t) Notice of motion - For the purpose of this Constitution the term notice of motion shall mean a written notice sent out by the Executive as least 7 days prior to the membership meeting or a notice received at a regular membership meeting and circulated to all members at least seven days prior to the next regular meeting or special meeting called to deal with that notice.</p>	<p>give the reason for his<u>their</u> decision, where upon, the meeting will proceed to vote on the appeal without further debate.</p> <p>Sec. (r) No member shall speak more than once on any one subject until all the members desiring the floor shall have spoken; no more than twice without unanimous consent; nor more than five (5) minutes at any one time.</p> <p>Sec. (s) The presiding officer shall vacate the chair when desiring to speak on any subject and the Vice-President shall take the chair.</p> <p>Sec. (t) Notice of motion - For the purpose of this Constitution the term notice of motion shall mean a written notice sent out by the Executive ast least thirty (30) <u>thirty (30)</u> 7-days prior to the membership meeting or a notice received at a regular membership meeting and circulated to all members at least seven days prior to the next regular meeting or special meeting called to deal with that notice.</p>
<p>Article 10.1 Changes to the Constitution</p> <p>Sec. (a) The Local can amend or add to its bylaws only if:</p> <ul style="list-style-type: none"> the amended or additional bylaws do not conflict with the CUPE Constitution; the amended or additional bylaws are approved by majority vote at a regular membership meeting or at a special membership meeting called for that purpose; and notice of the intention to propose the amended or additional bylaws was given at least seven days before at a previous membership meeting or 60 days before in writing. 	<p>Article 10.1 Changes to the Constitution</p> <p>Sec. (a) The Local can amend or add to its bylaws only if:</p> <ul style="list-style-type: none"> the amended or additional bylaws do not conflict with the CUPE Constitution; the amended or additional bylaws are approved by majority vote at a regular membership meeting or at a special membership meeting called for that purpose; and notice of the intention to propose the amended or additional bylaws was given at least seven (7) <u>(7)</u> days before at a previous membership meeting or 60 <u>thirty (30)</u> days before in writing.
<p>Article 12 Union Dues</p> <p>Sec. (a) The monthly dues shall be ____% of regular wages. <small>Amended October 18, 2017</small></p> <p>Sec. (b) Notice of Motion to change the Union dues must be as per Article 10 Sec. (a) of these By-laws. <small>Amended October 18, 2017</small></p> <p>Sec. (c) A simple majority of the members at a special meeting is required to change the Union dues.</p>	<p>Article 12 Union Dues</p> <p>Sec. (a) The monthly dues shall be <u>two percent (2.0%)</u> of regular wages.</p> <p>Sec. (b) Notice of Motion to change the Union dues must be as per Article 10 Sec. (a) of these By-laws. <small>Amended October 18, 2017</small></p> <p>Sec. (c) A simple majority of the members at a special meeting is required to change the Union dues.</p>

<p>Sec. (d) Initiation fees shall be \$5.00 for all members of the local effective June 2003. This amount is to recognize some of our lower wage workers and provide fairness for all workers from the aforementioned date.”</p> <p>Sec. (e) The readmission fee shall be five dollars (\$5) per member.</p> <p>Sec. (f) Assessments may be levied in accordance with the CUPE Constitution. Assessments do not mean or include regular monthly dues and are applied for a specific purpose or specific length of time. Membership approval is required, and the assessment will only be applied after the National President approves the assessment. <small>Added October 18, 2017</small></p> <p>Sec. (g) Nonpayment of Dues and Assessments – A member who fails to pay dues and assessments for three months is automatically suspended from membership. The suspension will be reported to the Executive Board by the Treasurer. The Executive Board will report all suspensions to the next membership meeting. The member may return to membership in good standing by paying a readmission fee and any other penalty set by the Local Union. The readmission fee cannot be less than the initiation fee of the Local Union. <small>Added October 18, 2017</small></p>	<p>Sec. (d) Initiation fees shall be \$5.00 for all members of the local effective June 2003. This amount is to recognize some of our lower wage workers and provide fairness for all workers from the aforementioned date.”</p> <p>Sec. (e) The readmission fee shall be five dollars (\$5) per member.</p> <p>Sec. (f) Assessments may be levied in accordance with the CUPE Constitution. Assessments do not mean or include regular monthly dues and are applied for a specific purpose or specific length of time. Membership approval is required, and the assessment will only be applied after the National President approves the assessment. <small>Added October 18, 2017</small></p> <p>Sec. (g) Nonpayment of Dues and Assessments – A member who fails to pay dues and assessments for three months is automatically suspended from membership. The suspension will be reported to the Executive Board by the Treasurer. The Executive Board will report all suspensions to the next membership meeting. The member may return to membership in good standing by <u>paying the arrears in full, a readmission fee and any other penalty set by the Local Union. The readmission fee cannot be less than the initiation fee of the Local Union.</u> <small>Added October 18, 2017</small></p>
<p>Article 14 Administrative Policy</p> <p>Sec. (b) Changes in the policy manual shall be by majority vote of the membership meeting on the recommendation of the Executive Board or of the Trustees.</p> <p>Sec. (c) Notice of motion must be given and members notified at least seven (7) days in advance of the meeting where changes are considered.</p>	<p>Article 14 Administrative Policy</p> <p>Sec. (b) <u>The policy manual shall be treated as an extension of these bylaws and, as such, can only be amended in accordance with Article 10 of these bylaws, following</u> Changes in the policy manual shall be by majority vote of the membership meeting on the recommendation of the Executive Board or of the Trustees.</p> <p>Sec. (c) Notice of motion must be given and members notified at least seven (7) days in advance of the meeting where changes are considered.</p>