

## BY-LAW AMENDMENTS MARCH 18, 2021

Motion 2021-

Existing (pg27)

### Social Committee

This Committee shall arrange and conduct all social and recreational activities of the Local either on the Committee's own initiative or as a result of decisions taken at Membership meetings. The committee shall submit proposals and reports to the executive board and membership for approval. All social and recreational events and activities shall be self-supporting. Notwithstanding the above any request for funding from the Local shall be made in accordance with section 5:01 of these by-laws. The Committee shall appoint a treasurer from among its members. That treasurer will submit a written financial report no less than twice a year.

Proposed

### ~~Social~~ Member Engagement Committee

This Committee shall arrange and conduct all social and recreational activities of the Local either on the Committee's own initiative or as a result of decisions taken at Membership meetings. The committee shall submit proposals and reports to the executive board and membership for approval. All social and recreational events and activities shall be funded thru the approved annual budget process. ~~self-supporting. Notwithstanding the above any request for funding from the Local shall be made in accordance with section 5:01 of these by-laws. The Committee shall appoint a treasurer from among its members. That treasurer will submit a written financial report no less than twice a year.~~

Motion 2021-

Existing (pg27)

By-Law Committee

This committee must have one member of the Executive Board. The Committee shall appoint a chair from among its members. By-laws will be reviewed on an annual basis or more frequently as determined by the committee. The Committee will ensure that the proper processes are employed in amending these by-laws.

Proposed

By-Law Committee

~~This committee must have one member of the Executive Board. The Committee shall appoint a chair from among its members.~~ By-laws will be reviewed on an annual basis or more frequently as determined by the committee. The Committee will ensure that the proper processes are employed in amending these by-laws.

Motion 2021-

Existing (pg27)

### Political Action Committee

This Committee will be responsible for co-ordinating political action on behalf of the Local. This Committee shall receive and distribute information between members, councils, boards and the general public for the benefit of the Membership and the Union.

### Anti-Privatization Committee

This committee shall be responsible for co-ordinating the Local Union's anti-privatization efforts. The Committee shall educate both members and the general public with respect to the negative effects of privatizing public services. The Committee shall, where required, make presentations to the membership, community partners and elected bodies.

Proposed

### Political Action/~~Anti-Privatization~~ Committee

This Committee will be responsible for co-ordinating political action ~~and anti-privatization efforts~~ on behalf of the Local. This Committee shall receive and distribute information between members, councils, boards and the general public for the benefit of the Membership and the Union. ~~The Committee shall also educate both members and the general public with respect to the negative effects of privatizing public services. The Committee shall, where required, make presentations to the membership, community partners and elected bodies. Members who sit on this committee shall have first right of refusal to attend political action/anti-privatization events on behalf of the Local.~~

### ~~Anti-Privatization Committee~~

~~This committee shall be responsible for co-ordinating the Local Union's anti-privatization efforts. The Committee shall educate both members and the general public with respect to the negative effects of privatizing public services. The Committee shall, where required, make presentations to the membership, community partners and elected bodies.~~

Motion 2021-

Existing (pg28)

Diversity Committee

This Committee recognizes the collective strength of all Union members and advocates for the rights of equity-seeking members such as aboriginal members; lesbian, gay, bisexual, transgender, transsexual, intersex and queer / questioning (LGBTTI) members; members who are women; young members; racialized members, and members with a disability. The Diversity Committee works to raise awareness of diversity issues and to increase opportunities for meaningful participation by all members, both in the workplace and in the Union.

Proposed

Diversity Equity Committee

This Committee recognizes the collective strength of all Union members and advocates for the rights of equity-seeking members such as aboriginal members; lesbian, gay, bisexual, transgender, transsexual, intersex and queer / questioning (~~LGBTTI~~) (LGBTQQIP2SAA) members; members who are women; young members; racialized members, and members with a disability. The ~~Diversity~~ Committee works to raise awareness of diversity issues and to increase opportunities for meaningful participation by all members, both in the workplace and in the Union.

Motion 2021-

Existing (pg28) N/A

Proposed

WSIB/Benefit Committee

This committee shall be comprised of Three (3) elected WSIB/Benefit advocates. Each member of the committee shall be elected for three (3) year term (Note: Mirroring the process for the positions of Trustees). They shall remain informed of all issues as they relate to pensions, health care and income replacement plans which affect the well being of both members and pensioners. They shall also assist in matters dealing with safe return to work and accommodation issues when requested by any Sectional Chair or Co-Chair. The committee shall strive to ensure fairness and justice for all members. The committee shall strive to meet, at minimum, quarterly.

Motion 2021-

Existing (pg28) N/A

Proposed

Ways & Means Committee

This committee shall be made up of three (3) appointed members of the executive board. The role of this committee is to review applications submitted to the local by members who are in a hardship situation and determine what, if any, assistance the local can assist with. This committee shall report to the executive board and membership any assistance provided however shall ensure that the disclosure of personal information or any other details that could attribute to the identity of the individual be withheld.

Motion 2021-

Existing (pg8) N/A

Proposed

**SECTION 5 - VOTING OF FUNDS**

5:05 All service contracts applicable to the Local shall reviewed and retendered at minimum every 24 months to ensure quality, costs and business image reflects the best interests of the Local and its members.

Motion 2021-

Existing (pg41)

**POLICY PAPER # 4: Payment of Expenses**

- f) Members attending to Union Business requiring overnight stay shall receive a Per Diem of one hundred dollars (\$80.00) per day;
- g) Members attending to Union Business which prevent them from maintaining a regular work schedule due to the requirements put upon them of their positions as elected or serving union representatives in their bargaining units within the City of Greater Sudbury; incurring out of pocket expenses; shall be reimbursed for said expenses upon submission of receipts for said expenses up to a maximum of thirty dollars (\$30.00) per day excluding parking with a maximum of 2 (two) consecutive days.

Executive Board Members shall be diligent in keeping all additional expenses to a minimum. Permission for purchasing meals and paying out of pocket expenses shall be authorized on a case by case basis by the President or their designate and only as needed for members who are booked off for union business for the full day as per their leave of absence;

Proposed

Remove all of f) and g) and replace with:

Members attending to Union Business which prevent them from maintaining a regular work schedule or location due to the requirements put upon them of their positions as elected or serving union representatives in their bargaining units shall be entitled to submit an expense voucher within 30 days of said event. Such voucher shall be in line with the approved policies and amounts of Cupe National as amended from time to time. Pre-Payment of said expenses can be requested and approved by the President or Secretary-Treasurer on a case by case basis.

Motion 2021-

Existing (pg19,20,22)

12:02        Nomination

a)Nominations shall be received at the Regular Membership meeting held in the month of October of even numbered years for the positions of President, Vice-President, Recording Secretary, Secretary Treasurer and Sergeant-at-Arms.....

b)Nominations shall be received at Sectional Membership meeting(s) held no later than one (1) week after the Regular membership meeting in the month of October of even numbered years for the positions of Sectional Chair, Sectional Co-Chair (where applicable) and Chief Stewards (where applicable).

12:03        Elections

b) ..... Electronic voting will be open seven days prior to the November General Meeting in even numbered years and remain open until midnight on the day preceding the Annual General Meeting.

12:05        Installation

a) All duly elected Table Officers, Executive Board Members, Sergeant-at-Arms and Chief Stewards shall be installed at the Regular Membership meeting in November of even years and shall continue in office for two (2) years or until a successor has been elected and installed, provided, however, that no term of office shall be longer than three (3) years.

g) A plurality of unspoiled electronic votes cast shall be sufficient to elect any candidate. In case of a tie vote, there shall be a second electronic vote run-off amongst the tied candidates within twenty eight (28) calendar days. The Election Committee shall declare the elected candidate(s) in each contest who receive the greatest number of unspoiled electronic votes (plurality\first past the post). The report of the Election Committee shall be signed by all members of the Committee and shall be reported at the November General Membership meeting in even years by the Chief Returning Officer. Results will be posted on the Local union's website and sent via email to all members who have provided email addresses.

i) A candidate may request a recount of the votes for the election of the position to which they were nominated, prior to the end of the Regular Membership Meeting in November in even years and a recount shall be conducted if supported by a majority of members present.

Proposed

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g) A plurality of unspoiled electronic votes cast shall be sufficient to elect any candidate. In case of a tie vote, there shall be a second electronic vote run-off amongst the tied candidates within twenty eight (28) calendar days. The Election Committee shall declare the elected candidate(s) in each contest who receive the greatest number of unspoiled electronic votes (plurality\first past the post). The report of the Election Committee shall be signed by all members of the Committee and shall be reported at the November General Membership meeting ~~in even years~~ by the Chief Returning Officer. Results will be posted on the Local union's website and sent via email to all members who have provided email addresses.

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