By-Law Committee recommended changes:

1. Motion

POLICY PAPER # 1: Union Dues, Fees and Assessments

The dues for all Members of C.U.P.E. and its Local # 4705 shall be two percent (2%) of the employee's weekly earnings excluding overtime and all premiums including standby. Further increases shall be in accordance with the National Constitution (Article B4.1 and B4.2) and C.U.P.E. and its Local 4705 By-Law Section 10.

Not withstanding the above clause, CUPE 4705 will reduce it dues to 1% for the months of October 2022, November 2022 and December 2022.

2. Motion

POLICY PAPER # 5: Strike Appeals and Financial Appeals

STRIKE APPEALS
The Local, throughout the year, will receive numerous requests for financial assistance regarding strikes. Strike appeals cover a varied group of affiliates and non-affiliates. The Executive Board may at their discretion provide the following assistance:

1. Up to ~~$500.00~~ $1000.00 for all C.U.P.E. Locals
2. Up to ~~$200.00~~ $500.00 for all other non-affiliates.

3. Motion

SECTION 4 - MEMBERSHIP MEETINGS - Regular, Special & Sectional

4:14 Where a bargaining unit is on strike or is locked out the seven (7) calendar day notice period provided for in Section 4:04~~.1~~ shall be reduced to provide for a notice period of no less than twenty-four (24) hours and not more than forty-eight (48) hours as determined by the bargaining committee.

4:18 The order of business at Regular General Membership Meetings is as follows:

1. Roll Call of Executive Board Members
2. Equality Statement
3. Moment of Silence
4. Acknowledgment of Indigenous Territory
5. New Members and Initiation
6. Read and Approve the minutes of the previous General Membership Meeting
7. Matters Arising from the minutes

8. Secretary Treasurer's Report
9. Receive Executive Board Minutes
10. Adoption of Executive Board Motions
11. Receive Sectional Meeting Minutes (for information only)
12. Report of Committees & Delegate Reports
    a. ~~Education~~
    b. ~~Social Committee~~
    c. ~~Political Action~~
    d. ~~By-law Committee~~
    e. ~~Ad Hoc Committee~~
    f. ~~Delegate report~~
13. Nominations Elections and Installations
14. Correspondence relating only to the General Membership
15. Unfinished Business
16. New Business
17. Good of the Union
18. Adjournment

4:19 The order of business at Sectional Meetings is as follows:

1. Roll Call of Executive Board Members
2. Equality Statement
3. Moment of Silence
4. Acknowledgment of Indigenous Territory
5. New Members and Initiation
6. Read and Approve the minutes of the previous Sectional Meeting
7. Matters Arising from the minutes
8. Standing Committee Reports
    a. ~~Grievance Report~~
    b. ~~Health & Safety Report~~
    c. ~~Labour Management Committee Report~~
    d. ~~Ad Hoc Committee Reports~~
    e. ~~Delegate Reports~~
9. Nominations Elections and Installations
10. Sectional Correspondence
11. Unfinished Business
12. New Business
13. Good of the Union
14. Adjournment

4. Motion

SECTION 5 - VOTING OF FUNDS

5:01 Except for ordinary expenses (which shall include all expenses related to Arbitration cases) and bills as approved at Membership Meetings, all sums exceeding ~~$1000.00~~ $2,000.00 shall require a Notice of Motion given in writing and dealt with at the next General Membership Meeting.

1. This change is recommended, as related expense have increased, and the waiting period of two-to three months could cause issues within the union

5:04 For any matters with a cost factor pertaining to advice or services requested outside of C.U.P.E. (except for legal services regarding grievances and arbitrations), a secret ballot vote of the issue will be brought forward at the next Regular General Membership Meeting or Special General Membership Meeting.

POLICY PAPER # 7: Inventory, Acquisitions and Disposition of Assets

Whenever the Local Union purchases an asset over $2,000.00 (Two Thousand) ~~$1,000.00 (One Thousand),~~ the purchaser will ensure that at least three (3) quotes are solicited. The lowest quote will not necessarily be accepted rather the purchaser will ensure that the quote accepted will provide the most economical advantage having regard to warranty and after purchase service as well as union affiliation.

5. Motion

SECTION 8 - DUTIES OF OFFICERS

8:01 The President shall:
c)Provide a written report on his/her activities for the Executive Board on a ~~monthly~~ quarterly basis on affairs affecting Local 4705 and its membership;

6. Motion

8:06 The Secretary Treasurer shall:

w) On a monthly basis shall review all Members in Good Standing applications, compile an official list and make it available as needed.

7. Motion

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. No nomination shall be accepted unless the member is in attendance at the meeting or has allowed to be filed at the meeting, a letter detailing the nominator's name, the position the member

is being nominated for, the name of the member being nominated, and the member's consent in writing. Members will be afforded five (5) minutes to motivate either in person or written submission read by the Chief Returning Officer or their designate at that time. No member shall be eligible for nomination if the candidate is in arrears of dues and / or assessments.

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). No nomination shall be accepted unless the member is in attendance at the meeting or has filed valid proxy prior to the meeting, meaning a letter detailing the nominator's name, the position the member is being nominated for, the name of the member being nominated, and the member's consent in writing. Members will be afforded five (5) minutes to motivate either in person or written submission read by the Chief Returning Officer or their designate at that time. No member shall be eligible for nomination if the candidate is in arrears of dues and / or assessments.

8. Motion

12:07 By-Election

Following the nominations for the vacancy being duly received in person or by proxy by the Membership at the General Membership and / or Special General Membership meeting, the Local President or Vice President acting in their place, or the next senior table officer of the Local shall call a by-election date within ~~10 calendar~~ 15 working days at the nomination meeting. Notice will be sent out as quickly as possible via all regular communications mediums used by the Local to inform the membership of the by-election date and candidates.

9. Motion

SECTION 14 – COMMITTEES

14:03 Negotiating Committee

This shall be an Ad Hoc Committee established at least twelve (12) months prior to the expiry of the Section's collective agreements. The Committee for each Bargaining Unit shall be elected by that bargaining unit and be comprised of the following:

- Bargaining units of one hundred fifty (150) or less: three (3); plus one (1) alternate; one of which shall be the Sectional Chair and 3 elected at a Sectional meeting plus the President as per By-Law 4:05.

- Bargaining units over one hundred fifty (150); five (5): plus one (1) alternate; one of which shall be the Sectional Chair and 5 elected at a Sectional meeting, plus the President as per By-Law 4:05.

Note that if a sectional chair is not re-elected into their position, they shall remain on the committee unless that sections membership votes for their removal. The function of the Committee is to prepare collective bargaining proposals and to negotiate a collective agreement from formulating proposals, through negotiations, to contract ratification by the membership and signing of the Collective Agreement. The C.U.P.E. Staff Representative assigned to the Local shall assist the committee in negotiations. The CUPE Staff Representative shall be given first consideration as chief spokesperson during negotiations.

- This change is recommended, because the chairs would have put time into the preparation of the collective bargaining proposals and to loose that knowledge, would be a loss to the bargaining committee

Proposed amendment

Note that if a sectional chair is not re-elected into their position, shall remain on the committee (as an advisor) unless that sections membership votes for their removal