

CUPE 2195

Bylaw Changes to be discussed at the April Membership Meeting
Changes then to be voted on at the Mayarch Membership Meeting

Section to be changed	Recommended changes	Comments
<p>Section 6. Officers</p> <p>i) The Officers of the Local Executive shall be the President, 2 Vice Presidents, (first and second or two), First Vice President, Second Vice President, Secretary-Treasurer, Recording Secretary, Chief Steward, Bookkeeper, and three (3) Trustees. All officers except the Chief Steward shall be elected by the membership at a general or special membership meeting.</p>	<p>*** take out “except the Chief Steward”</p>	<p>Article B.2.3 of the National Constitution requires that all Officers and Executive Committee members be elected by the members. Since the Chief Steward is a member of the Executive Committee, the election of this Office position must be by the full membership (not by Shop Stewards)</p>
<p>Section 7. Executive Committee</p> <p>ix. Should any UEC member fail to answer the roll call for three (3) consecutive General Membership Meetings or four (4) regular UEC meetings without having submitted good reasons for those failures immediately following that meeting, their office shall be declared vacant and shall be filled by an election at the following Membership Meeting.</p>	<p>*** change to 3 consecutive UEC meetings</p>	<p>Article B.2.5 of the National Constitution stipulates that if an Officer fails to attend 3 consecutive membership meetings or 3 consecutive executive meetings without good and sufficient reason, their office will be declared vacant and filled at the next meeting. I cannot consider a higher threshold</p>
<p>Section 8. Duties of Officers</p>	<p>Insert before the breakdown of all the positions</p> <p>“All Officers must give all properties, assets, funders and all records of the Local</p>	<p>Article B.3.9 was amended at the 2011 National Convention to ensure that all Officers of a Local Union be required to turn over all property belonging to the Local Union to their successors at the end of their term of office. Therefore may I suggest that the following duty be included at the beginning of Section 8 to ensure that it applies for all Officers of the Local 2195</p>

	Union to their successors at the end of their term of office”	
<p>President</p> <p>Have a vote on all matters (except appeals against his rulings) and in case of a tie vote in any matters (including elections), have the right to cast an additional vote to break the tie;</p>	Remove this section.	<p>Fourth Bullet – our thinking on the issue of the presiding officer casting the deciding vote in elections has greatly evolved in the last few years as this restricts the members right to democracy. We now encourage the Locals to turn back to the membership for a re-vote. May I ask that Local 2195 reconsider this provision?</p>
Secretary Treasurer and Trustees	Insert the language below for Secretary Treasurer and Trustees	<p>The Local’s bylaws do not include all of the required duties for these positions as stipulated in the National Constitution. Those duties automatically apply to Local 2195 and for ease of reference by the Trustees, Executive and members, should appear in the bylaws and added to the existing list of duties. To be helpful I have attached suggested wording</p>
<p>Section 9. Stewardship</p> <p>2. Appointment of Stewards</p> <p>lx (k)</p> <p>(k) The Stewards and the UEC Shall then elect a Chief Steward from among the stewards themselves. The timing of this process will follow the election of Stewards.</p>	Remove this Section	<p>My comments above regarding the election of the Chief Steward apply here</p>
<p>Section 13. Nomination, Election, and Installation of Officers</p> <p>(a) Nomination</p> <p>To be eligible for nomination a member shall have attended at least fifty percent of the membership meetings held in the previous twelve months or in the period he was a member, if less than a year,</p>	Remove this Section	<p>Our thinking has evolved in the last few years regarding restrictive attendance criteria. It is our belief that it should be no more difficult ot run for office in a Local Union than it is to run for a National Officer position. By eliminating unnecessary criteria to stand for office, democracy flourishes and all members have the same rights. I would ask that during your next bylaw review you reconsider this provider with a view to eliminating this restrictive criteria</p>

unless a valid reason, acceptable to the Local UEC is given for non-attendance by the next membership meeting.		
<p>Section 15. Committees</p> <p>The Grievance Committee</p>	<p>Add in under Grievance Committee</p> <p>Grievance Reports from the Chief Steward and the Grievance Committee will be presented to the UEC, to the membership at General Meetings, and to the National Representative on a monthly basis, except during the months of July and August when no Membership meetings are held.</p>	<p>I always recommend that grievance reports be presented to the Executive Board as well as to the membership and that the National Representative receive copies of the grievance reports. An amendment will be needed here</p>
Rules of Order	<p>See language below to be added in to the Rules of Order Appendix A section</p>	<p>I would suggest that reference be made in the bylaws to the Rules of Order which have been included. Suggested Wording is attached</p>
General	<p>Admin. Changes to be made to document.</p>	<p>Various references to other sections in Local 2195's own bylaws must be corrected.</p> <p>Page 15 – Section 10 c) – Section 15 should read Section 16; and</p> <p>Page 13 – Section 13 (d) – Section 12 (b) should read Section 7 ix)</p>

Secretary-Treasurer

The Secretary-Treasurer shall:

- 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.
- 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.
- 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.

(Articles B.3.4 to B.3.8)

Trustees

The Trustees shall:

- Act as an auditing committee on behalf of the members and audit the books and accounts of the Secretary-Treasurer, the Recording Secretary, and the committees at least once every calendar year.
- Inspect at least once a year, any stocks, bonds, securities, office furniture and equipment, and titles or deeds to property that may at any time be owned by the Local Union, and report their findings to the membership.

(Articles B.3.10 to B.3.12)

SECTION 19 – RULES OF ORDER

All meetings of the Local Union will be conducted in accordance with the basic principles of Canadian parliamentary procedure. Some of the more important rules to ensure free and fair debate are appended to these bylaws as Appendix C. These rules shall be considered as an integral part of the bylaws and may be amended only by the same procedure used to amend the bylaws.

In situations not covered by Appendix C to these bylaws, the CUPE National Constitution may provide guidance, but, if the situation is not dealt with there, Bourinot's Rules of Order shall be consulted and applied.