

PROPOSED BYLAW CHANGES

1	<p>CUPE LOCAL 3523 MISSION STATEMENT</p> <p>To unite, encourage and support all members giving all members the power and strength to defend their rights.</p> <p>AMENDED LANANGAGE</p> <p>To unite, encourage, and support all members giving THEM the power and strength to defend their rights.</p>
2	<p>LAND ACKNOWLEDGEMENT</p> <p>CUPE Local 3523 recognizes that our members live, work and play on the unceded traditional territories of the Okanagan-Sylix People who have resided here since time immemorial</p> <p>AMENDED LANGUAGE</p> <p>CUPE Local 3523 recognizes that our members live, work and play on the unceded traditional territories of the Okanagan-sylix People who have resided here since time immemorial.</p>
3	<p>SECTION 3 GENERAL MEETINGS</p> <p>3.1 General meetings of Local 3523 shall be held on the third week of each month, with the exception of March, July, August and December. Notice of each general meeting outlining the date, time, location and agenda shall be given to members at least seven (7) days in advance of the meeting.</p> <p>AMENDED LANGUAGE</p> <p>3.1 General meetings of Local 3523 shall be held MONTHLY, with the exception of March, July, August and December. Notice of each general meeting outlining the date, time, location and agenda shall be given to members at least seven (7) days in advance of the meeting</p>
4	<p>SECTION 3 GENERAL MEETINGS</p> <p>3.6 All meetings of the Local will be conducted in accordance with the basic principles of order. Some of the more important rules of order are appended to the bylaws as Appendix "A". These rules form part of the bylaws and may only be amended by the same procedures to amend the bylaws. In situations not covered by Appendix VA the CUPE National Constitution may provide guidance but, if the situation is not dealt with there, Bourinots Rules of Order shall be consulted and applied.</p> <p>AMENDED LANGUAGE</p> <p>3.6 All meetings of the Local will be conducted in accordance with the basic principles of order. Some of the more important rules of order are appended to the bylaws as Appendix "A". These rules form part of the bylaws and may only</p>

	<p>be amended by the same procedures to amend the bylaws. In situations not covered by Appendix "A" 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</p>
5	<p>SECTION 5 OFFICERS (Constitution B.2.1)</p> <p>5.1 The officers of the local shall consist of a President, Vice-President, Recording Secretary, Secretary-Treasurer, Membership Officer, three (3) Trustees. All officers except the President and Secretary-Treasurer shall be elected by the membership attending and voting at the January General Meeting of each year (see Sec. 24).</p> <p>AMENDED NEW LANGAUGE</p> <p>5.1 The officers of the local shall consist of a President, Vice-President, Recording Secretary, Secretary-Treasurer, Membership Officer, SHOP STEWARDS AND Trustees.</p>
6	<p>SECTION 6 PRESIDENT (Constitution B.3.1)</p> <p>6.1 The position of President is a full-time salaried position and will be paid at the highest pay rate (this must include all pay adjustments) in the bargaining unit plus benefits as per the Collective Agreement, to the equivalent of a forty (40) hour week. No overtime will be paid for this salaried position. Guidelines for the Office of President will be developed and amended from time to time as required by the Executive and approved by the membership of Local 3523. The President is the person who speaks on behalf of the Local Union, who meets the employer and the public.</p> <p>AMENDED NEW LANGUAGE</p> <p>6.1 The position of President is a full-time salaried position and will be paid at the highest pay rate OF BARGAINED PAY ADJUSTMENTS in the bargaining unit plus benefits as per the Collective Agreement, to the equivalent of a forty (40) hour week. No overtime will be paid for this salaried position. Guidelines for the Office of President will be developed and amended from time to time as required by the Executive and approved by the membership of Local 3523. The President is the person who speaks on behalf of the Local Union, who meets the employer and the public.</p>

7	<p>SECTION 6 PRESIDENT (Constitution B.3.1)</p> <p>6.2 The President shall:</p> <ul style="list-style-type: none"> • Enforce the CUPE National Constitution, these Local Union bylaws and the Equality Statement. • Interpret these bylaws as required. • Preside at all membership and Executive Board meetings and preserve order. • Decide all points of order and procedure (subject always to appeal to the membership). • Have the same right to vote as other members. In the case of a tie vote, the President may cast another vote or the President may refrain from casting an additional vote, in which case the motion is defeated. • Ensure that all Officers perform their assigned duties. • Fill committee vacancies where elections are not provided for. • Introduce new members and conduct them through the initiation ceremony. <p>OMITTED LANGUAGE</p>
8	<p>SECTION 7 VICE PRESIDENT</p> <p>7.4 The Vice-President may chair the Executive Board Meeting, shall serve as the Chair of the Grievance Committee and performs and/or oversees work as outlined by the President. The Vice-President is the Executive Board Liaison officer to the Entertainment Committee and serves as co-chair of that committee. The Vice-President will serve as a local union representative on the District Education Committee and such other committees as assigned by the President. The Vice President shall preside over membership and executive board meetings in the absence of the President or at the request of the President.</p> <p>AMENDED LANGAUAGE</p> <p>7.4 The Vice-President may chair the Executive Board Meeting, shall serve as the Chair of the Grievance Committee and performs and/or oversees work as outlined by the President. The Vice-President will serve AS A REPRESENTATIVE TO committees as assigned by the President. The Vice President shall preside over membership and executive board meetings in the absence of the President or at the request of the President.</p>

9	<p>SECTION 7 VICE PRESIDENT</p> <p>OMITTED LANGUAGE</p> <p>7.5 The Vice President serves as the Union's representative to the District/Union Employee and Family Assistance Plan operator.</p>
10	<p>SECTION 8 RECORDING SECRETARY (Constitution 8.3.3)</p> <p>8.1 The Recording Secretary keeps correct, full and impartial minutes of all membership meetings and all meetings of the Executive Board. The minutes will include a copy of the full financial report presented by the Secretary Treasurer as required by Article B.3.6. The minutes will also include Trustees' reports.</p> <p>AMENDED LANGUAGE</p> <p>8.1 The Recording Secretary keeps correct, full and impartial minutes of all membership meetings and all meetings of the Executive Board. The minutes will include a copy of the full financial report presented by the Secretary Treasurer as required by THE NATIONAL CONSTITUTION. The minutes will also include Trustees' reports.</p>
11	<p>SECTION 8 RECORDING SECRETARY (Constitution 8.3.3)</p> <p>OMITTED LANGUAGE</p> <p>8.2 The Recording Secretary shall:</p> <ul style="list-style-type: none"> • Record all amendments and/or additions in the bylaws, and make certain that these are sent to the National President for approval prior to implementing. • Answer correspondence and fulfil other administrative duties as directed by the Executive Board. • Keep a record of all correspondence received and sent out. • Prepare and distribute all notices to members. • Have all records ready on reasonable notice for the Trustees or auditors. • Preside over membership and Executive Board meetings in the absence of both the President and Vice President.

12	<p>SECTION 10 MEMBERSHIP OFFICER</p> <p>10.3 The Membership Officer shall assist the Secretary Treasurer by ensuring that all who are reporting to take the oath of membership complete the required forms and are instructed as to the procedures prior to the oath, and to assist in running the new member orientation held twenty (20) minutes prior to the general meeting. The Membership Officer is responsible for distribution of membership cards when they are completed.</p> <p>AMENDED LANGUAGE</p> <p>10.3 The Membership Officer shall assist the Secretary Treasurer by ensuring that all who are reporting to take the oath of membership complete the required forms and are instructed as to the procedures prior to the oath.</p>
13	<p>SECTION 14 NEGOTIATING COMMITTEE</p> <p>14.1 The Negotiating Committee shall consist of the President and Vice President plus two (2) members and one (1) alternate elected at the January meeting prior to the expiration of the current Collective Agreement.</p> <p>AMENDED LANGUAGE</p> <p>14.1 The Negotiating Committee shall consist of the President and Vice President plus two (2) members and one (1) alternate elected at the NOVEMBER meeting prior to the expiration of the current Collective Agreement.</p>
14	<p>SECTION 15 STANDING COMMITTEE</p> <p>15.3.1 Occupational Health & Safety - Chaired by President or designate. Two (2) members plus one (1) alternate to serve on the Joint OH&S as well as our Local OH&S Committees.</p> <p>AMENDED LANGUAGE</p> <p>15.3.1 DISTRICT HEALTH AND SAFETY - Chaired by President or designate. ONE (1) member plus one (1) alternate to serve on the COMMITTEE</p>

15	<p>SECTION 15 STANDING COMMITTEE</p> <p>15.3.2 Committee Against Racism and Discrimination (CARD) – Chaired by President+ two (2) members.</p> <p>AMENDED NEW LANGUAGE</p> <p>15.3.2 SOCIAL JUSTICE COMMITTEE - Chaired by VICE President+ two (2)</p> <p>ADVOCATING FOR FAIRNESS AND EQUAL OPPURTUNITIES FOR ALL MEMBERS IN OUR UNION</p>
16	<p>SECTION 15 STANDING COMMITTEE</p> <p>15.3.4 Political Action and Social Concerns-- Chaired by Vice President + two (2) members.</p> <p>AMENDED LANGUAGE</p> <p>15.3.4 Political Action - Chaired by Vice President + two (2) members.</p>
17	<p>SECTION 15 STANDING COMMITTEE</p> <p>15.3.5 Media Committee - Chaired by Recording Secretary + five (5) elected positions plus all interested members to contribute to its publications and campaigns. This committee is co-chaired by Editor of CUPE Bulletins.</p> <p>AMENDED LANGUAGE</p> <p>15.3.5 Media Committee - Chaired by Recording Secretary + five (5) elected positions plus all interested members to contribute to its publications and campaigns.</p>
18	<p>SECTION 18 INITIATION FEES, DUES AND ASSESSMENTS</p> <p>18.3 Any change in the Local Union dues or assessments can only be made following a Notice of Motion given at least seven (7) days before at a previous membership meeting or sixty (60) days before in writing; except where dues are raised by an amendment to the CUPE Constitution, or when the National or BC Division invokes a special assessment.</p>

	<p>AMENDED LANGAUGE</p> <p>18.3 Any change in the Local Union dues or assessments can only be made following a Notice of Motion given at least seven (7) days before at a previous membership meeting or sixty (60) days before in writing; except where dues are raised by an amendment to the CUPE Constitution, or when the National or BC Division invokes a special assessment.</p>
19	<p>SECTION 19 LOCAL BUDGET</p> <p>19.2.6 Good & Welfare Fund - to cover donations to members in good standing who are in distress as well as costs incurred as a result of compliance with 15.3.6.</p> <p>AMENDED NEW LANGUAGE</p> <p>19.2.6 Good of the Union - to cover donations to members in good standing who are in distress as well as costs incurred as a result of compliance with 15.3.6.</p>
20	<p>SECTION 21 DELEGATES TO CONVENTIONS AND SEMINARS & OPPORTUNITIES FOR UNION EDUCATION</p> <p>AMENDED LANGAUGE</p> <p>SECTION 21 DELEGATES</p>
21	<p>SECTION 21 DELEGATES</p> <p>21.1 The Local 3523 Table Officers (see Sec. 13.1) shall be given first (1st) consideration to attend the CUPE BC and the National Conventions (Constitution 6.4), as delegates. Any remaining delegates shall be elected at a General Meeting.</p> <p>AMENDED NEW LANGUAGE</p> <p>21.1 THE LOCAL 3523 president shall be given 1st consideration and Vice President will be given 2nd consideration to attend Cupe BC and national convention (constitution 6.4) as delegates. Any remaining delegates will be elected by a simple majority at a General Meeting. For delegates to be eligible they must have attended at least 50% of membership meetings in the previous 12 months or in the period they were a member, if less than 1 year.</p>

22	<p>SECTION 21 DELEGATES</p> <p>21.3 All attendees under this section must submit a written report of the function to the Secretary-Treasurer within fourteen (14) days of their return from such function.</p> <p>AMENDED NEW LANGUAGE</p> <p>21.3 All attendees under this section must submit a written report of the function to the recording secretary within fourteen (14) days of their return from such function.</p>
23	<p>SECTION 21 DELEGATES</p> <p>21.4 Representatives to educational institutions shall be on the recommendation of the Executive Board, subject to final approval at a General Meeting when possible.</p> <p>AMENDED NEW LANGUAGE</p> <p>21.4 Delegates to educational institutions and seminars shall be on the recommendation of the Executive Board, subject to final approval at a General Meeting when possible.</p>
24	<p>SECTION 22EXPENSES</p> <p>AMENDED LANGUAGE</p> <p>SECTION 22 EXPENSES</p>
25	<p>SECTION 22 EXPENSES</p> <p>22.1.2Members attending as students receive, in lieu of per diem, a flat rate of fifty (\$50) dollars for attendance at week-long Union schools. Transportation, registration, and accommodation inclusive of meals, will be paid by the Local. Registration, transportation and meals expenses are paid for attendance at weekend schools within boundaries of School District #23. Retirees at Pre-Retirement Seminars are entitled to registration, transportation and meal expenses under this Bylaw.</p>

	<p>AMENDED LANGUAGE</p> <p>22.1.2 Members attending as students receive, in lieu of per diem, a flat rate of fifty (\$50) dollars for attendance at week-long Union schools. Transportation, registration, and accommodation inclusive of meals, will be paid by the Local. Registration, transportation and meals expenses are paid for attendance at weekend schools within boundaries of School District #23.</p>
26	<p>SECTION 22 EXPENSES</p> <p>22.4.5 Per Diem Rates for Meetings, Seminars, Conventions</p> <p>22.4.5.1 Representation Outside School District #23 Boundaries</p> <p>Full Day Representation: (Departing <i>and</i> Returning on the Same Day) Fifteen (\$15.00) dollars plus reimbursement for appropriate meal expenses (up to a maximum of twenty five (\$25.00) dollars each for breakfast and lunch and thirty (\$30.00) dollars for dinner) will be reimbursed upon presentation of paid receipts and accompanying Local 3523 Expense Claim Form correctly completed.</p> <p>Full Day Representation: (Not Departing <i>and</i> Returning on the Same Day) Ninety five (\$95.00) dollars (includes per diem and three (3) meals), receipts not required. The Local will provide members with their per diem allowance prior to their attending the conference, convention or educational.</p> <p>AMENDED NEW LANGUAGE</p> <p>22.4.5.1 Representation Outside School District #23 Boundaries</p> <p>Shall be paid according to CUPE BC expense policy (Expense policy section 6.0 Per Diem and 7.0 Incidentals)</p>
27	<p>SECTION 23 NOMINATIONS FOR ELECTION TO OFFICE</p> <p>23.1 Nominations for all elected offices shall be received at the General Meeting in November and January of each year with the exception of</p>

	<p>all table officers whose nominations shall be received and accepted at the November meeting.</p> <p>AMENDED NEW LANGUAGE</p> <p>23.1 Nominations for all elected offices shall be received at the General Meeting in November and January of each year with the exception of all table officers AND COMMITTEES whose nominations shall be received and accepted at the November meeting.</p>
28	<p>SECTION 24 ELECTIONS</p> <p>24.3 The annual elections shall be held during the General Meeting in January of each year for the offices of Vice President, Recording Secretary, Membership Officer, Trustees and all Shop Stewards and Committees.</p> <p>AMENDED NEW LANGUAGE</p> <p>24.3 The annual elections shall be held during the General Meeting in January of each year for the offices of Vice President, Recording Secretary, Membership Officer, Trustees and all Shop Stewards WITH THE EXCEPTION OF COMMITTEES WHO ARE ELECTED AT THE NOVEMBER MEETING.</p>
29	<p>SECTION 27 RETIREMENT GIFTS</p> <p>27.1 The Membership Officer shall be responsible for purchasing and maintaining a sufficient supply of leather wallets for issue to each retiring member. Shop Stewards are responsible for obtaining and providing pertinent information to the Membership Officer, so that wallets can be delivered as prescribed.</p> <p>AMENDED NEW LANGAUGE</p> <p>27.1 The SECRETARY TREASURER shall be responsible for purchasing and maintaining a sufficient supply of leather wallets for issue to each retiring member.</p>
30	<p>SECTION 27 RETIREMENT GIFTS</p> <p>27.2 The following amounts will be given by cheque with the wallet: One (1) - three (3) years = fifty (\$50) dollars; Four (4) years – one hundred (\$100) dollars; An additional fifteen (\$15) dollars for every year of service up to a maximum amount of five hundred (\$500) dollars.</p>

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(3) years = fifty (\$50) dollars;

Four (4) years – one hundred (\$100) dollars;

An additional fifteen (\$15) dollars for every year of service **based on the members' seniority date**, up to a maximum amount of five hundred (\$500) dollars. **Any discrepancies will be presented to the executive for a final decision.**