

## Bylaw Changes – April 2019- June 2019

Additions   ~~Deletions~~

### 1) April 17, 2019 (April 2019 General Membership)

#### a. Bylaw Amendment: Article 10 (Committees - Accessibility Committee)

##### Accessibility Committee

The Accessibility Committee was organized in the Spring of 2005 to improve the Local's work around accessibility issues on campus and to ensure that union spaces and meetings are accessible. Four members are elected for a one-year term.

*Honorarium:* ~~\$250~~-500 per year, per position.

**Notice given:** August 15, 2018 Annual General Meeting

**Website post:** <https://3903.cupe.ca/2019/04/18/several-bylaw-amendments-passed-at-the-april-gmm/>

#### b. Bylaw Amendment: Committees (Article 10)

##### Preamble

**(a)** Most of the committees described below are elected by secret ballot at the annual general meeting (AGM) as set out in Article 13 I. (d)-(iv).

**(b)** Each exiting committee shall be responsible for presenting a report at the annual general meeting (AGM). In addition, each member of each committee must write a report of their activities, including number of hours worked, to be presented to the Membership at the end of their term. Honoraria will not be released until this report is received. In the case of the Trans Fund, a report shall be presented at the AGM and committee member reports shall be submitted to TFAC.

**(c)** Each exiting committee, including the Archive Committee, shall provide a copy of all documents pertaining to their work in their respective committees to the CUPE 3903 Archive. Minutes or some form of notes from each committee meeting should be kept of each meeting and regularly forwarded to the Recording Secretary of the Local for filing. In the cases where confidentiality is an issue those minutes ought to be taken with the fact in mind that these will be public minutes. It should be noted that some committees are not only accountable to the Local, but also to the Employer, as outlined in the Collective Agreements.

**(d)** Attendance at all committee meetings must be recorded. Failure to attend three (3) consecutive meetings without having submitted good reason in writing within one week before or after the absence will result in that position being declared vacant. Failure to attend 50% of all meetings without written reasons will result in a corresponding reduction in honorarium.

**(e)** All committee members, including the Executive Committee, shall receive Anti-Oppression and Harassment training.

**(f)** Open committee positions can be filled pro-tem by the Executive Committee with the exception of the Trans Fund. Open committee positions on the Trans Fund will be filled pro-tem at a duly advertised TFAC meeting. Upon the position being filled in this manner it will be advertised as open and a two week nominations period will begin. Should no other Member step forward the Member temporarily appointed to the position will be acclaimed. Should another Member be nominated elections will proceed as per Article 14 (Elections).

**Notice given:** March 15, 2019 Annual General Meeting

**Website post:** <https://3903.cupe.ca/2019/04/18/several-bylaw-amendments-passed-at-the-april-gmm/>

### **c. Bylaw Amendment: Trans Feminist Action Caucus and the Trans Caucus (Article 11)**

#### **Under “TFAC”:**

**d)** The work Trans Feminist Action Caucus consists of: (i) the development of bargaining proposals and recommendations to improve collective agreement language on sexual, gender, and racial harassment, as well as workplace safety, maternity leave, transsexual/transgender rights and other issues;

**(ii)** the negotiation of funds for members undergoing transsexual transition;

**(iii)** initiating Caucus subcommittees to work on anti-racism and equity issues;

**(iv)** drafting policy resolutions for CUPE at the provincial and national levels;

**(v)** sending delegates to a wide range of conferences, conventions and committees;

**(vi)** undertaking surveys and research projects on various issues including member-to-member harassment;

**(vii)** organizing women on campus to participate in demonstrations and actions such as Take Back the Night, Women’s Remembrance Day, and the World March of Women.

**(e)** As per Article 9, the Chairs of the Caucus are automatically part of the Executive Committee

**(f)** Overseeing the election of the Trans Fund Committee.

#### **Under “Trans Caucus”:**

**(f)** The Caucus will establish a Trans Fund Committee to oversee the CUPE 3903 Trans Fund. TFAC will oversee the election of the Trans Fund Committee. The Committee will consist of three trans-identified people and will be elected members of the Caucus selected annually. Their responsibilities will include advertising and promoting the Fund, receiving and reviewing applications, adjudicating applications and determining disbursements as per the Trans Fund policies and procedures, and liaising with the Executive and Trustees to ensure timely disbursement of awarded funds and the safe and confidential provision of records required for accounting purposes, as negotiated between the Committee and Executive with a view toward ensuring the safety and confidentiality of applicants.

*Honorarium: \$500 per year, per position.*

**Notice given:** March 15, 2019 Annual General Meeting

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**d. Bylaw Amendment: Article 10(e) – Committees**

(e) All committee members, including the Executive Committee, shall receive Anti-Oppression and Harassment Training, and Anti-Sexual Violence training within the first 60 days of their term. The Chairperson is responsible for organizing the training for the Executive Committee. The Vice Presidents are responsible for organizing training for the committees of the general membership. Should the Chairperson fail to organize training for the Executive within the designated time frame, Executive honoraria shall be withheld until the training has been completed. Should the Vice Presidents fail to organize at least one training session for the committees their honoraria shall be withheld until at least one committee training session has been organized. The committee training is mandatory; any committee member who does not attend at least one of the training sessions within the designated period shall not receive any union funds for their committee work – this includes honoraria and reimbursements for any committee-related expenses.

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**e. Bylaw Amendment: Article 9.I – Officers**

**Under “Chairperson”:**

(o) Supports Unit 3 and Unit 4 and may act as their designated representative for the purposes of quorum.

**Under “Grievance Officer”:**

(f) Supports Unit 3 and Unit 4 and may act as their designated representative for the purposes of quorum.

**Notice given:** March 15, 2019 Annual General Meeting

**Website post:** <https://3903.cupe.ca/2019/04/18/several-bylaw-amendments-passed-at-the-april-gmm/>

**f. Bylaw Amendment: Appendix G - Donations Policy**

(i) This Donations Policy applies solely to the 'Donations' and 'Solidarity Fund' budget lines within the Main Operating account.

{ii} (ii) The base amount for a donation from the Donations Fund is \$250. Donations of this amount will be decided upon at the Executive Committee level. The Executive Committee must disclose all donations at the next General Membership Meeting (GMM). Donations greater than \$250 must be approved with 2/3 majority vote at the next GMM with proper notice.

{iii} (iii) The base amount for a donation from the Solidarity Fund is \$250. Donations of this amount can be made by the Executive committee, and then disclosed at the next General Membership Meeting (GMM). Donation amounts in excess of \$250 must be approved at a GMM. The membership may increase the amount following prior donations procedures (notification of donation request prior to voting on the request), and donations from the Solidarity Fund will not exceed \$1000 without a vote with a 2/3 majority of the members present at the GMM. The Secretary-Treasurer (or her delegate) shall inform the membership, prior to voting, on the status of the budget line, should the donation in question be approved.

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