CUPE 4163 Proposed Bylaw Amendments March 23, 2022

1. **Per diems – not to be paid for online events such as courses and conventions**

*Purpose: To ensure that per diems are used for their proper purpose: to make sure members do not incur extra food costs when attending Union courses, conferences, conventions, or other such events. Members do not incur extra food costs when attending online events from home.*

**Current**

Bylaw 11 (6) Finances:

**6)    Per Diems and Travel Expenses**

The intent of these bylaws is to cover reasonable costs incurred by members and designates while on Union business attending courses, training seminars, conventions, conferences, district council meetings and other approved functions. Receipts are required for all expenses except personal vehicle km rate and per diems. Other details of delegate and member expenses can be found in the Local’s Policies.

**Proposed**

Bylaw 11 (6) Finances:

**6)    Per Diems and Travel Expenses**

The intent of these bylaws is to cover reasonable costs incurred by members and designates while on Union business attending courses, training seminars, conventions, conferences, district council meetings and other approved functions. **Online events such as conferences and conventions are not eligible for per diems.** Receipts are required for all expenses except personal vehicle km rate and per diems. Other details of delegate and member expenses can be found in the Local’s Policies.

1. **SJF recipients to wait at least 2 years before applying again**

*Purpose: To ensure that CUPE 4163’s SJF money is distributed as widely as possible.*

**Current**

Bylaw 11: Finances

(4) Donations

(b) Social Justice Fund:

ii)  The intent of this fund is to help organizations, charities, and causes that are compatible with union and social justice principals. Political parties and youth or campus wings of parties or organizations are not eligible. Local staff will vet all nominations and flag any problematic nominees for the Executive, which will decide whether or not to disqualify them.

**Proposed**

Bylaw 11: Finances

(4) Donations

(b) Social Justice Fund:

ii)  The intent of this fund is to help organizations, charities, and causes that are compatible with union and social justice principals. Political parties and youth or campus wings of parties or organizations are not eligible. **Social Justice Fund recipients must wait two years before regaining eligibility.** Local staff will vet all nominations and flag any problematic nominees for the Executive, which will decide whether or not to disqualify them.

1. **Change "business agent" title to "member advocate"**

*Purpose: Housekeeping. The title has changed and needs to be changed in the bylaws.*

**Current**

Bylaws 6 (3) & 15:

Bylaw 6 Duties of the Officers:

3)    The Treasurer shall:

k. Carry out all of the above duties with the assistance of the Business Manager and any other staff who may be hired by the Local for these purposes, and be empowered, with the approval of the membership, to employ necessary administrative assistance to be paid for out of the Local Union’s funds.

Bylaw 15: Appeals

b) The Business Manager/Agent will take any and all necessary steps with the employer to ensure the matter is not lost due to the wait for an appeal violating any timelines outlined in the grievance procedure of the collective agreement.

c) At the appeal meeting, the Business Manager/Agent will have up to 30 minutes to state the Grievance Committee’s reasons for not advancing the matter to grievance or arbitration, present the case (including the National Representative’s opinion), and answer questions from the Executive Board.

**Proposed**

3)    The Treasurer shall:

k. Carry out all of the above duties with the assistance of the ~~Business Manager~~ **Member Advocate** and any other staff who may be hired by the Local for these purposes, and be empowered, with the approval of the membership, to employ necessary administrative assistance to be paid for out of the Local Union’s funds.

Bylaw 15: Appeals

b) The ~~Business Manager/Agent~~ **Member Advocate** will take any and all necessary steps with the employer to ensure the matter is not lost due to the wait for an appeal violating any timelines outlined in the grievance procedure of the collective agreement.

c) At the appeal meeting, the ~~Business Manager/Agent~~ **Member Advocate** will have up to 30 minutes to state the Grievance Committee’s reasons for not advancing the matter to grievance or arbitration, present the case (including the National Representative’s opinion), and answer questions from the Executive Board.

1. **Treasurer pay – synching general wage increase and movement up the pay grid**

*Purpose: To simplify the Treasurer’s job (somewhat) by ensuring that all payroll changes happen once a year at the same time.*

**Current**

Bylaw 6 Duties of the Officers:

3)    The Treasurer shall:

n. The Treasurer will be a paid position. Wages will be based on 22 hours a month at the Component 2 Regular Teacher pay scale, starting at Step 1 and moving up one step for each year of cumulative service normally every January 1.

**Proposed**

Bylaw 6 Duties of the Officers:

3)    The Treasurer shall:

n. The Treasurer will be a paid position. Wages will be based on 22 hours a month at the Component 2 Regular Teacher pay scale, starting at Step 1 and moving up one step for each year of cumulative service normally every January 1. **The September general wage increase for the Component 2 Regular Teacher pay scale will also be applied the following January 1.**

1. **Creation of CUPE 4163 reconciliation fund**

*Purpose: To show CUPE 4163’s commitment to reconciliation by moving beyond simply making territorial acknowledgments to making a concrete, albeit small, action in the form of contributing money to support indigenous people and causes. This a special pay deduction rather than just a budgetary line item in the hope that makes it clearer that the members and not just “the Union” are participating in reconciliation. We are hoping that we can recruit Indigenous 4163 members to sit on a Reconciliation Fund Committee, both to ensure that the donation process includes Indigenous voices and also to encourage more involvement in the Union.*

**Proposed**

**NEW**

Bylaw 11 Finances:

4) Donations

**c) CUPE 4163 Reconciliation Fund**

**i) All members of CUPE 4163 employed in a CUPE 4163 job will automatically have one dollar ($1.00) deducted from one (1) paycheque in each of the Spring, Fall and Winter Semesters in which they have an appointment. The funds will be used to create the CUPE 4163 Reconciliation Fund.**

**ii) The intent of this fund is to help indigenous organizations, charities, artists/creators, and causes that are compatible with union and social justice principals.**

**iii) The Reconciliation Fund will be awarded by a vote of the members of the Reconciliation Fund Committee in March of each year prior to the Annual General Meeting. If there is no Reconciliation Fund Committee, the award will be decided by the Equity Committee. In the event that the Committee feels that more than one nominee is particularly deserving, it may choose to divide the award among more than one recipient.**

**iii) The Local will publicise the fund to both 4163 Members, and to the best of its ability, local Indigenous groups and other local groups/organizations/ doing work to further reconciliation prior to the Annual General Meeting. The deadline for nominations will be March 7th to allow adequate time for deliberation by the Committee.**