

Proposed Bylaw Amendments for March 2023 AGM

New language **bolded**

#1 Change funding source for Reconciliation fund

Purpose: Change the funding model from the inequitable flat rate \$5 payroll deduction to using the annual interest from one of our long-term bank deposits as the source of funding.

Current: *(pending approval by CUPE National)*

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 five dollars (\$5.00) deducted from their paycheque every year. The funds will be used to create the CUPE 4163 Reconciliation Fund.

Proposed:

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 five dollars (\$5.00) deducted from their paycheque every year.~~ **The annual interest from the largest of CUPE 4163's long-term savings accounts** ~~The funds~~ will be used to create the CUPE 4163 Reconciliation Fund.

#2 President professional development

Purpose: Codify in the bylaws the long-standing practice of the President having the option of attending two one-day labour relations conferences or an equivalent pro-d activity.

Proposed

Bylaw 6 Duties of the Officers

2) The President shall:

(NEW) r. be entitled to attend, at the Local's expense, the annual two day Lancaster House conferences in Vancouver (or an equivalent event such as the British Columbia Labour Law Review).

#3 Members lose status upon retirement, firing, or resignation

Purpose: To recognize that once a person's employment relationship with the university has been severed by resignation, retirement, or firing, they should no longer be a member.

Current:

Bylaw 2 Members of the Local

2) Membership Status

c. A member retains membership for a period of twelve (12) months following the end of an employment contract.

Proposed:

Bylaw 2 Members of the Local

2) Membership Status

c. A member retains membership for a period of twelve (12) months following the end of an employment contract, **except in the case of resignation, termination, or retirement, in which cases membership ceases at the end of employment.**

#4 Consolidation of the component Communication Reps into one Local Communication Rep position.

Purpose: to create a single paid Communications Representative to improve member engagement efforts

This change (requiring amendments to 5 bylaws) would remove the component communication representatives and create a single communications rep for the local. This would be a paid position, at the same rate as the Treasurer position, though with fewer hours.

A. Current:

Bylaw 4: Officers

The officers of the Local shall include the Local President, Local Treasurer, Local Recording Officer, Local Equity Vice-President, three Vice-Presidents, three Communication Representatives, three Members at Large, and six elected Trustees, all of whom will be elected at the Annual General Meeting. A Vice-President, Member at Large, Communication Representative, and two Trustees will be elected by each component at the Annual General Meeting; if any of these component representative positions remain vacant, they may be elected at a quorate component meeting.

Proposed:

Bylaw 4: Officers

The officers of the Local shall include the Local President, Local Treasurer, Local Recording Officer, Local Equity Vice-President, **Local Communication Representative**, three Vice-Presidents, ~~three Communication Representatives~~, three Members at Large, and six elected Trustees, all of whom will be elected at the Annual General Meeting. ~~A Vice-President, Member at Large, Communication Representative, and two Trustees will be elected by each component at the Annual General Meeting;~~ if any of these component ~~representative~~ **Vice-President, Member at Large, or Trustee** positions remain vacant, they may be elected at a quorate component meeting.

#4 Consolidation of the component Communication Reps into one Local Communication Rep position, con't

B. Current:

Bylaw 5: Executive Boards

1) Members.

The Executive Board shall include the President, the Treasurer, the Local Recording Officer, Local Equity Vice-President, and from each component a Vice-President, Communication Representative and Member-at-Large.

Proposed:

Bylaw 5: Executive Boards

1) Members.

The Executive Board shall include the President, the Treasurer, the Local Recording Officer, Local Equity Vice-President, **Local Communications Representative**, and from each component, a Vice-President, ~~Communication Representative~~ and Member-at-Large.

C. Current:

Bylaw 6: Duties of the Officers

7) The Communication Representatives shall:

- a. Prepare and present component reports
- b. Backfill for the Component Vice-President
- c. Sit on the Communications and Donations Committees
- d. For Component 1, act as liaison to the University of British Columbia and Simon Fraser University Teaching Assistant Locals.

Proposed:

Bylaw 6: Duties of the Officers

7) The Communication Representatives shall:

- ~~a. Prepare and present component reports~~
- ~~b. Backfill for the Component Vice-President~~ [note: moved to 6.8.f - see below]
- ~~c. Sit on the Communications and Donations Committees~~ [note: moved to 6.8.e - see below]
- ~~d. For Component 1, act as liaison to the University of British Columbia and Simon Fraser University Teaching Assistant Locals~~ [note: moved to 6.4.j - see below]
- a. Work with the Vice-Presidents to devise and implement communications strategies for each component**
- b. Maintain the Local's website and any social media accounts.**
- c. Chair the Communications Committee.**
- d. Ensure that there are union bulletin boards in all departments and ensure that all information on the bulletin boards is current.**
- e. Perform such duties and carry out such functions as the Executive Board may direct.**

#4 Consolidation of the component Communication Reps into one Local Communication Rep position, con't

D. New:

Bylaw 6: Duties of the Officers

4) The Vice- Presidents shall:

j. For Component 1, act as liaison to the University of British Columbia and Simon Fraser University Teaching Assistant Locals

E. Current:

Bylaw 6: Duties of the Officers

8) The Members At Large shall:

- a. Be elected from each of the Components.
- b. Sit on the Finance Committees.
- c. Chair any of their Component's Membership Meetings from which the Vice-President representing that component is absent.

Proposed:

8) The Members At Large shall:

- d. Be elected from each of the Components.
 - e. Sit on the Finance **and Donations** Committees.
 - f. **Backfill for the Component Vice-President and** Chair any of their Component's Membership Meetings from which the Vice-President representing that component is absent.
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F. Current:

Bylaw 10: Nomination Election and Installation of Officers

1.Nominations

- a) The Executive Board shall call for nominations for Local President, Local Treasurer, Local Recording Officer, Local Equity Vice-President, all Component positions, and Trustees twenty one (21) days prior to the Annual General Meeting and as soon as possible when a vacancy occurs. Nominations may be submitted in writing to the Union Office, and they may be accepted from the floor during the membership meeting.

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