

CUPE LOCAL 2081 – BY-LAWS – SUMMARY OF AMENDMENTS FOR PRESENTATION ON JANUARY 26, 2018

	Page no.	Section/Bylaw	Amendment <i>(may be an excerpt)</i> deletions / additions	Rationale for Suggested Amendment
1	Various	Various	As applicable	Housekeeping, including: - Index: subheadings added to headings - formatting - capitalization/lower case corrections - standardization of terms - numerical amounts show in words and figures - corrections of omissions - incorporation of all previously approved amendments
2	Page 3; Page 20	Index – Heading; Heading	13. Delegates to Conventions, Conferences, and Educational Opportunities	Include other events, which Union representatives typically attend as delegates.
3	Page 4	3A. Definition of a Member in Good Standing	A Member in Good Standing is an employee of Camosun College, or Camosun College Student Society, who has applied for, and been accepted into, been initiated into Membership of this Union and who agrees to abide by the CUPE Constitution and this Local's By-Laws.	Membership in the Union is a condition of employment. The Union will initiate new Members at a Membership Meeting.
4	Page 4	3B. Definition of a Lifetime Member	The Membership may convey a "Lifetime Membership" on an individual a Member who has contributed to the betterment of the Local. A "Lifetime Member" shall have voice, but no vote, at all Membership Meetings of the Local.	Specify a Lifetime Membership is for Members.
5	Page 5	4. Initiation Fee and Union Dues	Each new member shall pay a one-time-only Initiation Fee of ten dollars (\$10.00), which shall not be deducted, until the member has been paid for at least fourteen (14) hours' work. All Members will pay Union Dues in the amount of one decimal eighty five percent (1.85%) of gross earnings, to be deducted from each pay cheque.	Standardize the term "Union Dues".
6	Page 5	5D. General Membership Meetings	1. Acknowledgement of Traditional Territories 2. Roll Call of Officers 3. Reading of the Equality Statement 4. Initiation of New Members 5. Approval of Agenda 6. Approval of Minutes of Previous Meeting 7. Business Arising from the Minutes 8. Secretary-Treasurer Report 9. Membership Report 10. Executive Board Recommendations 11. Executive Board Expenditures 12. Reports of Executive Committees & Delegates (...) 13. Unfinished Business 14. New Business (motions from the floor) 15. Nominations, Elections or Installations (if required) 16. Good of the Union (announcements, commendations, concerns) 17. Adjournment	The addition of the Acknowledgement of Traditional Territories supports common initiatives throughout Camosun College. The addition of the Approval of Agenda increases the comprehension of the Agenda. Add two items to the Agenda and renumber accordingly.

7	Page 6	5E. Special Membership Meetings	<ol style="list-style-type: none"> 1. Acknowledgement of Traditional Territories 2. Roll Call of Officers 3. Reading of Equality Statement 4. Initiation of New Members 5. Approval of Agenda 6. Specific Item(s) for which the Meeting was Called 7. New Business (motions from the floor) 8. Good of the Union (announcements, commendations, concerns) 9. Adjournment 	The addition of the Acknowledgement of Traditional Territories supports common initiatives throughout Camosun College. The addition of the Approval of Agenda increases the comprehension of the Agenda. Add two items to the Agenda and renumber accordingly.
8	Page 6	5F. Sub-Local Meetings	<ol style="list-style-type: none"> 1. Acknowledgement of Traditional Territories 2. Roll Call of Officers 3. Reading of the Equality Statement 4. Initiation of New Members 5. Approval of Agenda 6. Approval of Minutes of Previous Meeting 7. Business Arising from the Minutes 8. Specific Item(s) for which the Meeting was Called 9. New Business (motions from the floor) 10. Good of the Union (announcements, commendations, concerns) 11. Adjournment 	The addition of the Acknowledgement of Traditional Territories supports common initiatives throughout Camosun College. The addition of the Approval of Agenda increases the comprehension of the Agenda. Add two items to the Agenda and renumber accordingly.
9	Page 7	5G. Annual General Meeting	<ol style="list-style-type: none"> 1. Acknowledgement of Traditional Territories 2. Roll Call of Officers 3. Reading of the Equality Statement 4. Initiation of New Members 5. Approval of Agenda 6. Annual Reports from Executive Board Members and Committees, which may include recommendations for the upcoming year 7. Executive Board Recommendations 8. Refreshments/Social Gathering 9. Election of Officers, Committees, Representatives and Delegates 10. Oath of Office 11. New Business (motions from the floor) 12. Good of the Union (announcements, commendations, concerns) 13. Adjournment 	The addition of the Acknowledgement of Traditional Territories supports common initiatives throughout Camosun College. The addition of the Approval of Agenda increases the comprehension of the Agenda. Add two items to the Agenda and renumber accordingly.
10	Page 7	6A. Positions to be Elected at the Annual General Meeting	<ol style="list-style-type: none"> 1. Executive Board (as per Section 7) 2. Trustee(s) 3. One (1) representative to Job Evaluation Committee (in even years) 4. Two (2) representatives to Occupational Health & Safety Committee 5. Delegates to Victoria Labour Council and Vancouver Island District Council of CUPE 6. Chair, Negotiating Committee 7. Communications Officer (in even years) 7. Any other position as decided by the Executive Board 	The Communications Officer position is included in the Executive Board. Delete one item and renumber accordingly.

11	Page 7	6B. Pre-Election Committee	By November 15 of each year, the President shall assign one of the Table Officers, who is not up for re-election that year at the next Annual General Meeting , to chair the Pre-Election Committee. The Chair shall then recruit at least two (2) non-Executive Members to also serve on the Pre-Election Committee.	Specify when a re-election occurs.
12	Page 9	7C. Terms of Office	The President, Secretary-Treasurer, and Chief Shop Steward/Office Coordinator positions shall have a three (3) month overlap with outgoing Officers and (new) incoming Officers to ensure transition of materials and an assessment of training needs can be done to ensure the incumbents' success. Outgoing Officers will continue to receive Out-of-Pocket Expenses, for the three (3) month period, as per Article Section 10 of these By-Laws.	Standardize the term "Section".
13	Page 11	8B. President <i>(last bullet)</i>	<ul style="list-style-type: none"> • be a representative to the Labour/Management Cooperation Committee. 	Consistent with 8Q. Labour/Management Cooperation Committee and other LMCC representatives.
14	Page 12	8E. Secretary-Treasurer <i>(third bullet)</i>	<ul style="list-style-type: none"> • receive and activate authorization for payroll deduction of Union Dues and an Initiation Fees from each Member of the Local; 	Plural to singular as the Initiation Fee is a one-time-only fee. Consistent with 4. Initiation Fee and Union Dues.
15	Page 14	8M. Trustee <i>(first bullet)</i>	<ul style="list-style-type: none"> • act as an auditing committee and annually audit the Local's books, assets, and accounts of the Secretary-Treasurer, semi-annually and then report their findings to the Local at the Membership Meeting after their audit; 	Current practice is an annual audit. Specify the audit is of the Local, not the Secretary-Treasurer.
16	Page 14	8M. Trustee <i>(third bullet)</i>	<ul style="list-style-type: none"> • use the audit forms supplied by the CUPE National Office and ensure a copy of the audit is sent to the CUPE National Secretary-Treasurer and the CUPE National Area Office, in accordance with the provisions of the CUPE Constitution; 	Standardize the term "CUPE National". Specify the copy is of the audit.
17	Page 16	8R. Occupational Health and Safety Committee <i>(last bullet)</i>	<ul style="list-style-type: none"> • promote health and safety issues and education. 	Congruent with promotion.
18	Page 16	8S. Job Evaluation Committee <i>(last bullet)</i>	<ul style="list-style-type: none"> • promote job evaluation issues and education. 	Congruent with promotion.
19	Page 18	11B. Training New Executive	The Executive Board shall, upon the election of a new Executive or Table Officer, approve specific training at the next available opportunity for these positions, at a cost not to exceed one thousand five hundred dollars (\$1,500.00) in total; and will provide a detailed report at the next General Membership Meeting.	Specify the expenditure is a cost.
20	Page 18	11C. Release Time for Work of the Local	(i) Subject to the limitations of the annual budget, the President and the Secretary-Treasurer may approve paid release time for an Executive Member, or Member, to carry out the work of the Local, to be limited to the cost of wages and benefits of the individuals Member/s on authorized release time. Any release time involving meetings or actions at the request of the Employer shall be recorded and the appropriate hours costs will be billed back to the Employer for reimbursement to the Local.	Specify release time is for Member/s. Specify costs are billed, not hours.

21	Page 18	11F. Hardship Funds	Requests to a maximum of five hundred dollars (\$500.00) from Members in Good Standing shall be submitted by the Member in need to the Executive Table Board for approval. The Union should be the last resort for hardship funds and the Member would have to show demonstrated need and that all other avenues have been explored first. The Executive Board will send a response to the Member and report to the Membership the outcome, without divulging who the member is, or what the hardship was. Any request exceeding five hundred dollars (\$500.00) will be forwarded to the CUPE BC Hardship Committee for consideration. The Local will match CUPE BC Hardship Committee funds to a maximum of five hundred dollars (\$500.00).	Standardize the term “Executive Board”.
22	Page 19	12A. Strike Fund Regulations	A. The CUPE Local 2081 Strike Fund shall be realized from the normal collection of Union Dues.	Standardize the term “Union Dues”.
23	Page 19	12H.(ii) Strike Fund Regulations	(ii) at the beginning of the Strike, the Member was receiving sickness, vacation, accident and/or Workers Compensation WorkSafeBC benefits;	Current name.
24	Page 20	12K. Strike Fund Regulations	12K. A Member participating in a rotating Strike, who completes one (1) day of strike activity Strike Duty, shall be eligible for CUPE Local 2081 Strike Fund Pay commencing on the first day of participation in the Strike.	Standardize the term “Strike Duty”.
25	Page 20	12L. Strike Fund Regulations	12L. In the event that the CUPE Local 2081 Strike Fund is not sufficient to pay out the funds to those eligible Members, in the amounts provided above, the Fund shall be paid out in a manner such that the CUPE Local 2081 Strike Fund may allow payments, in an equal manner, to those qualified eligible Members.	Standardize the term “eligible”.
26	Page 20	12M. Strike Fund Regulations	12M. Pay out of CUPE Local 2081 Strike Fund monies to those who qualify eligible Members shall be carried out as soon as is humanly possible, after the ninth day of action, or the Strike is concluded, whichever is sooner.	Standardize the term “eligible”.
27	Page 20	13. Delegates to Conventions, Conferences and Educational Opportunities (see 2 above)	13A. The President in office at the time of the Conventions and Conferences shall have first preference as the delegate to the Conventions and Conferences. All other delegates to Conventions, Conferences, and Educational Opportunities shall be elected at a Membership Meeting. Educational Opportunities shall first be made available to Members, who have not attended the indicated training, followed by those Members seeking a refresher course, if seats are available.	Include other events, which Union representatives typically attend as delegates. Specify it is Members seeking a refresher course.
28	Page 20	13. Delegates to Conventions, Conferences and Educational Opportunities (see 2 above)	13B. No Member shall be eligible to serve as a delegate to a Convention or Conference, unless the Member has attended at least three (3) Membership Meetings in the preceding twelve (12) months. In the event that approved delegate seats are not filled at the time of elections for those seats, the above rules may be suspended, with regard to elections and Meeting attendance. Selection of the attendee(s) for the unfilled seats shall rest with the Executive Board.	Include other events, which Union representatives typically attend as delegates.
29	Page 21	14. Delegates’ Expenses	A Member who is elected or appointed to attend a Union School, Workshop, Convention, Conference, or any other Meeting(s) shall be paid his/her current rate of pay for all time lost from work, including statutory holidays. Other expenses shall be reimbursed as follows:	Include other events, which Union representatives typically attend as delegates.
30	Page 21	14B. Dependant Care	When a delegate incurs additional dependant care expenses, because of a Union activity, the Member shall be reimbursed as per the CUPE BC Expense Policy. Receipts are required. Special needs will be considered on an individual basis.	Grammar.
31	Page 21	14C. Per Diem	These allowances claims are intended for basic meal, break, and charity expenses.	Standardize the term “claims”.