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Section: New

New Proposed Change:

For the members to be able to vote online for a tentative agreement.

Reasons:

The members of Local 4848 are dispatched throughout their shifts, not always able to attend voting.

Submitted: Shelly Brown

2

Section: 4.2 – Membership Meetings, Regular and Special

Current:

A semi-annual meeting shall occur in the spring of the year following the Annual General Convention. The semi-annual meeting shall be held in a central location and will allow for any Union Education and a Business meeting of the Local. Quorum and business of meeting will follow the bylaws of the annual general meeting.

Proposed Change:

REMOVE

Reasons:

Have the discussion on the floor.

Submitted: BY Harris

3

Section: 4.3 - Membership Meetings, Regular and Special

Current:

The Annual General Convention shall be held in a different region every year.

Proposed Change:

The Annual General Convention shall be held **at a location set by the Executive Board. Keeping cost and facility size a consideration.**

Reasons:

To be able to maintain fiscal accountability with the local's funds.

Submitted: Joe Cormier

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Section: 4.7 - Membership Meetings, Regular and Special

Current

In the regions and administrative areas, a minimum of four (4) meetings shall be held per year.

Proposed Change:

In the regions and administration area, a minimum of **three (3)** meetings shall be held per year.

Reasons:

Meetings not happening in the summer months.

Submitted: Joe Cormier

5

Section: 5 – Voting of Funds

New Proposed Change:

The local shall restrict donations to individuals to the amount of Two Hundred Fifty Dollars (\$250) for injuries and/or disabilities.

Reasons:

To set a financial standard during AGC's and donations of funds by the membership.

Submitted: Joe Cormier

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Section: 5 – Voting of Funds

New Proposed Change:

Alcoholic beverages should be considered luxury items and not paid for by membership at CUPE functions such as conventions. Those attending such functions should pay for their own alcohol.

Reasons:

Many members abstain from alcohol or consider it a luxury should not be paying for it for their representatives out of their dues

Submitted: Tim Brown

7

Section: 8 – Duties of Officers

New Proposed Change:

It's understood that the foregoing obligations and duties with respect to communication to the members at large shall be provided in both official languages.

Reasons:

The intent is to ensure that both languages are equally respected at all times when addressing the members at large.

Submitted: Yanick Mongeau

8

Section: 8.1 – Duties of Officers – The President Shall

New Proposed Change:

Represent the membership at the 1252 negotiating table.

Reasons:

Add:

The intent is to have the highest elected and entrusted executive member to represent the local's best interest at that negotiating table as per other locals.

Submitted: Yanick Mongeau

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**Section: 8.2 - Duties of Officers – The Vice-President Shall
New Proposed Change:**

Add:

Be the alternate to represent the membership at the 1252 negotiating table.

Reasons:

The intent is to have the second highest elected and entrusted executive member to represent the local's best interest at that negotiating table as per other locals.

Submitted: Yanick Mongeau

10

**Section: 8.5.1 - Duties of Officers – The five (5) Regional
Presidents Shall**

Current:

Shall hold quarterly caucus meetings with their respective areas Station VP's, two (2) of said meetings shall be held during the AGC and semi-annual meetings.

Proposed Change:

Shall hold **three (3) annual** caucus meetings with their respective area Station VP's. Two (2) of said meetings shall be held during the AGC and semi-annual meetings.

Reasons:

Meetings not happening in the summer months.

Submitted: Joe Cormier

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Section: 10.2.3 - Elections

Current:

The voting for Executive Officers, Regional Presidents shall take place at the Convention for a two year (2) term, with the exception of MCMC, in which case the voting for the Regional President shall be done amongst their members prior to the convention.

Proposed Change:

The voting for Executive Officers, Regional Presidents shall take place at the Convention for a two-year (2) term, with the exception of MCMC, in which case the voting for the Regional President shall be done amongst their members **within fourteen (14) days after the Annual** Convention.

Reasons:

The current sitting MCMC Regional President, just like the other 4 Regional Presidents who are currently sitting, be able to attend the convention prior to an election taking place.

Submitted: BY Harris

12

Section: 10.4.2 - Installation

Proposed Change:

Remove:

In the event there is no applicant for the position, the Local Executive will appoint the Station VP from the Station VP's in the Administration Area and then possibly Station VP's of the Region. (Oct 2013)

Reasons:

This paragraph is redundant and does not reflect the updated version of the one just before it.

Submitted: Yanick Mongeau

13

Section: 12.2 – Out of Pocket Expenses – Travel Allowance

Current:

(from your primary residence) Car-pooling is recommended. The travel allowance shall follow the National rate. (Oct.2014)

Proposed Change:

(from your primary residence) Travel allowance shall follow the National rate **and be automatically adjusted should the National rate be adjusted.** Carpooling is recommended. **Only the owner of the vehicle being used for carpooling will be eligible to submit a travel allowance claim.**

Reasons:

Clarification of travel allowance.

Submitted: BY Harris

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Section: 12.3.2 - Out of Pocket Expenses – Meal Allowance

Current:

The three meals will be paid if staying overnight or broken down:

Breakfast: \$14 .00

Lunch: \$26.00

Dinner: \$35.00

Proposed Change:

The three meals will be ~~paid if staying overnight or~~ broken down:

Breakfast: \$14.00

Lunch: \$26.00

Dinner: \$35.00

Reasons:

Removal of **paid if staying overnight or**, this is to clarify the intent of the by-law.

Submitted: Joe Cormier

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Section: 12.3.3 - Out of Pocket Expenses – Meal Allowance

New Proposed Change:

If traveling the night before, as per bylaw 12.5.1., you shall be entitled to Dinner only. Further expenses may be authorized by the President or his delegate.

Reasons:

Meal allowances are being paid to medic to reimburse any expense incurred. Medics are allowed to travel the night before for meeting for safety reasons. They should be leaving in a timely matter as to arrive around dinner time. 4848 will reimburse these expenses.

Clean up the intent of the current language in bylaw 12.3.2

Submitted: Darlene Gillespie/Joe Cormier

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Section: 13 – Delegates to Convention

New Proposed Change:

Add:

CUPE National Convention/Meetings: See CUPE National Constitution for number of delegates. If sufficient funds are available, delegates shall be offered in the following order: President, Vice-President, Secretary-Treasurer and Recording-Secretary. Should delegate seats still be available, a Regional President may attend.

Reasons:

Clarify delegates for National.

Submitted: BY Harris

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Section: 13 – Delegates to Convention

New Proposed Change:

Add:

It's understood that the executive will only be sending two delegates (the President and the Vice-President) if need be, to all necessary functions, except for its own AGC and Education days by following Articles 13.1, 13.2, 13.3 and 13.6.

Reasons:

The intent is to ensure that our local is well represented and at the same time able to keep the cost of business down as per the intent of the present treasurer.

Submitted: Yanick Mongeau

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Section: 13.3 – Delegates to Convention

Current:

CUPE 4848 Member GUESTS TO CONVENTION: Station Union members will be offered opportunity to be a GUEST to 4848 ANNUAL GENERAL CONVENTION. The Local will cover will the lost wages and normal expenses as per bylaws for a Union member selected as a GUEST to attend the Local 4848 AGM. Each Region will be able to send up to 2 Union Member GUESTS. (A total of 10 new GUESTS costs will be covered for the AGC) Expression of Interest will come from the Executive. A random draw shall be performed by the Executive board of the names from each region.

Proposed Change:

CUPE 4848 Member GUESTS TO CONVENTION: **If sufficient funds are available**, Station Union members will be offered opportunity to be a GUEST to 4848 ANNUAL GENERAL CONVENTION. The Local will cover ~~will~~ the lost wages and normal expenses as per bylaws for a Union member selected as a GUEST to attend the Local 4848 AGM. Each Region will be able to send up to 2 Union Member GUESTS. (A total of 10 new GUESTS costs will be covered for the AGC) Expression of Interest will come from the Executive. A random draw shall be performed by the Executive board of the names from each region.

Reasons:

Financial accountability

Submitted: Crystal Dunphy/Joe Cormier

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Section: 13.4 – Delegates to Convention

Current:

CUPE New-Brunswick: see CUPE NB By-Law for number of delegates. (sep.2010)

Proposed Change:

CUPE New-Brunswick: **Only the President and Vice-President shall attend if necessary.**

Reasons:

The intent is to reduce spending where we, as a local, are able without any or very minimal impact on our normal regular business.

Submitted: Yanick Mongeau

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Section: 13.5 – Delegates to Convention

Current:

CUPE 1252 Semi-Annual Meeting: see CUPE 1252 By-Laws for number of delegates. If sufficient funds are available, delegates to this convention shall be the Executive Board. Should delegate seats be available, an expression of interest shall be sent out to the Station VPs and names randomly chosen by the Executive Board.

Proposed Change:

CUPE 1252 Semi-Annual Meeting: **Only the President and Vice-President shall attend if necessary.**

Reasons:

The intent is to reduce spending where we, as a local, are able without any or minimal impact on the normal regular business.

Submitted: Yanick Mongeau

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Section: 14 - Committees

New Proposed Change:

Add:

Policy Review Committee

This committee shall meet with the release of any new "VOK" by the employer to ensure that no article of the collective agreement and no rights by any member are broken by the changes of the employer's policies.

Reasons:

Put a policy review committee in place to avoid abuse of the employer's power by imposing their policies on the members.

Submitted: Steve Hébert

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Section: 14.3 – Committees – Education Committee

Current:

Section 14.3 Education Committee

Proposed Change:

Section 14.3 Education **and Policy Revision** Committee:

Add:

It shall be the duty of this committee to also:

1. Make sure that all ANB policies, which are required to be signed by the membership, are not interfering/contradicting in any shape or form with our collective agreement or any other agreement or understanding pertaining to our local.
2. Shall co-operate with ANB and any other instance required to ensure that its objectives are fulfilled.
3. Meet as needed, if deemed necessary by the President.
4. Shall report back to the executive, ensure proper follow-ups until resolved.
5. Keep record of all policies and all changes.

Reasons:

The intent is to make sure that our membership is not accepting/signing any ANB policies that would contradict or conflict with our collective agreement or any other agreements. If possible, catch any issue and resolve it as soon as possible.

Submitted: Yanick Mongeau

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Section: 14.4.2 – Committees – ByLaws Committee

Current:

The committee meeting should be three (3) months prior to the AGC for review of all submitted by-laws changes. This committee shall also recommend such additional rules as it deems necessary for the conduct of the local.

Proposed Change:

The committee should meet after the deadline on the call for Bylaw proposals has passed and prior to the AGC for review of all submitted Bylaw proposals. The committee shall have the ability to combine similar proposals.

Reasons:

Clarification of the committee meetings.

Submitted: BY Harris

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Section: 14.4.3 - Committees – ByLaws Committee

Current:

The committee will be comprised of four (4) members, one (1) of which shall be from the Executive Board. The other three (3) members being elected at the AGC: three-year member, two-year member and one-year member. After the first election of this committee, all further elections will be for a three-year term.

Proposed Change:

Add:

There shall be an attempt made to have one of the sitting committee members to be bilingual. When an election for this committee occurs at the AGC, if the other sitting members are not bilingual, the call for nominations shall be for a bilingual delegate first. If there are no bilingual delegates nominated, there shall be a second call for nominations for any delegate.

Reasons:

That members of Local 4848 have the ability to submit proposals in either Official Language and have at least one committee member be able to receive and understand the proposal. This would also give the ability of the committee to present proposals to the floor of the AGC in either Official Language.

Submitted: BY Harris

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Section: 17.2 - Amendment

Current:

These By-Laws shall not be amended, added to, or suspended except upon a majority vote of those present and voting at the Annual General Convention following a written notice of at least sixty (60) days or following seven days' notice at a previous meeting.

Proposed Change:

These By-Laws shall not be amended, added to, or suspended except upon a majority vote of those present and voting at the Annual General Convention following a written notice of at least **ninety (90)** days or following seven days' notice at a previous meeting.

Reasons:

To align this by-law with By-law Committee section 14.4.2

Submitted: Joe Cormier

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Section 5.5 – Voting of Funds

Current:

Any member that has been able to retire as per article 33 of the Collective Agreement shall be entitled to a parting gift of up to a value of \$100.

Proposed Change:

Any member able to retire as per Article 33 of the collective agreement shall be entitled to a parting gift of Two Hundred Fifty Dollars (**\$250.00**). The president or his designate shall contact the employer for member's names and confirm the retiree. The gift shall be presented by the Regional President or his designate.

Reasons

To ensure equality and ensure retirees are recognized by the Union for their years of service. Increase of the limit to be more standard with current monetary limit.

Submitted: Committee

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Section: 7.7 – Definitions - Vacancy

Current:

Vacancy: If a vacancy occurs during a term of office the Executive shall follow the procedure as outlined in the by-laws. Should any Executive member fail to answer the roll call for three (3) consecutive regular membership three (3) regular Executive meetings without having just cause, the office shall be declared vacant.

Proposed Change:

Vacancy: If a vacancy occurs during a term of office, the Executive shall follow the procedure as outlined in the by-laws. Should any Executive member fail to answer the roll call for three (3) consecutive regular membership meetings or three (3) consecutive regular Executive meetings without having just cause, the office shall be declared vacant.

Reasons:

CUPE National Constitution

Submitted: CUPE National

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Section: 8.3.1 – Duties of Officers – Recording-Secretary Shall

New Proposed Changes:

Add:

The record will also include Trustees' reports.

Reasons:

CUPE National Constitution

Submitted: CUPE National

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Section: 8.4 – Duties of Officers – The Secretary-Treasurer Shall

New Proposed Change:

Add:

Sign all cheques and ensure that the Local Union's funds are used only as authorized or directed by the CUPE Constitution, Local Union bylaws, or vote of the membership. In consultation with the Executive Board, designate a signing officer during prolonged absences.

Reasons:

CUPE Constitution

Submitted: CUPE National

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Section: 18 – Order of Business

New Proposed Change:

Add as #3 in "Order of Business":

Reading of the Equality Statement

Reasons:

CUPE Constitution

Submitted: CUPE National