



CUPE LOCAL 15 - VMECW

**VANCOUVER MUNICIPAL, EDUCATION
and
COMMUNITY WORKERS**

BYLAWS

Bylaws
Canadian Union of Public Employees - Local 15
Vancouver Municipal, Education and Community Workers

SECTION 1: NAME

The name of this organization will be "The Canadian Union of Public Employees, Local 15 - Vancouver Municipal, Education and Community Workers" or "CUPE Local 15".

SECTION 2: OBJECTIVES

The objectives of CUPE Local 15 are:

- 2.1 Secure the best possible pay, benefits, working conditions, job security, pensions and retiree benefits for its members and all workers.
- 2.2 Support CUPE in reaching the goals set out in Article II of the CUPE Constitution.
- 2.3 Provide an opportunity for its members to influence and shape their future through free democratic trade unionism.
- 2.4 Encourage the settlement by negotiation, mediation or other appropriate methods, of all disputes between the members and their employers.
- 2.5 Support the organizing of the clerical, technical, professional, administrative, and support employees of the City of Vancouver, boards, regional boards, and other public bodies within the region known generally as the "lower mainland".

The following shall guide the union's efforts in organizing workers in the union and gaining employer recognition and collective agreements:

- 2.5.1 Scope - Public bodies shall be interpreted to mean bodies which receive operating funding, directly or indirectly, from one or more levels of government or public agencies or organizations.
- 2.5.2 Criteria - The union shall, with the support of CUPE National consult on the support of employees of public bodies when, in the opinion of the Executive:
 - 2.5.2.1 There exists a group of workers who are interested in joining CUPE Local 15 and who are willing to work at organizing their co-workers.
 - 2.5.2.2 The organizing effort is likely to succeed with a joint effort between the workers being organized and CUPE Local 15 (within the limits of CUPE Local 15's resources).
 - 2.5.2.3 Servicing the new bargaining unit is within the union's capabilities at that time.
- 2.5.3 Resources - When the decision to organize a group of workers has been made by the Executive, the CUPE Local 15 Policies and Procedures shall guide the allocation of the union's resources to the organizing effort.
- 2.6 Work towards eliminating harassment and supporting the active opposition of discrimination of any sort, or on any basis that denies the equality of treatment regardless of class, race, colour, nationality, age, sex/gender expression, gender identity, language, sexual orientation, place of origin, ancestry, religion, mental and physical disability, political belief, conviction of a criminal or summary conviction unrelated to employment, family status, marital status; or any other inalienable right wherever it occurs or appears.

SECTION 3: NATIONAL CONSTITUTION

The National Constitution of the Canadian Union of Public Employees will apply to all members of CUPE Local 15. The bylaws of CUPE Local 15 shall be in compliance with the National Constitution of CUPE. Where these bylaws conflict with the National Constitution, the National Constitution will prevail.

SECTION 4: REGULAR MEMBERSHIP

- 4.1 An individual employed within the jurisdiction of CUPE Local 15 will apply for membership in CUPE Local 15 by signing an application and paying the initiation fee set out in Section 7.1 of these bylaws.
- 4.2 In the case of an application for membership which is part of the organizing of a new bargaining unit or the addition to a current bargaining unit, the person applying for membership will become a member of CUPE Local 15 upon acceptance by the Executive Board.
- 4.3 New members attending their first membership meeting will agree to this oath:
“I promise to support and obey the constitution of the union and the bylaws of this local, to work to improve the economic and social conditions of other members and other workers, to defend and work to improve the democratic rights and liberties of workers, and that I will not intentionally or negligently harm or assist in harming another member of this union.”
- 4.4 Members who cease to be employees within the jurisdiction of CUPE Local 15 will automatically cease to be members of the local except as provided in 4.5.
- 4.5 Members will not cease to be members in the case of medical leave, layoff if on a recall list, temporary layoff, or dismissal if in dispute by the local.

SECTION 5: HONOURARY LIFETIME MEMBERS

Honourary lifetime membership will be approved as per Article B.10.1(a) of the National Constitution.

Section 6 and parts of 7 Deleted – All subsequent renumbering will take place at end of bylaw revision process.

SECTION 7: INITIATION FEES AND MONTHLY DUES

- 7.1 CUPE Local 15 initiation fees are \$10 for all new members.
- 7.4 The monthly dues to be levied upon the general membership or portion thereof, will be determined at a regular or at a special general meeting called for that purpose and for which notice of motion has been served. All members will receive a written notice with date, time and place of the meeting, and wording of the motion mailed to their current address (under the membership list) and post marked not less than 60 days prior to the meeting where the dues will be voted on.
- 7.5 No assessment of any kind can be made by CUPE Local 15, unless voted by a majority of the members present at a regular general meeting, or at a special general meeting called for that purpose and for which all members have received written notice with the date, time and place of the meeting and the wording of the motion mailed to their current address (under the membership list) and post marked not less than 30 days prior to the meeting where the assessment will be voted on.
- 7.6 An assessment can be levied only for a specific purpose and for a specific period, and a continuing

assessment must be reviewed at a general meeting at least every six months. Any assessment voted by the membership must be approved by the National President in advance of being levied.

SECTION 8: MEETING NIGHTS AND QUORUMS

- 8.1 The Annual General Meeting will be called in May of each year. This and other regular meetings will be held on the fourth Wednesday of each month, except for July, August and December unless designated by special notice to the members and subject to regular meetings being suspended by a majority of the members present at any previous meeting.
- 8.2 Twenty-five regular members at a meeting will constitute a quorum.
- 8.3 Special meetings of the members covered by the individual bargaining units may be held at the call of the President or upon the request of ten members in good standing of that bargaining unit, or 25% of the members of the bargaining unit, whichever is less, for the purpose of discussing problems pertaining to the membership of that bargaining unit..

SECTION 9: ORDER OF BUSINESS

The order of business of general membership meetings will be as follows:

1. Correction and adoption of previous minutes
2. Roll call of Officers
3. Correspondence
4. Applications for membership
5. Initiation
6. Nomination, election and installation of officers
7. Reports of the Secretary Treasurer, staff, delegates and committees
8. Unfinished business
9. New business
10. Good and welfare
11. Adjournment

SECTION 10: NOTICE OF MOTION

Notices of Motion for General Membership Meetings are required under the following circumstances:

- a) Amendments to bylaws
- b) Amendments to member policies
- c) Dues and assessments, levies, etc. as per Sections 7.4 and 7.5
- d) Any policy which requires membership vote (including expenditures)
- e) Any expenditure over \$1,000 not provided for in the budget approved by the membership
- f) Bargaining issues and/or any job action which could involve the entire membership
- g) Any motion brought forward at a membership meeting where Notice is called will be submitted as a Notice of Motion to be dealt with at the subsequent General Membership meeting, and
- h) Any motion submitted at a General Membership meeting, which the mover and seconder wish, will be submitted as a Notice of Motion to be dealt with at the subsequent General Membership meeting. Any motions that do not fit the above categories can be dealt with at the present meeting without Notice of Motion being served.

SECTION 11: RULES OF ORDER

All meetings of the local shall be conducted in accordance with the basic principles of Canadian parliamentary procedure. Some of the more important rules to ensure free and fair debate are appended to these bylaws as Appendix A. These rules shall be considered as an integral part of the bylaws and may

be amended only by the same procedure used to amend the bylaws.

In situations not covered by Appendix A, the CUPE Constitution may provide guidance, but, if the situation is not dealt with therein, *Bourinot's Rules of Order* shall be consulted and applied.

SECTION 12: OFFICERS

12.1 The Officers of CUPE Local 15 will be the President, First Vice-President, Second Vice-President, Secretary Treasurer, three Trustees and 11 Executive Members at Large. The Members at Large shall be from the following sectors (defined as bargaining units or groupings of bargaining units):

City	2
Parks (including Ray-Cam, Britannia, WECCA)	2
K-12	2
Colleges and Universities (including Student Union employees)	2
Cultural (including Museums, VAG, Planetarium)	1
Health (one each from Community and Paramedical Sub Sectors)	2

12.2 The Executive Board of CUPE Local 15 will consist of all the Officers, except the Trustees. The Table Officers are the President, First Vice-President, Second Vice-President and Secretary Treasurer.

12.3 The Executive Board will conduct the regular business of CUPE Local 15 between membership meetings in accordance with policies and directives set by the union membership. Quorum for Executive Board meetings shall be one half (50%) of the current elected officer positions as stipulated in 12.2 of these bylaws.

12.4 The terms of all Officers will be on a rotating basis, with the President, Second Vice-President and one Member at Large from each of the City, Parks, K-12, Colleges/Universities, and Health sectors being elected in one year for a three year term, and the remaining Officers being elected in the following year for a three year term.

12.5 The Secretary Treasurer will be a full time, paid officer of CUPE Local 15, booked off his/her job for the term of office either at his/her regular rate of pay, or the equivalent of City of Vancouver Pay Grade 25, Step 5, whichever is greater. No person shall hold the position of Secretary Treasurer for more than two consecutive terms.

12.6 The President will be a full time, paid officer of CUPE Local 15, booked off his/her job for the term of office either at his/her regular rate of pay, or the equivalent of the City of Vancouver Pay Grade 25, Step 5, whichever is greater.

12.7 Terms of Employment and Benefits of Full Time Elected Positions (Secretary Treasurer and President):

12.7.1 The Secretary Treasurer and President will cover each other's vacation and they will make every reasonable effort to ensure that one of them is available for contact with membership.

12.7.2 The collective agreement provisions of the appropriate contract group apply regarding vacation and benefits, except overtime provisions.

12.7.3 Effective January 1, 2005 the work schedule and benefits of full time paid elected positions will be based on the nine day fortnight.

12.7.4 A flexible work schedule (based on the 35 hour week) consistent with the provisions applicable to field staff of CUPE Local 15 (General Membership and Executive meetings are

excluded).

12.8 The term of office for Trustee will be for a period of three years. Each year, one Trustee will be elected to fill the place of the Trustee whose term of office then expires, so as to complete the full complement of Trustees required under these bylaws. Such Trustee as elected will hold office for three years from the date elected and from that time onward until a successor will have been elected.

SECTION 13: NOMINATION AND ELECTION OF OFFICERS

13.1 Nomination of Officers/Executive Board

13.1.1 At the regular meeting of CUPE Local 15 in the month of March, a list of offices to be filled in the May elections will be announced and nominations received. Nominees will be required to notify the Secretary Treasurer by no later than 5:30 p.m. on the Wednesday immediately following the March General Membership meeting of their intention to run for office. If no written notice is received within this specified time, it will be deemed the nominee has declined. The Secretary Treasurer will advise all members of all nominations received.

13.1.2 A member may accept nomination for one office only.

13.2 Eligibility for Nomination

13.2.1 To be eligible for nomination for any officer position, it is necessary to be a member in good standing at the time of and for at least twelve months immediately prior to the nomination. Additionally, to be eligible for nomination for any table officer or trustee position, a member must have attended at least 50% of all meetings open to the general membership in the twelve month period preceding the nomination.

13.2.2 No employee of CUPE Local 15 shall be eligible to run for election to any officer position.

13.3 Election of Officers

13.3.1 The election of officers will be held during the month of May in each year. The election will be conducted electronically using an online system approved by the membership. To be elected a candidate must receive a majority of the votes cast.

13.3.2 The online polls will open at least seven days prior to the Annual General Meeting and remain open until midnight on the day preceding the Annual General Meeting. The results, including notice for runoff votes (if any) shall be announced at the AGM, posted on the Local union's website, and sent via email to all members who have provided email addresses.

13.3.3 In the event run off votes are required the online polls will reopen at 10:00 a.m. on the Monday following the AGM and remain open until 10:00 a.m. Friday. The results will then be posted on the Local union's website, and sent via email to all members who have provided email addresses. Should subsequent run off votes be required, the online polls will reopen the following Monday(s) at 10:00 a.m. and remain open until 10:00 a.m. on the Friday(s) following.

13.3.4 Only members of a sector as defined in Section 12 may vote for the Member(s) at Large from the same sector.

13.4 Installation of Officers

Each elected officer of CUPE Local 15 will succeed his/her predecessor in office upon taking the

Oath of Office set out in these bylaws.

SECTION 14: DUTIES OF OFFICERS

14.1 The President shall:

- a) Enforce the CUPE Constitution and these bylaws.
- b) Preside at all General Membership and Executive Board meetings and preserve order.
- c) Decide all points of order and procedure (subject always to appeal to the membership).
- d) Have a vote on all matters (except appeals against his/her rulings).
- e) Ensure that all officers perform their assigned duties.
- f) Appoint members to fill vacant positions on committees where such vacant positions are not filled by election. Such appointments shall be subject to approval by the Executive Board.
- g) Introduce new members and conduct them through the initiation ceremony.
- h) Ensure that the local's funds are used only as authorized or directed by the constitution, bylaws, or vote of the membership.
- i) Serve as ex-officio member of all committees of the local, including bargaining committees, but shall not serve as an elected voting member of a bargaining committee. Required book off will be by Executive Board approval.
- j) Have first preference as a delegate to the CUPE National Convention.

14.2 The First Vice-President shall:

- a) If the President is absent or incapacitated, perform all duties of the president.
- b) If the office of President falls vacant, be acting president until a new president is elected.
- c) Render assistance to any member of the Board as directed by the Board.

14.3 The Second-Vice President shall:

- a) If the First Vice-President is absent or incapacitated, perform all duties of the First Vice-President.
- b) If the office of the First Vice-President falls vacant, be acting First Vice-President until a new First Vice-President is elected.
- c) Render assistance to any member of the Board as directed by the Board.

14.4 The Secretary Treasurer shall:

- a) Keep a correct, full and impartial record of the proceedings of each meeting of CUPE 15 and all the meetings of the Executive Board. Each record of proceedings shall include a copy of the full financial report presented in accordance with these bylaws.
- b) Be responsible for all financial accounts of CUPE Local 15 and be responsible for ensuring that correct and proper accounts of all its members are maintained. Maintenance of the financial accounts will include, but not be limited to maintaining, organizing, safeguarding, and keeping on file all supporting documents, authorizations, invoices and/or vouchers for every disbursement made, receipts for all monies sent to CUPE headquarters, as well as records and supporting documents for all income received by Local 15.
- c) Regularly make a full financial report to meetings of the Executive Board, as well as a written financial report to each regular membership meeting, detailing all income and expenditures for the period.
- d) Submit the local's books and records to the Trustees for audit, at least once each calendar year, and in addition to providing all books, records, invoices, other supporting documents and original financial institution statements, must also furnish the Trustees with a letter

from the financial institution where the funds of the local are deposited, attesting to the amount to the credit of the local at such financial institution.

- e) Within a reasonable time, respond in writing to any recommendations and concerns raised by the Trustees in accordance with these bylaws.
- f) Forward to the National Secretary Treasurer of the Canadian Union of Public Employees, on the official monthly report forms provided, not later than the last day of each month, all financial obligations for the previous month owing to CUPE National, forward one dollar (\$1) of each initiation fee on all members admitted, along with the per capita tax on all dues received by CUPE Local 15. The report should also set out the number of those initiated, reinstated, suspended or expelled, and the number of members on whom per capita is being paid.
- g) At the end of his/her term of office, turn over to the successor, all properties and assets, including funds, books and records belonging to CUPE Local 15.
- h) In the case of rejection of an application for membership, ensure the fee accompanying such application is returned.
- i) Attend to all correspondence of the local as may be directed to him/her and be the keeper of the official seal of CUPE Local 15.
- j) Ensure each work site has adequate representation through recruitment and coordination of stewards and committee members.
- k) Perform such duties as CUPE Local 15 or these bylaws may direct.

14.4.1 The Secretary Treasurer's duties shall not infringe on the staff union (Unifor Local 467-UW) jurisdiction.

14.4.2 Any Secretary Treasurer who cannot qualify for a bond, as specified in Section 15.2, will immediately be disqualified from office and the local will proceed with the election of a qualified Secretary Treasurer.

14.5 The **Trustees** shall:

- a) Exercise general supervision over the property of CUPE Local 15. Such supervision to include, but not be limited to ensuring that the Secretary Treasurer complies with the provisions of Section 14.4.
- b) Ensure the books and financial records of the union are audited by a qualified accountant or accounting firm at least once each calendar year. At the completion of the audit, submit in writing to the President and Secretary Treasurer any recommendations and/or concerns they or the auditors feel should be reviewed in order to ensure the local's funds, records, and accounts are being maintained in an organized, correct, and proper manner.
- c) Make a written report to the next regular meeting of the local following the audit on the condition of the funds and accounts, the numbers of members in good standing, the number initiated, expelled or suspended, admitted or withdrawn, together with such other information they may deem necessary to the efficient and honest administration of the local, along with a copy of the written recommendations and/or concerns submitted to the Secretary Treasurer and the Secretary Treasurer's written response. Send a copy of the completed audit report (on the prescribed form provided by the National Secretary Treasurer) as well as a copy of their report to the local union membership along with a copy of their recommendations and/or concerns to the President and Secretary Treasurer and the Secretary Treasurer's response, to the National Secretary Treasurer of the Canadian Union of Public Employees, with a copy to the assigned servicing representative.

14.6 The **Executive Members at Large** shall:

- a) Attend all Executive and Local meetings.
- b) Be required to assist in the affairs of CUPE Local 15 as directed by the President.

14.7 The **Warden**, an Executive Member at Large assigned by the Executive, shall take charge of the door and prevent any member not in good standing, or non-members, from entering the meeting unless permission is given by the local for them to be in attendance. If the Warden is not present, the President will appoint a temporary replacement.

14.8 **Conflict of Interest**

14.8.1 Any officer who could be in a conflict of interest position will announce the conflict and will not be present for debate or voting on issues related to that conflict.

14.8.2 Where in the opinion of the Executive Board, an Officer of CUPE Local 15 is in a conflict of interest position that has not satisfactorily been resolved by the Executive Board, the Executive Board may recommend by Notice of Motion to the membership that the officer in conflict be removed from office. The members may by two-third majority vote of those present, remove such officer from office. The resulting vacancy will be filled as provided by these bylaws.

SECTION 15: SIGNING OFFICERS

15.1 The President, First Vice-President, Second Vice-President, and Secretary Treasurer will be the signing officers. Any two of these four may sign on behalf of CUPE Local 15.

15.2 The Secretary Treasurer and all other officers authorized to sign on behalf of CUPE Local 15 will be properly bonded with a faithful performance of duty bond. Bonding amounts will conform to the minimum guidelines as established by the National Secretary Treasurer and distributed to all chartered organizations annually. The National Secretary Treasurer, in accordance with Article 9.3(k) of the National Constitution, will approve the amount of bonding for any position.

SECTION 16: VACANCIES

16.1 During the temporary absence of the Secretary Treasurer of less than four months, the Executive Board may appoint a member to act as Secretary Treasurer on a temporary basis.

16.2 In the event the office of the President becomes vacant, the First Vice-President will temporarily fill the position until an election is held pursuant to Section 13. The Second Vice-President will temporarily fill the position of First Vice President if that office becomes vacant.

16.3 Should any Executive Board member fail to answer the roll call for three consecutive regular meetings or three consecutive regular Executive Board meetings without having submitted good reasons, their office shall be declared vacant and shall be filled by an election at the following membership meeting.

16.4 Any officer who accepts temporary employment with CUPE Local 15 for any period less than four months will be relieved of his/her duties, responsibilities and rights as an Officer for the period of employment. Any officer who accepts employment with CUPE Local 15 for a period exceeding four months will have his/her office declared vacant.

16.5 Should a Sector Representative during their term of office, move into a position in another CUPE 15 sector, CUPE Local 15 will advertise the position in the Members' Voice and elect a replacement

at the next General Membership Meeting. The current Sector Representative may continue to serve, if they so desire, until the election process is completed.

- 16.6 Notice of nomination and election to fill vacancies will be announced in the next Members' Voice newsletter following an office becoming vacant. Nomination and election will take place at the regular meeting immediately following such notice being given.

SECTION 17: RECALL OF OFFICERS

- 17.1 Members may recall any Officer of CUPE Local 15 in the following manner:
- 17.1.1 The recall process for Table Officer and/or Trustee is initiated by the submission of a petition signed by at least 600 members, or 10% of the membership, whichever is less. The recall process for individual Executive Member at Large representative(s) is initiated by the submission of a petition signed by 20% of the members in the sector represented by that Member at Large.
 - 17.1.2 Each page of the petition must indicate the reasons for recall and a statement that indicates the members who have signed it are in agreement with the recall proposal and the reasons for it. All signatories must be members in good standing.
 - 17.1.3 The petition for recall must contain the member's printed name, signature, work site, and bargaining unit.
 - 17.1.4 The petition must be delivered to the Secretary Treasurer within 14 days. If the Secretary Treasurer is cited in the recall petition, the petition will be delivered to the President. If the President and the Secretary Treasurer are cited in the recall petition, the petition may be delivered to any Officer of CUPE Local 15 not cited for recall in the petition.
 - 17.1.5 Within seven days of receipt of the recall petition, the officer(s) cited for recall will be notified in writing, with a copy of the petition.
 - 17.1.6 Notification of the proposed recall of an officer or officers will be placed in the first issue of the Members' Voice immediately following the termination of the seven day notice period provided for in Section 17.5.
 - 17.1.7 The recall procedure will incorporate the procedure for nomination and election to fill vacancies, except that the officer or officers being recalled will not be required to vacate their office until the election has concluded.
 - 17.1.8 Recall of Table Officers and/or Trustees will be invoked if supported by a vote of two-thirds of the members present at the next general membership meeting.
 - 17.1.9 Recall of Member at Large representative(s) will be invoked if supported by a vote of two-thirds of the members of the sector present at either a special meeting of the membership of the affected sector or at the next general membership meeting, whichever comes first.
- 17.2 Recalled Officers will be prohibited from running for office for the remainder of the term of office from which they had been recalled.

SECTION 18: SHOP STEWARDS

- 18.1 Shop Stewards are official representatives of CUPE Local 15 and are authorized to speak and act on behalf of CUPE Local 15 while acting as an advocate for a member or as an officially designated representative to a committee, subject always to:
- a) Selection by fellow members at the work site to serve a two year term, these elections to be held annually.
 - b) Appointment by the Executive Board.
 - c) Membership in good standing.
 - d) Compliance with the Constitution, Bylaws, Policy and Directives of CUPE National and

CUPE Local 15.

- e) Compliance with the training requirements as determined by the membership.

18.2 Shop Stewards not in compliance with one or more of the subjects above, may be removed by the Executive Board. Shop Stewards so removed may seek redress in accordance with the provisions of Section 22 of these bylaws.

SECTION 19: BARGAINING COMMITTEE

19.1 Authority to conduct collective bargaining on behalf of all members is vested solely in CUPE Local 15. Such authority will be exercised by duly constituted bargaining committees as defined in Section 19.2, on behalf of the local, subject always to membership approval.

19.2 The bargaining committee will consist of at least two members (or some greater number as determined by the bargaining unit membership) of each bargaining unit, elected at special bargaining unit membership meetings.

19.3 If, through the regular election process, there is no member of the Executive Board on the Bargaining Committee, the Executive Board can appoint a liaison to sit on the bargaining committee with voice but no vote. First preference for appointment as executive liaison shall be the Member at Large from the sector involved in bargaining.

19.4 CUPE National or CUPE Local 15 staff assigned to work with the bargaining unit will have voice but no vote.

19.5 All bargaining committees and bargaining committee members will abide by these bylaws and by all policies of Local 15. If, in the opinion of the Executive Board, one or more members of a bargaining committee has not so complied, the Executive may declare, with immediate effect, one or more positions on the bargaining committee temporarily vacant and will report such action to the next meeting of the bargaining group. Members so removed from a bargaining committee may seek redress to the provisions of Section 22 of these bylaws.

19.6 The President will be empowered to name an alternate to the bargaining committee to fill any temporary vacancy if considered necessary.

19.7 Temporary vacancies and vacancies filled by alternates will be filled by election at the next meeting of the bargaining unit.

SECTION 20: GRIEVANCE COMMITTEE

20.1 The Grievance Committee will be a standing committee of Local 15 that meets on the second Wednesday of each month, or as often as necessary to carry out its duties. The Grievance Committee will have the responsibility and authority to decide, on behalf of Local 15, whether or not to advance grievances to arbitration or any other dispute resolution forum.

20.2 The Grievance Committee shall be comprised of one Table Officer (but not the Secretary Treasurer), one of the Members at Large from the sector where the grievance originated, and three experienced shop stewards, or former stewards, who shall be ordinary members selected from a variety of bargaining units within the Local 15 membership by the Executive Board.

20.2.1 The Staff Representative(s) responsible for the grievance in question will by written submission provide the committee with a recommendation and all relevant information

on the grievance no less than seven calendar days prior to the date on which the committee is scheduled to meet to deal with the grievance. Further, the Staff Representative(s) will assist the committee in its deliberations, having voice but no vote.

20.2.2 The grievor and the grievor's steward shall be invited to observe the deliberations of the committee and to provide information as requested by the committee and to address the committee should they so choose.

20.2.3 The committee shall have access to a legal opinion on the case in question if they feel that it is necessary.

20.2.4 Should a member of the committee be directly involved in a grievance that is brought before the committee then that member shall be temporarily replaced by the Executive Board until such time as the committee has rendered a decision on that grievance.

20.3 All decisions of the committee shall be by a simple majority vote.

20.4 Decisions of the Grievance Committee shall be reported in writing to the Secretary Treasurer. The committee's submission will include the rationale for the decision.

20.4.1 The Secretary Treasurer will forward a copy of the committee's report to the Executive Board. If requested by the Executive Board a representative of the Grievance Committee will be available to provide an accompanying verbal report.

20.4.2 The Secretary Treasurer will forward by personal service or registered mail a copy of the committee's report to the grievor. Along with the report will be an explanation of the appeal process and relevant time limits.

20.5 Any grievor who disagrees with the decision of the Grievance Committee with respect to the disposition of their grievance may, by written submission to the Secretary Treasurer within fourteen calendar days of receipt of notification of the committee's decision, appeal that decision to the Local 15 Executive Board. The decision of the Executive Board with respect to the appeal shall be final and binding. The grievor shall exhaust any remedy open to her or him under these bylaws before seeking redress in civil courts.

20.5.1 Any grievance appeal brought before the Executive Board shall be advanced to arbitration, save and except when two-thirds or more of the Executive Board votes in opposition to advancing the grievance to arbitration.

20.5.2 When the Grievance Committee forwards a grievance to arbitration, the employer has the right to make a settlement offer. When a settlement offer is made to the union and the grievor is not in agreement with such settlement offer the Staff Representative or lawyer will refer the settlement offer to the CUPE Local 15 Executive Board at its next scheduled meeting. The decision of the Executive Board to accept or reject the offer is final and binding. If time limits do not permit the settlement is to be presented to the next Executive Board meeting, then a decision can be made with the concurrence of:

a) At least 2 Table Officers and 1 Sector Representative from the sector where the grievance was initiated, or

b) If no Representative is available, a majority of the current Table Officers; and the decision will be reported to the next Executive Board meeting.

20.6 Section 22: Redress shall not apply with respect to issues of whether or not to advance grievances to arbitration or any other dispute resolution forum.

SECTION 21: DISCIPLINE OF MEMBERS

All charges against members or officers must be made in writing and dealt with in accordance with the

provisions of the CUPE Constitution.

SECTION 22: REDRESS

Any member who feels aggrieved by an action of elected or appointed officials of CUPE Local 15 will first appeal to the Executive Board. Should the member still feel aggrieved, the member will have the right to appear before a committee of three ordinary members endorsed by the general membership, who will hear the appeal. This committee will first inform the aggrieved member in writing of their findings, including recommendations. These findings will be reported to the next General Membership Meeting. Members at the General Membership Meetings will make a decision on the disposition of the committee's recommendation(s). The decision of the membership shall be final and binding. The aggrieved member will exhaust any remedy open to her/him under these bylaws before seeking redress in civil courts.

SECTION 23: AMENDING THE BYLAWS

23.1 The members of CUPE Local 15 may by resolution passed by two-thirds of those voting at any meeting alter, add to, repeal, or suspend any of the provisions of these bylaws provided that Notice of Motion in accordance with Section 10 has been provided, outlining specifics of the proposed amendment(s).

23.2 At any meeting where a resolution is presented to the membership for a vote to alter, add to, repeal, or suspend any bylaw or portion thereof; upon completion of a vote held under this section the presiding officer of the meeting will announce the results of the vote stating the number of voting members in favour of the motion and the number of voting members against the motion, as well as the percentage.

23.3 Any new or amended bylaws will not become effective until approved by the National President of the Canadian Union of Public Employees. Approval will not be withheld unless there is conflict with the National Constitution. A decision on the amendments will be rendered within 90 days.

-13-

SECTION 24: WITHDRAWAL OF SERVICES

Except when a strike vote is conducted in accordance with the Labour Relations Act, the Executive Board will be authorized to implement a withdrawal of services only after completing the following procedures:

- a) A meeting open to affected members will be held at which a motion to authorize withdrawal of services will be considered.
- b) Notice of such meeting and such motion will be sent to each affected member at least seven days prior to the meeting.
- c) The vote on the motion to authorize withdrawal of services will be by secret ballot.

SECTION 25: Moved (was Obligation of Members)

SECTION 26: OBLIGATION OF OFFICERS

Upon completion of an election the newly-elected officers will come forward and in unison and declare the following obligation:

"I, _____, do most sincerely promise, that I will truly and faithfully, to the best of my ability, perform the duties of my office for the ensuing term, as prescribed in the Constitution of the Canadian Union of Public Employees and the bylaws of this local, and as an officer of this local, will at all times endeavor, both by counsel and example, to promote the harmony and preserve the dignity of its sessions. I further promise that at the close of my official term I will promptly deliver all monies, books, papers, or other property of this local

in my possession to my duly elected successor in office.”

SECTION 27: DELEGATES TO CONVENTIONS, COUNCILS, AND CONFERENCES

27.1 The President, 1st Vice President, 2nd Vice President and Secretary Treasurer will have first preference to the CUPE National and CUPE BC Conventions. Additional delegates will be elected by the membership as follows:

City Sector – 2 delegates

K-12 Sector – 2 delegates

Parks Sector – 2 delegates

Health Sector – 2 delegates

College and University Sector – 1 delegate

Cultural Sector – 1 delegate

Young Worker – 1 delegate (A young worker is defined as a person age 30 or under.)

Additional and alternate delegates, if required, will be elected at large by the membership.

Eligibility to stand as a CUPE 15 delegate will be attendance at a minimum of 50% of the General Membership meetings in the 12 months prior to the convention.

27.2 Delegates and alternates to the Vancouver and District Labour Council and CUPE Metro Council shall be elected annually. The delegates will be required to appoint a recorder for each meeting and be required to report at each membership meeting of the Local on proceedings at recent meetings of the Councils.

27.3 All delegates elected to the conventions held outside the Vancouver area shall be paid transportation and hotel expenses (at economy, tourist or coach rates), an allowance of \$74 per day for all expenses, and an amount equal to any loss of salary incurred by attendance at the convention.

27.4 Delegates to conventions held locally shall have no travel or hotel allowance. There shall be an allowance of thirty-five dollars (\$35) per day to cover all expenses incurred and an amount equal to any loss of salary incurred by attendance at the convention.

APPENDIX A TO THE BYLAWS OF CUPE LOCAL 15

RULES OF ORDER

1. The President, or in his/her absence the First Vice-President, shall take the chair at all membership meetings. In the absence of both the President and First Vice-President, the Second Vice-President shall act as chair. In the absence of the above three Officers, the Secretary Treasurer shall act as chair.
2. No member, except the chair of a committee making a report, or the mover of a resolution, shall speak more than five minutes or more than once on the same question without the consent of the meeting, or until all who wish to speak have had an opportunity. Chairs and movers of a resolution shall be limited to fifteen minutes except with the consent of the meeting.
3. The presiding officer shall state every question coming before the Local, and before allowing debate thereon, and again immediately before putting it to a vote, shall ask: Are you ready for the question? Should no member rise to speak the question shall then be put.
4. A motion to be entertained by the presiding officer must be moved and seconded; both mover and seconder must be recognized by the Chair.
5. A motion to amend, or to amend an amendment, shall be in order but no motion to amend an amendment to an amendment shall be permitted. No amendment, or amendment to an amendment, which is a direct negative of the resolution shall be in order.
6. On motion the regular order of business may be suspended by a two-thirds vote of those present to deal with any urgent business.
7. All resolutions and motions other than those named in rule 17, or those to accept or adopt the report of a committee, shall, if requested by the presiding officer be presented in writing before being put to the membership.
8. At the request of any member and upon a majority vote of those present a question may be divided when the sense will allow it.
9. Any member having made a motion can withdraw it with the consent of the seconder except that any motion once debated cannot be withdrawn except by a majority vote of those present.
10. When a member wishes to speak on a question or to make a motion the member shall rise and respectfully address the presiding officer, but except to state that he/she rises to a point of order or on a question of privilege shall not proceed further until recognized by the chair.
11. When two or more members rise to speak at the same time, the presiding officer shall decide which one is entitled to the floor.
12. Every member, while speaking, shall adhere to the question under debate and avoid all personal, indecorous, or offensive language as well as any poor reflection on the Local or member thereof.
13. If a member, while speaking, is called to order he/she shall cease speaking until the point is determined; if it is decided he/she is in order, he/she may again proceed.
14. No religious discussion shall be permitted.
15. The chair shall take no part in debate while presiding but may yield the chair in order to speak on any question before the Local, or to introduce a new question.
16. The presiding officer shall have the same rights as other members to vote on any question. In case of a tie vote, the chair may cast the deciding vote if he/she has not already voted. If he/she chooses to refrain from breaking the tie the motion is lost.
17. When a motion is before the Local no other motion shall be in order except:
 - to adjourn
 - to put the previous question
 - to lay on the table
 - to postpone for an indefinite time

- to refer

- to divide or amend which motions shall have precedence in the order named. The first three shall be decided without debate.

18. A motion for the previous question, when regularly moved and seconded, shall be put in this form: Shall the main question now be put? If it is adopted the chair shall proceed to take the vote on the resolution and amendments thereto (if any) according to their priority. If an amendment or an amendment to an amendment is adopted, the original resolution as amended shall be put to the Local.
19. A motion to adjourn is in order except when a member has the floor or when members are voting. A motion to adjourn, having been put and lost, shall not be in order again if there is further business before the Local until fifteen minutes have elapsed.
20. After the presiding officer declares the vote on a question and before the Local proceeds to another order of business, any member may ask for a vote verification. A standing vote shall then be taken and the Secretary Treasurer shall count same.
21. If any member wishes to challenge (appeal) a decision of the chair the member must do so at the time the decision is made. If the challenge is seconded the member shall be asked to state briefly the basis for the challenge. The chair may then state briefly the basis for the decision, following which the chair shall immediately and without debate put the question: "Shall the decision of the chair be sustained?" A majority vote shall decide, except that in the case of a tie the Chair is sustained.
22. After a question has been decided any two members who have voted in the majority may, at the same or next meeting, move reconsideration thereof.
23. No member shall enter or leave a meeting during the initiation of new members, the installation of officers, or the taking of a vote.
24. The Local's business and proceedings of meetings are not to be divulged to any persons outside the Local or the Canadian Union of Public Employees.

APPENDIX B TO THE BYLAWS OF CUPE LOCAL 15

CUPE Local 15 Equality Statement

Our local union solidarity is based on the principle that all members of CUPE Local 15 are equal and deserve mutual respect at all levels. Any behaviour that creates conflict within our local prevents us from working together to strengthen our union.

As members of CUPE Local 15, mutual respect, cooperation, and understanding are our goals. We should neither condone nor tolerate behavior that undermines the dignity or self-esteem of any member, or creates an intimidating, hostile, or offensive environment for them.

We believe that discriminatory speech or conduct which is racist, sexist, transphobic, or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language, and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us meet the needs of our members or grow as a local union.

Discrimination and harassment focus on characteristics that make us different and they reduce our capacity to work together on shared concerns such as decent wages, working conditions, and justice in our workplaces and society, and in our union.

CUPE Local 15 policies and practices must reflect our commitment to equality. Members, staff, and elected officers must be mindful that all members deserve dignity, equality, and respect.

Revised: August 17, 2016