

Because the National President, in his letter of October 14, 2014, in which he approved the latest amended Bylaws of CUPE 459, requested that we further amend the Bylaws to better reflect the National Constitution, particularly to clearly state how the Officers are nominated and elected, to ensure that no Officer can hold two positions on the Executive Board, to clearly state the number of Shop Stewards, to ensure that the duties and responsibilities of the President, Vice-President, Recording Secretary, Secretary-Treasurer (and the Trustees) include the duties outlined in the National Constitution, to clarify the structure of the Standing Committees, to establish a Grievance Committee, to establish the collection of the Initiation Fee in the Bylaws, to ensure that the Secretary-Treasurer signs all the cheques and to ensure that the reading of the Equality Statement is on the Order of Business, and;

Because, in order to prevent confusion, there is a need to clearly distinguish between the National Constitution and the CUPE 459 Bylaws, and;

Because the list of Departments needs to include all job classes, and;

Because the Bylaws need to state when the terms of the Officers begin and end, and;

Because the Shop Stewards, being members of the Executive Board, have the potential to find themselves in a position of conflict when representing members, and;

Because there is a need to mention the Expense Policy in the Bylaws, and;

Because, the role of the Bursary Co-ordinator needs to include working with Scholarships, and;

Because the Executive Board can better serve the current needs of the Local by having the option rather than the obligation to appoint the Union Education Co-ordinator, the Union Counsellors, the Pensions, Employment Insurance, WCB and LTD Representative, the Newsletter Co-ordinator and the Scholarship and the Bursary Co-ordinator as needed, and;

Because in the absence of the Recording Secretary, the Corresponding Secretary is required to keep the minutes of meetings, the Secretary-Treasurer is in a better position to chair meetings in the absence of the President and the Vice-Presidents, and;

Because the Local needs to keep a digital copy of the Bylaws and the Collective Agreement and the Secretary-Treasurer, who is required to present these documents to the Trustees, is in the best position to keep custody of these digital documents, and;

Because the Local needs to add another Shop Steward, all departments need to have the democratic right to elect their own Shop Steward, the Chief Shop Stewards need to concentrate on looking after the needs of the whole Local as well as assisting the Shop Stewards in looking after the needs of their departments and the National Constitution prohibits an officer from holding two elected positions on the Executive Board, and;

Because the Bylaws do not include the Diversity Representatives nor detail their duties and responsibilities, and;

Because the structure of the Labour Management Committee is not adequately defined, not in accord with current practice and not assigned the duties given to the Labour Management Co-operation Committee in the Collective Agreement, and;

Because the Term of Office of the members of the Negotiating Committee is not clearly defined, and;

Because, it is not the role of the Executive Board to establish other Standing Committees, and;

Because the Local can send more than two delegates to the Vancouver Island District Council, and;

Because the Bylaws do not clearly state how delegates to conventions and conferences are selected, and;

Because it is not democratic for the Chairperson to either have no vote or to have two votes and the Bylaws needs to clearly state that a motion is defeated if it fails to achieve the required majority.

CUPE 459 will:

Amend the Constitution and By-Laws by removing all words in the Constitution and By-Laws April 9, 2015, Draft that are stroked through and including all words that are in bold print and submit the amended Constitution and Bylaws to the National President for approval.