
Bylaws

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 4784**



4784.cupe.ca

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INTRODUCTION

Local 4784 of the Canadian Union of Public Employees has been formed to:

- Improve the social and economic well-being of all of its members;
- Promote equality for all members and to oppose all types of harassment and discrimination;
- Promote the efficiency of public services; and,
- Express its belief in the unity of organized labour.

The following bylaws are adopted by Local 4784 in accordance with the CUPE National Constitution (Articles 13.3 and B.5.1), to protect the rights of all members, to provide for responsible governance of the Local Union, and to involve as many members of the Local Union as possible through the sharing of duties and responsibilities.

CUPE chartered organizations shall respect and apply the CUPE National Equality Statement to all of the chartered organizations' activities. The CUPE National Equality Statement can be found in Appendix "A" to these bylaws.

SECTION 1 – NAME

The name of this Local Union shall be Canadian Union of Public Employees, Local 4784 (Good Spirit School Division #204).

SECTION 2 – OBJECTIVES

The **objectives** of Local 4784 are to:

- (a) Secure the best possible pay, benefits, working conditions, job security, pensions, and retiree benefits for its members;
- (b) Provide an opportunity for its members to influence and shape their future through free democratic trade unionism;
- (c) Encourage the settlement by negotiation and mediation of all the disputes between the members and their employers;
- (d) Eliminate harassment and discrimination of any sort or on any basis; for the equality of treatment regardless of class, race, colour, nationality, age, sex/gender, language, sexual orientation; place of origin, ancestry, religious beliefs, or mental and physical disability; and the active opposition of discrimination of same wherever it occurs or appears;
- (e) Establish strong working relationships with the public we serve and the communities in which we work and live; and,

- (f) Support CUPE in reaching all of the objectives set out in Article II of the CUPE National Constitution.

SECTION 3 – REFERENCES

Numbers of articles at the end of sections or sub-section in this document refer to relevant articles of the CUPE National Constitution, which should be read together with these bylaws.

SECTION 4 – MEMBERSHIP

(a) Membership

An individual employed within the jurisdiction of Local 4784 can apply for membership in Local 4784 by signing an application and paying the initiation fee set out in Section 11(a) of these bylaws.

(Article B.8.1)

(b) Approval of Membership

At the first membership meeting after the application has been submitted, the name(s) of the applicant(s) will be read out and unless a majority of members present at the meeting object, the applicant(s) will be accepted into membership.

(Article B.8.2)

(c) Oath of Membership

New members will take this oath:

“I, _____, promise to support and obey the Constitution of this Union, 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 purposely or knowingly harm or assist in harming another member of the Union.”

(Article B.8.4)

(d) Continuation of Membership

Once accepted, a member continues as a member in good standing while employed within the jurisdiction of the Local Union unless the member loses good standing under the provisions of the CUPE National Constitution.

(Article B.8.3)

(e) Member Obligations

Members are obligated to abide by the CUPE National Constitution and these bylaws as amended from time to time.

Members will provide the Secretary-Treasurer with their current address, home and/or mobile telephone contact number, and personal email address. The member will advise the Secretary-Treasurer of any changes to their contact information. This information will be protected and used to communicate with members. Such communication will take the form of mail, email blasts, or telephone town halls.

In the case of a telephone or virtual town hall, the telephone number and/or email address may be shared with a service provider under contract to the Local Union to provide the technical equipment to support such a virtual meeting.

Upon request, the Local Union will share the telephone and email contact information with CUPE National or CUPE Saskatchewan. The purpose of sharing this telephone and email contact information with CUPE National or CUPE Saskatchewan is so that the National Union or Provincial Division can conduct a telephone or virtual town hall with members on important matters.

(f) Conduct of Members and Officers

All members must uphold the oath of membership and all officers must uphold the oath of office. Conduct that violates the oath of membership or oath of office is an offence against the bylaws of Local 4784 and the CUPE National Constitution and punishable under the Trial Procedure.

(Articles B.1.4, B11.1 and Appendix F)

SECTION 5 – AFFILIATIONS

In order to strengthen the labour movement and work toward common goals and objectives, Local 4784 may be affiliated to and pay per capita tax to the following organization(s):

- The CUPE Saskatchewan Provincial Division
- The Education Workers Steering Committee (EWSC)
- The Saskatchewan Federation of Labour (SFL)

SECTION 6 – REGULAR AND SPECIAL MEMBERSHIP MEETINGS

(a) Regular Membership Meetings

Regular membership meetings of Local 4784 shall be held in May of each year on the afternoon or morning of the PD Day scheduled by the **Good Spirit School Division (GSSD)** each year **and when called by the Executive Board.**

(b) Special Membership Meetings

Special membership meetings of Local 4784 may be required and shall be called by the Executive Board or may be requested in writing by no fewer than ten (10) members. The President shall immediately advise members when a special meeting is called and ensure that all members receive at least three (3) working days' **notice** of the special meeting and the subject(s) to be discussed. No business shall be transacted at the special meeting other than that for which the meeting is called, and notice given.

(c) **Quorum**

The minimum number of members required to be in attendance for the transaction of business at any regular or special meeting shall be ten (10) members, including three (3) members of the Executive Board.

(d) **Membership Meeting Agenda**

The order of business at regular membership meetings is as follows:

1. **Acknowledgement of Indigenous territory**
2. Roll call of officers
3. Reading of the Equality Statement
4. Voting on new members and initiation
5. Reading of **the** minutes
6. Matters arising **from the minutes**
7. **Secretary**-Treasurer's report
8. **Communications and bills**
9. Executive **Committee** report
10. Reports of committees and delegates
11. Nominations, elections, or **installations**
12. Unfinished business
13. New business
14. Good of the Union
15. Adjournment

(Article B.6.1)

(e) **In-Person or Virtual Meetings**

The Local Union may hold membership meetings in person and/or virtually. Where virtual meetings are held, all voting will be conducted electronically, provided secrecy can be maintained where mandated. Only members in good standing of Local 4784 shall be able to attend meetings and be allowed to vote on union business.

(Article B.6.2)

- (f) Local 4784 is committed to ensuring that all of its meetings and activities are safe environments where members are encouraged to speak. Existing members are encouraged to welcome, mentor, and support new members and equity-seeking members.

SECTION 7 – OFFICERS

The officers of Local 4784 shall be President, Vice-President, Recording Secretary, Secretary-Treasurer, **at least three (3)** Stewards, and three (3) Trustees.

The Stewards will be organized as follows:

- **At least one (1) Steward representing the North area (Invermay, Preeceville, Sturgis, Norquay, Canora, Kamsack);**
- **At least one (1) Steward representing the Central area (Yorkton, Springside, Melville, Saltcoats);**
- **At least one (1) Steward representing the South area (Churchbridge, Langenburg, Stockholm, Grayson, Esterhazy).**

One **(1) executive** will act as the Communications Officer and will be appointed by the Executive Board.

(Articles B.2.1 & B.2.2)

SECTION 8 – EXECUTIVE BOARD

- (a) The Executive Board shall include all officers, except Trustees. (Article B.2.2)
- (b) The Executive Board shall meet at least eight (8) times per year. (Article B.3.14)
- (c) A majority of the Executive Board constitutes a quorum.
- (d) The Executive Board shall hold title to any real estate of the Local Union as trustees for the Local Union. They shall have no right to sell, convey, or encumber any real estate without first giving notice and then submitting the proposal to a membership meeting and having it approved.
- (e) The Executive Board shall do the work delegated to it by the Local Union and shall be held responsible for the proper and effective functioning of all committees.
- (f) Should any Executive Board member fail to answer the roll call for three **(3)** consecutive regular meetings, or three **(3)** 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.

(Article B.2.5)

SECTION 9 – DUTIES OF OFFICERS AND SCHOOL COMMUNICATORS

Each officer of Local 4784 is encouraged to participate in CUPE educational courses to enhance their leadership skills and expand their knowledge and expertise.

All officers must give all properties, assets, funds, and all records of the Local Union to their successors at the end of their term of office.

(Article B.3.9)

All signing officers of Local 4784 shall be bonded through the master bond held by CUPE National. Any officer who cannot qualify for the bond shall be disqualified from having signing authority.

(Article B.3.5)

(a) **President**

The President shall:

1. Enforce the CUPE National Constitution, these Local Union bylaws, and the Equality Statement;
2. Preside at all membership and Executive Board meetings and preserve order;
3. Decide all points of order and procedure (subject always to appeal to the membership);
4. Ensure that all officers perform their assigned duties;
5. Fill committee vacancies where elections are not provided for;
6. Introduce new members and conduct them through the initiation ceremony;
7. Sign all cheques and ensure that the Local's funds are used only as authorized or directed by the CUPE National Constitution, Local Union bylaws, or vote of the membership;
8. Be allowed necessary and reasonable funds, to reimburse the President or any officers for expenses incurred on behalf of the Local Union. Expense claims must be listed on a proper form outlining the expense, the reason for the expense, and with supporting receipt(s) attached;
9. Have first preference as a delegate to the CUPE National Convention;
10. **Manage membership contact list.**

(Article B.3.1)

(b) **Vice-President**

The Vice-President shall:

1. If the President is absent or not eligible, perform all duties of the President;
2. Preside over membership and Executive Board meetings in the absence of the President;

3. If the office of the President falls vacant, be Acting President until a new President is elected **through by-election**;
4. Render assistance to any member of the Executive as directed by the Executive Board.

(Article B.3.2)

(c) **Recording Secretary**

The Recording Secretary shall:

1. Keep full, accurate, and impartial account of the proceedings of all regular or special membership and Executive Board meetings and will distribute a copy of minutes of each meeting to Executive Board members. These records must also include a copy of the full financial report (Executive Board meetings) and the written financial report (membership meetings) presented by the Secretary-Treasurer. The record will also include Trustee reports.
2. Record all amendments and/or additions in the bylaws, and make certain that these are sent to the National President for approval.
3. Answer correspondence and fulfill other administrative duties as directed by the Executive Board.
4. Keep a record of all correspondence received and sent out.
5. Have all records ready on reasonable notice for the Trustees or auditors.
6. Preside over membership and Executive Board meetings in the absence of both the President and Vice-President.
7. Be empowered, with the approval of the membership, to employ administrative assistance to be paid for out of the Local Union's funds.
8. **Perform other duties required by the Local Union, its bylaws, or the National Constitution.**

(Article B.3.3)

(d) **Secretary-Treasurer**

The Secretary-Treasurer shall:

1. Receive all revenue, initiation fees, dues, and assessments, keeping a record of each member's payments, and deposit promptly all money with a bank or credit union.
2. Sign all cheques and ensure that the Local Union's funds are used only as authorized or directed by the National Constitution, Local Union bylaws, or vote of the membership. In consultation with the Executive Board, designate a signing officer during prolonged absences.

3. Ensure that per capita tax is paid by direct remittance, or where per capita is not paid by direct remittance, prepare all CUPE National per capita tax forms and remit payment including \$1.00 of each initiation fee on all members admitted, no later than the last day of the following month.
4. Be responsible for maintaining, organizing, safeguarding, and keeping on file all supporting documents, authorizations, invoices and/or expense claims for every disbursement made, receipts for all money sent to CUPE National, as well as records and supporting documents for all income received by the Local Union.
5. Record all financial transactions in a manner acceptable to the Executive Board and in accordance with good accounting practices.
6. Make a full financial report to meetings of the Local Union's Executive Board.
7. Make a written financial report to each regular membership meeting, detailing all income and expenditures for the period.
8. Be bonded through the master bond held by CUPE National. Any Secretary-Treasurer who cannot qualify for the bond shall be disqualified from office.
9. Pay no money unless supported by a cheque requisition or expense form or request for payment duly signed by the President and one **(1)** other member of the Executive Board as determined by the Executive Board. No request shall be required for payment of per capita fees to any organization to which the Local Union is affiliated.
10. Make all books available for inspection by the Trustees and/or auditors on reasonable notice. Ensure that the books are audited at least once each calendar year and within a reasonable time, respond in writing to any recommendations and concerns raised by the Trustees.
11. Provide the Trustees with any information the Trustees require to complete the audit, including forms provided by CUPE National.
12. Be empowered, with the approval of the membership, to employ necessary administrative assistance to be paid for out of the Local Union's funds.

(Articles B.3.4 to B.3.8)

(e) **Stewards**

The Stewards shall:

1. **Be** spokesperson on behalf of workers whenever a complaint or grievance arises;
2. **Organize** support for union policies and programs;
3. **Provide** leadership to members of the bargaining unit;

4. Submit copies of minutes from all meetings to President;
5. Educate members about union affairs;
6. Act as a liaison between the members and the executive;
7. Hold meetings with the members in their respective area on an as needed basis;
8. Serve on grievance committee as required;
9. **Complete the “Intro to Stewarding” within the first year of their term. If not completed, the Shop Steward out-of-pocket expenses will not be paid.**

(f) **Trustees**

The Trustees shall:

1. Act as an auditing committee on behalf of the members and audit the books and accounts of the Secretary-Treasurer, the Recording Secretary, and the committees at least once every calendar year.
2. Make a written report of their findings to the first membership meeting following the completion of each audit.
3. Submit in writing to the President and Secretary-Treasurer any recommendations and/or concerns they feel should be reviewed in order to ensure that the Local Union’s funds, records, and accounts are being maintained by the Secretary-Treasurer in an organized, correct, and proper manner.
4. Be responsible to ensure that monies have not been paid out without proper constitutional or membership authorization.
5. Ensure that proper financial reports have been given to the membership.
6. Audit the record of attendance.
7. Inspect at least once a year, any stocks, bonds, securities, office furniture and equipment, and titles or deeds to property that may at any time be owned by the Local Union, and report their findings to the membership.
8. Send to the National Secretary-Treasurer, with a copy to the assigned servicing representative, the following documents:
 - i. Completed Trustee Audit Program
 - ii. Completed Trustees’ Report
 - iii. Secretary-Treasurer Report to the Trustees

- iv. Recommendations made to the President and Secretary-Treasurer of the Local Union
- v. Secretary-Treasurer's response to recommendations
- vi. Concerns that have not been addressed by the Local Union Executive Board.

(Articles B.3.10 to B.3.12)

(g) **Communications Officer**

The Communications Officer shall:

1. **Be an Executive Officer of the local appointed by the Executive Board to act in this role;**
2. Create meeting posters;
3. Maintain contact list;
4. Create new member pamphlet;
5. **Send** information to schools;
6. **Maintain local union website;**
7. Hold two (2) year term.

(h) **School Communicators**

The School Communicators shall:

1. **Be appointed by the Executive Board, with one (1) School Communicator at every school;**
2. **Post and/or hand out information sent from the executive to members at their school;**
3. **Gather names for sign-ups;**
4. **Provide steward contact information to members at their school;**
5. **Hold one (1) year term.**

SECTION 10 – NOMINATION, ELECTION, AND INSTALLATION OF OFFICERS

(a) Nominations

1. Nominations will be received at the regular membership meeting held in the month of May.
2. Nominations will be accepted from members in attendance at the nomination meeting or from those members who have allowed their name to be filed in writing at the meeting, witnessed by another member.
3. A member may accept nomination for a position while holding office in any position. If successful in the election, their resignation from their current position will take effect at that time.
4. When two **(2)** or more nominees are to be elected to any office by ballot, each member voting will be required to vote for the full number of candidates to be elected, or the member's ballot will be declared spoiled.
5. To be eligible for nomination, a member must be a member in good standing as set out in Article B.8.3 of the National Constitution.
(Articles B.8.1, B.8.2, and B.8.3)
6. No member will be eligible for nomination if they are in arrears of dues and/or assessments.

(b) Elections

1. **The President and Secretary-Treasurer are elected in even-numbered years, and at least one (1) Steward from the Central area (Yorkton, Springside, Melville, Saltcoats). The Vice-President, Recording Secretary, and at least one (1) Steward each from the North area (Invermay, Preeceville, Sturgis, Norquay, Canora, Kamsack), and South area (Churchbridge, Langenburg, Stockholm, Grayson, Esterhazy) will be elected in odd-numbered years.**
2. The voting will take place at the regular membership meeting in May. The vote will be by secret ballot.
3. Voting to fill one office will be conducted and completed, and recounts dealt with before balloting may begin to fill another office.
(Article 11.5)
4. A majority of votes cast will be required before any candidate can be declared elected, and second and subsequent ballots will be taken, if necessary, to obtain a majority. On the second and subsequent ballots, the candidate receiving the lowest number of votes in the previous ballot will be dropped.
5. In the event of a tie vote, a second and subsequent ballot(s) will be taken, if necessary, until a candidate receives a majority votes cast and can be declared

elected. In the event the vote persists, subsequent ballots may be deferred to the next membership or special membership meeting.

6. When two (2) or more nominees are to be elected to any office by ballot, each member voting will be required to vote for the full number of candidates to be elected, or the member's ballot will be declared spoiled.

(Article 11.4)

7. Any member may request a recount of the votes for any election and a recount will be conducted if the request is supported, in a vote, by at least the number of members equal to the quorum for a membership meeting as set out in Section 6(c).

(c) Installation of Officers

1. All duly elected officers shall be installed at the meeting at which elections are held and shall continue in office for two (2) year(s) or until a successor has been elected and installed, provided, however, that no term of office shall be **less than one (1) year and** longer than three (3) years.

(Article B.2.4)

2. The terms of office for Trustees shall be so that one (1) serves for a period of three (3) years, one (1) for two (2) years, and one (1) for one (1) year, as laid down in Article B.2.4 of the CUPE National Constitution. Each year thereafter, the Local Union shall elect one (1) Trustee for a three (3) year period. No member who has been a signing officer for the Local Union is eligible to run for Trustee, until at least one (1) full term of office has elapsed.

3. The Oath of Office to be read by the newly-elected Officers is:

I, _____, promise to perform the duties of my office, as set out in the Constitution and laws of the Canadian Union of Public Employees, faithfully and to the best of my ability for my term of office. As an Officer of the Union, I will always promote the harmony and dignity of its sessions by counsel and example. I also promise to turn over all property of the Union to my successor at the end of my term."

(Article 11.7 (b))

(d) By-Elections

Should an office fall vacant for any reason, the resulting by-election will be held as soon as practical and should be conducted as closely as possible in conformity with this section. **The term of office for any position filled through a by-election will be the remaining term for the vacated position.**

SECTION 11 – FEES, DUES, AND ASSESSMENTS

(a) **Initiation Fee**

Payment of initiation fees is a tangible confirmation of the desire to become a member of your Local Union and the Canadian Union of Public Employees. Each application for membership in the Local Union will be directed to the Secretary-Treasurer and will be accompanied by an initiation fee of **one (\$1.00)** dollar which shall be in addition to monthly dues. The Secretary-Treasurer shall issue a receipt. If the application is rejected, the fee shall be returned.

(Articles B.4.1 & B.8.2)

(b) **Re-admission Fee**

The **re-admission** fee shall be **one dollar (\$1.00)**.

(Articles B.4.1)

(c) **Monthly Dues**

The monthly dues shall be **two percent (2%)** of regular wages.

(Article B.4.3)

(d) **Amending Monthly Dues**

The regular monthly dues may be amended at a regular or special membership meeting. The vote must be by secret ballot. Notice of at least seven (7) days at a previous meeting or sixty (60) days in writing must be given.

(Article B.4.3)

Notwithstanding the above provision, if the CUPE Convention and/or Education Workers Steering Committee raises minimum fees and/or dues above the level herein established, these bylaws will be deemed to have been automatically amended to conform to the new CUPE minima.

(e) **Assessments**

Assessments may be levied in accordance with the CUPE Constitution. Assessments do not mean or include regular monthly dues and are applied for a specific purpose or specific length of time. Membership approval is required, and the assessment will only be applied after the National President approves the assessment.

(Article B.4.2)

SECTION 12 – NON-PAYMENT OF DUES AND ASSESSMENTS

A member **who fails to pay dues and assessments** for a period of three **(3)** months or more will be automatically suspended. The suspension will be reported to the Executive Board by the Secretary-Treasurer, **and** the Executive Board will report all suspensions to the next membership

meeting. **The member may return to membership in good standing by paying a readmission fee and any other penalty set by the Local Union. The readmission fee cannot be less than the initiation fee of the Local Union.**

A member who has been unemployed or unable to work because of sickness shall pay the readmittance fee but may not be required to pay arrears.

(Article B.8.6)

SECTION 13 – EXPENDITURES

(a) Payment of Local Union Funds

Funds can only be spent for valid purposes of the Local Union under the following circumstances:

1. When the expenditure **is authorized by a budget approved by a majority of members present, and voting, at a regular or special membership meeting;**
2. When these bylaws approve the expenditure; or
3. Through a vote of the majority of members at a **regular or special** membership meeting.

(Article B.4.4)

(b) Payment of Per Capita Tax and Affiliation Fees

Authorization to pay per capita tax to CUPE National, to CUPE Saskatchewan Provincial Division, to Education Workers Steering Committee (EWSC), or any labour organization the Local Union is affiliated with, is not required.

(c) Payment of Local Union Funds to Members or Causes Outside of CUPE

In the case of a grant or a contribution to a member(s) or a cause(s) outside of CUPE greater than \$150, a notice of motion must be made at a regular membership meeting and then approved at the following regular **or special** membership meeting before the grant or contribution can be paid out. **The approval meeting must be no earlier than seven (7) days after the meeting where notice of motion has been given.**

- (d)** No member of Local 4784 will be allowed to spend any Local Union funds without first having received authorization under Section **13(a)** of these bylaws.

SECTION 14 – OUT-OF-POCKET EXPENSES

Local Union Officers and committee members shall be provided an out-of-pocket expense allowance as follows:

President:	\$250.00/month plus one (1) union paid day/month to conduct CUPE business plus \$500.00 out-of-pocket expenses/year.
Vice-President	\$175.00/month
Recording Secretary:	\$500.00 plus \$500.00 out-of-pocket expenses/year.
Secretary-Treasurer:	\$500.00 plus \$500.00 out-of-pocket expense/year.
Stewards	\$400.00/year
Trustees	\$50.00/year
Communications Officer	\$100.00/year
School Communicators	\$50.00/year
Negotiating Committee	\$150.00/ round of bargaining

SECTION 15 – DELEGATES TO CONFERENCES, CONVENTIONS, AND EDUCATIONALS

- (a) Except for the President’s option [Section 8 (a)], all delegates to conventions, conferences, and educationals shall be chosen by election at membership meetings.
- (b) **Delegates to conventions, conferences, educationals, committees, and leadership meetings will have a member responsible for reporting back to the Local Union membership. This member shall be appointed by the President from among these delegates, and the member appointed shall make a written report at each Local Union membership meeting on proceedings at the relevant conventions, conferences, committees, and leadership meetings. The Local Union will reimburse the member’s employer for any loss of wages.**
- (c) All delegates **attending** conventions, **conferences, educationals, committees and leadership meetings** held outside the Good Spirit School Division shall be paid:
 - (1) Transportation expenses shall be paid according to **CUPE Saskatchewan** rates.
 - (2) Per diems will be paid in accordance as per Appendix “**D**”.
 - (3) Lodging expenses.
 - (4) Lost wages.
- (d) All delegates attending conventions, conferences, educationals, **committees and leadership meetings** shall be reimbursed as per Appendix “**D**”. The Local Union will reimburse the members’ employer for any loss of wages.
- (e) Local 4784 encourages the participation of women and all equity-seeking groups in their delegation to conventions, conferences, educationals, **committees and leadership meetings**.
- (f) Executive members shall be reimbursed as per Appendix “**D**” for mileage, meals, etc., to carry out the business of the Local.

SECTION 16 – COMMITTEES

(a) Special Committees

A special ad hoc committee may be established for a specified purpose and period by the membership at a meeting. The members shall be elected at the same or another membership meeting or may, by specific authorization of the membership, be appointed by the President or the Executive Board. Two **(2)** members of the Board may sit on any special committee as ex officio members.

1. Negotiating Committee

This will be a special committee established after the May membership meeting prior to the expiry of the Local Union’s collective agreement and automatically disbanded when a new collective agreement has been signed. The function of the committee is to prepare collective bargaining proposals and to negotiate a collective agreement. The committee shall consist of up to six (6) members, all appointed by the Executive Board. The CUPE Representative assigned to the local shall be a non-voting member of the committee and shall be consulted at all stages from formulating proposals, through negotiations, to contract ratification by the membership.

(b) Standing Committees

The Chairperson of each standing committee shall be elected by the members at a membership meeting. **Permanent committees will have a term of two (2) years.** The Chairperson and the Executive Board may, with the concurrence of the membership, jointly appoint other members to serve on a committee. **One (1) member of the Board** shall be a member, ex officio, of each committee.

There shall be one (1) standing committee as follows:

1. Grievance Committee

This committee shall process all grievances not settled at the initial stage and its reports shall be submitted first to the Executive Board, with a copy to the CUPE Representative, and then to a membership meeting. Grievances must be in writing on the forms provided by the National Office and be signed by the complainant or complainants, as provided for in the collective agreement. The committee shall be comprised of one **(1)** shop steward and any executive member where the grievance originates. **The National Representative assigned to the Local Union shall be a non-voting member of the committee and shall be consulted at all stages.**

When a grievance is not settled in the initial steps provided for in the collective agreement, this committee will decide whether or not the grievance should proceed to arbitration. **If the decision is not to proceed,** the grievor(s) shall be

notified by registered mail and provided an opportunity to appeal to the Executive Board prior to the decision being final. After due process and consideration, the decision of the Executive Board shall be final and not subject to further appeal; and in all circumstances, the Local, not the grievor, has authority regarding the handling of the grievance.

Grievance Appeal Process

Any union member who believes **they have** a grievance and submits same in writing and such grievance is not processed by the Grievance Committee, **or any member whose** grievance is terminated at any stage of the grievance procedure without their consent **shall have right to the following appeal process:**

- i) The grievor shall have the right to appeal such decision within ten (10) calendar days, in writing to the Local Executive Board from the time that **they were** notified of said decision by registered mail.
- ii) A special meeting shall be convened of the Executive of the local, where the grievor or designate may present **their** grievance. The grievor or **their** designate must be a member in good standing of the local.
- iii) To ensure that a grievance is not lost due to time limits, the chairperson/designate of the Grievance Committee or the President/delegate shall either initiate a grievance or secure an extension of the time limits until the appeal process has been settled. In either step of the Appeal Procedure, the Grievance Committee or **P**resident will clarify its position as to why the grievance was denied or terminated.

All grievances, whether processed or terminated, shall be reported to the general membership by the Grievance Committee.

SECTION 17 – COMPLAINTS AND TRIALS

All charges against members or officers must be made in writing and dealt with in accordance with the Trial Procedure provisions of the CUPE National Constitution.

(Articles B.11.1 and Appendix F)

SECTION 18 – RULES OF ORDER

All meetings of the Local Union will 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 “C”. 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 “C”, the CUPE National Constitution may provide guidance, but, if the situation is not dealt with there, Bourinot’s Rules of Order shall be consulted and applied.

SECTION 19 – AMENDMENTS

(a) CUPE Constitution

These bylaws are always subordinate to the CUPE National Constitution (including Appendix “B”) as it now exists or may be amended from time to time, and in the event of any conflict between these bylaws and the CUPE National Constitution, the latter shall govern. The National President has the sole authority to interpret the CUPE National Constitution.

(Articles 9.2(c), 13.3 and B.5.1)

(b) Additional Bylaws

These bylaws will not be amended, added to, or suspended except upon a majority vote of those present and voting at a regular or special membership meeting following seven (7) days’ notice at a previous meeting or at least sixty (60) days’ written notice.

(Articles 13.3 and B.5.1)

(c) Effective Date of Amended or Additional Bylaws

The amended or additional bylaws do not come into effect until they have been approved in writing by the National President. The National President will decide whether to approve the amended or additional bylaws within ninety (90) days of receiving them and will withhold approval only where they conflict with the CUPE Constitution.

(Articles 13.3 and B.5.1)

SECTION 20 – PRINTING AND DISTRIBUTION OF BYLAWS

Members **will** receive a copy of Local 4784 bylaws, either in paper format or electronic format, via the Local Union website at 4784.cupe.ca.

Appendix “A”

CUPE NATIONAL EQUALITY STATEMENT

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation, and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile, or offensive environment.

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 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 grow as a 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, safe working conditions, and justice in the workplace, society and in our union.

CUPE’s policies and practices must reflect our commitment to equality. Members, staff, and elected officers must be mindful that all persons deserve dignity, equality, and respect.

Appendix “B”

CODE OF CONDUCT

Local 4784 is committed to ensuring that all of its meetings and activities are safe environments where members are encouraged to speak. Existing members are encouraged to welcome, mentor, and support new members and equity-seeking members.

Local 4784 strives to promote core values which include the principles of solidarity, equality, democracy, integrity, and respect. We are committed to mobilizing our energy and skills to work together to promote these values and to attain these goals in our union, our communities, and globally.

Local 4784 is committed to creating a union which is inclusive, welcoming, and free from harassment, discrimination, and all types of bullying and intimidation. Local 4784 needs to ensure that it provides a safe environment for members, staff, and elected officers to carry out our work. Local 4784 expects that mutual respect, understanding, and co-operation will be the basis of all our interaction.

This Code of Conduct for Local 4784 sets out standards of behaviour for members at meetings, and all other events organized by Local 4784. It is consistent with the expectations outlined in the Equality Statement, CUPE National Constitution, and these bylaws. It does not apply to complaints arising in the workplace, as those are dealt with through the grievance procedure and/or the applicable workplace harassment policy.

As members of Local 4784 we commit to one another and to the union to be governed by the principles of the Code of Conduct 4784 and agree to:

- Abide by the provisions of the Equality Statement;
- Respect the views of others, even when we disagree;
- Recognize and value individual differences;
- Communicate openly;
- Support and encourage each other;
- Make sure that we do not harass or discriminate against each other;
- Commit to not engaging in offensive comment or conduct;
- Make sure that we do not act in ways that are aggressive, bullying, or intimidating; and
- Take responsibility for not engaging in inappropriate behaviour due to abuse of alcohol or other drugs while participating in union activities, including social events.

Harassment is objectionable behaviour which may include actions, language, gestures, and/or written material, and which the harasser knows or ought reasonably to know is abusive and unwelcome. Bullying is a form of harassment which is serious ongoing behaviour which targets an individual or group and which threatens that person or persons' mental and/or physical well-being.

A complaint regarding this Code of Conduct will be handled as follows:

1. If possible, a member may attempt to deal directly with the person alleged to have engaged in behaviour contrary to the Code, by asking the person to stop such behaviour. If that is not possible, or if it does not resolve the problem, a member may bring forward a complaint.
2. Once a complaint is received, a designated Officer of the Local Union will work to seek a resolution.
3. If this fails to resolve the matter, the designated Officer of the Local Union shall report the matter to the person in charge, who shall determine whether there is need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses.

This Code of Conduct is designed to create a safe, respectful, and supportive environment within CUPE. It is meant to enhance the rights and obligations outlined in the Bylaws of Local 4784, the CUPE National Constitution, the Equality Statement, and applicable human rights legislation, not replace them.

This Code of Conduct does not replace a member's right to access the trial provisions of the CUPE National Constitution.

Appendix “C”

RULES OF ORDER

1. The President will be the Chairperson at all membership meetings. In the absence of the President, the Vice-President will be the Chairperson at the membership meeting. In the absence of the President and Vice-President, the Recording Secretary will be the Chairperson at the membership meeting. In the absence of the President, Vice-President, and Recording Secretary, members at the membership meeting will select a Chairperson by majority vote. Quorum rules must be met.
2. Members are not allowed to speak about an issue for more than five (5) minutes. Members can only speak to an issue once unless there is agreement by the members at a meeting, or where all those wishing to speak have had the opportunity to speak.
3. The Chairperson of a committee who is making a report or the mover of a motion may speak for up to fifteen (15) minutes. With the agreement of the members present, the fifteen (15) minutes may be expanded.
4. The Chairperson will state every motion presented at a membership meeting before allowing debate on the motion. Before putting a motion to a vote, the Chairperson will ask: “Is the Local ready for the motion?” If no member rises to speak, the motion will be voted upon.
5. A motion must be moved and seconded. The mover and seconder must rise and be recognized by the Chairperson.
6. A motion to amend a motion, or a motion to amend an amendment are allowed, however, a motion to amend an amendment to an amendment is not allowed.
7. An amendment to a motion or an amendment to an amendment to a motion that is a direct negative to the main motion is never permitted.
8. On motion, the regular order of business at a membership meeting may be suspended where two-thirds of those present vote to do so. The regular order of business should only be suspended to deal with urgent business.
9. Motions other than those named in Rule 19, or motions to accept or adopt the report of a committee, will, if requested by the Chairperson, be put in writing prior to beginning debate and vote.
10. At the request of a member, and upon a majority vote, a motion which contains more than one action or issue can be divided.

11. The mover of a motion can withdraw the motion upon the consent of the seconder prior to the end of debate. Once debate has ended on a motion, the motion can only be withdrawn upon unanimous vote of the members present.
12. A member who wishes to speak on a motion, or a member who wishes to move a motion, shall rise, and respectfully address the Chairperson. The member shall not proceed until the member is recognized by the Chairperson except where the member rises to a point of order or on a question of privilege.
13. The Chairperson will keep a speakers list and, in all cases, will determine the order of speakers including those circumstances where two (2) or more members rise to speak at the same time.
14. A member, while speaking, will speak only to the issue under debate. Members shall not personally attack other members. Members will refrain from using language that is offensive or in poor taste. Members will generally not speak in a manner that reflects poorly on the Local Union or other members.
15. A member that is called to order will stop speaking until the point of order is determined. If it is decided that the member is in order, then the member may continue speaking.
16. Religious discussion of any kind is not permitted.
17. The Chairperson will not take part in any debate. Where the Chairperson wishes to speak on a resolution or motion, or where the Chairperson wishes to move a motion, the Chairperson must rise from the chair and hand the chair over as outlined in Rule #1.
18. The Chairperson will have the same right to vote as other members. In the case of a tie vote, the Chairperson may cast another vote, or the Chairperson may refrain from casting an additional vote, in which case the motion is defeated.
19. When a motion is before the members, no other motion is in order except a motion to 1) adjourn; 2) put the previous question; 3) lay on the table; 4) postpone for a definite time; 5) refer; or 6) divide or amend. These six motions shall have precedence in the order indicated. Motions 1 through 3 shall be decided without debate.
20. The Chairperson will ask “Will the main question be now put?” where a motion for the previous question is moved and seconded. If approved, the Chairperson will then take votes on the motion and amendments to the motion (if any) in order of priority. If an amendment or an amendment to an amendment is approved, then members will be asked to vote on the motion as amended.
21. A motion to adjourn is in order except when a member is speaking or when members are voting.

22. A motion to adjourn, if lost, is not in order if there is further business before the Local Union, until fifteen **(15)** minutes have elapsed.
23. After the Chairperson declares the vote results on a question, and before the Local Union proceeds to another order of business, any member can ask for a division. A standing vote on the division will be taken and the Recording Secretary will count the standing vote.
24. If a member wishes to appeal a decision of the Chairperson, the member must appeal at the time the decision is made. If the appeal is seconded, the member will be asked to state briefly the basis for the appeal. The Chairperson will then state briefly the reasons for the decision. Following immediately and without debate, the Chairperson will ask, "Will the decision of the chair be upheld?" A majority vote shall decide. In the event of a tie vote, the decision of the chair is upheld.
25. After a question has been decided, any two **(2)** members who have voted with the majority can move reconsideration, provided that a motion for reconsideration is made at either the meeting where the decision proposed for reconsideration was made, or at the very next meeting.
26. Members are allowed to leave a meeting with the permission of the Vice-President; however, in no case will a member leave during the reading of minutes, the initiation of new members, the installation of officers, or the taking of a vote.

The Local Union's business and the proceedings of meetings are not to be divulged to any persons outside the Local Union, or the Canadian Union of Public Employees.

Appendix “D”

Conferences, Conventions and Educationals Allowance

1. Registration Fee
The local will pay the actual amount required.
2. Travel
 - a) Car allowance
 - i. Paid same as CUPE Saskatchewan rate of mileage.
 - b) Bus, Airplane, Taxi, etc., Parking Fees
 - i. Actual amount; receipt must be provided.
3. Accommodation
 - a) Actual amount; —receipt must be provided.
4. Per Diem
 - a) Within province
 - i. Daylong seminars, conventions, conferences, etc. – \$30.00/day
 - ii. Evening seminars, workshops, conventions, conferences, etc. – \$25.00/day
 - iii. Week-long seminars, workshops, conventions, conferences, etc. – \$25.00/day
 - b) Meals
 - i. Breakfast – \$20.00
 - ii. Lunch – \$25.00
 - iii. Supper – \$35.00
 - iv. Out of province – \$115.00/day
5. Child Care
 - a) Actual amount; receipt must be provided. Also, claims should not be paid for spouse, partner, or a family member who normally provides care without charge, or where a member would normally have paid for care such as during normal hours of work at their job.

Reimbursement shall not exceed:
 - \$40.00/day
 - \$125.00/week
 - \$15.00/hour
6. Retirement Gifts
Receive a gift valuing \$10.00 per year of employment to a maximum of \$100.00.