

CUPE: Facts from Constitution

Object: organization of workers, particularly in public service in Canada
advance social, economic and general welfare of public employees
defend and extend civil rights and liberties; preserve democratic trade unionism
improve wages, working conditions, job security, other conditions
etc.

Achieved by:

establishing co-operative relations between employers & -ees
promoting required, desired legislation
conducting educational programs to enlighten general public to probs. of pub. emp.
organizing & supporting CUPE bodies, CLC bodies, international labour bodies

Jurisdiction:

Federal, Prov., Municipal, or local authority employees
employees of public boards, commissions, or authorities at any level of govt.
employees of hospitals, social or welfare agencies
public utility employees
other employee groups wishing CUPE membership, and legally recognized for certif.

Charters revoked:

by majority roll call vote at Convention
National Executive Board may suspend local and charge Jurisdiction Committee
to investigate such disputes; report to Natl. Exec. Bd.
Natl. Exec. Bd. ruling final, binding, subject to ratification at Convention

Transferring Jurisdiction:

Locals may transfer all or part to another local, after special membership meeting
of local transferring at which 2/3s members in attendance accept motion, and
local receiving jurisdiction gains majority consent by similar procedure.
Natl. Exec. then approves with seal to complete transfer

Merging Locals:

After due notice to members of both locals of special meeting, merging resolutions
must pass by 2/3s in attendance at meeting of each local

Organization:

Provincial Division:

One per province,; established after 10+ locals indicated desire; only chartered
Locals or District Councils entitled membership
has authority to make policy in addition to, not at variance with, CUPE policy
assists Natl. Exec. Bd., officers, and staff with implementing policies

District Councils:

in any area of province, estab. when 5+ locals indicate desire
co-ordinates activities of locals in area; assists Natl. Exec., etc., with policy

Service Division:

Natl. or Provincl.; estab. by Natl. Exec. Bd. (chrted by CUPE); one only per
classification of service
may act on behalf of or in place of locals in S.D., exercising rights of locals;
establish S.D. by-laws; after approval of locals in S.D. and Natl. Exec. may
enact or amend by-laws
by-laws outline method of representation; policy-making; admin structures and
bodies; determine number, qualifications, duties of officers, powers of
officers, method of election or nomination; give S.D. power to levy per capita
tax, to estab. procedure of setting amnt. per capita tax, means of collection
(may include per capita owed CUPE Natl.; power to convene S.D. meetings;
power to dissolve S.D., means of disposing of assets;
is subject to powers of control and supervision by Constitution of CUPE as any
other CUPE body

(NO SERVICE DIVISIONS IN B.C.)

Organization (con't.)

Provincial Union:

Locals operating on provncl-wide basis may be chartered as Provncl. Unions has all rights, priveleges, obligations of Local have authority to make policy in addition to, not at variance with, CUPE policy

Provincial Council of Unions:

where possible by labour leg., and desirable for sole purpose of certification and colletive bargaining, may be chartered

Natl. Exec. Bd. makes or approves necessary rules & regs. governing operation of PC Councils of Unions:

for purpose of collective bargaining, and under authority of Natl. Exec. Bd., may be chartered

Natl. Exec. Bd powers: estab. Cncl. jurisdiction; approve by-laws; dissolve/revoke Provincial Occupational Grps:

estab. under aus. of Provncl. Divsn; to co-ord activities/programs of occptl. groups structure & by-laws subject to approval. of Natl. Exec. Bd.

locals not in Provncl. Divisin may join in Provncl. Occptl. Grp.

Structure of CUPE:

Convention; Natl. Exec. Bd.; Natl. Exec. Committee; Natl. Officers; Provincial Divisions; District Councils; Service Divisions; Provincial Unions; Local Unions no local, or body subordinate to CUPE or Natl. officers, empowered to act as agent of CUPE Natl. or bind CUPE, execpt with authorization of Natl. Pres./Sec./or Natl. Exec. Bd.

Convention:

bi-ennial; dlegates: 1 per 100 up to 200; 1 per next 300; 1 per next 500 up to 3000+ Provncl. Divisin; Dist. Cncls; Service Divsns.; Councils get 1 delegate per body based on paid membership, including RAND formula members

Special conventions: by directn of regular conventn., by Natl. Exec. Bd., by request of majority of locals in CUPE; called within 30 days of request, giving 60 days notice; representatn as at regular conventn.

delegates must be members in good standing (officers must have been in gd. stdg. and under collective agreement when elected), and not life or honorary member

Natl. Exec. BD.

governing body CUPE outside of conventn.; composition: Natl. offcrs (Pres, S-T, 5 Genl VPs, 10 Regional VPs elected by convention); meets min. 4 X per year; quorum = 1/2 Natl. Bd. ; action by majority vote; may conduct business by phone, telegraph or letter

powers: examine internal servicing facilities & requirements of locals, or other CUPE bodies, and where advisable return sufficient \$ to maintain internal servicing in lieu of direct assistance from CUPE personnel

-to conduct investigations of any body in cases of suspected corruption/domination, or activity or policy contrary to CUPE policy-then schedule hearing before Natl. Exec. Bd. if requested-make recommendations; may with 2/3s vote of Natl. Exec. Bd. place body under supervisn, trusteeship or suspension; this action appealable at next Convention

Natl. Pres. power, under emergency, to place body underadministrator, if also received substantive evidence from provncl. orgtn or need; decision subject to reviee by Natl. Exec. Committee; both subject to review by Natl. Exec. Bd. (body may make representatn at that meeting); if upheld, admin continues; admin. given full authority to conduct affairs and finances of body, subject to authority of Natl. Exec. Bd. and Natl. Pres.; for maximum 12 months, then either elections held, or re-appointed by Natl. Exec. Bd.

Note:---- also statement these provsns not designed to enroach on autonomy; intent to interpret in strict legal sense; actions always subject to appeal at Convention

CUPE Constitution con't.

Natl. Exec. Commtee:

Natl. Pres., S-T, and five general VPs; responsible when Natl. Exec. Bd. not meeting; meets just before mtgs of Natl. Exec. Bd. and min. halfway betwn such meetings; quorum: majority of commiittee; majority vote; may use phone, etc. for business in lieu of mtg. ; Natl. Offcrs. prepare agendas, etc.

National Officers:

Pres.: reprsnt CUPE, carry out policy; interpret constitution, preside Convention; report to Convention, etc.

Sec.-Treas.: chief admin. officer; all finances; budget; books & documents; invest surplus funds, secty. at Conventn; ensure bonding other officers; able to inspect all bodies' books; admin. per capita tax (arrears warning & suspension proceedings) ; forward list of salaries of officers and staff; forward local contracts

Officers have voice, no vote at all meetings of any body; hire staff; etc.; elected by majority vote at convention, etc.

Locals:

charte4ed by CUPE;

on dissolution, assets & funds revert to CUPE in trust until re-organized or local conforms with CUPE consitution and laws; otherwise delivered to CUPE may make by-laws not in conflict with Constitution or Service Dvsn by-laws

Per Capita Tax:

Provncl. Divsn fee: \$25.00 per year

Dist. Cncl.: \$5.00 per year; Service Divsn. \$10 per year

Per Capita:

monthly: all fulltime workers (including Rand) \$6

6.60 Jan 1 '80

all parttime (incldg. Rand) \$3.30

breakdown: \$.80 to Natl. Defence Fund;

initiation fees: \$1.00 per member

Strikes/lockouts: if over 15 days may get whole or half dispensation on per capita

Other dispensations: possible during organizing periods; or when promote growth of union

General:

she = he in language

expect all bodies to affiliate with CLC bodies

Jan '80 \$6.60 per member per mo.

25¢ per month per mo → CLC

80¢ to Nat'l Defence Fund

BC Bvsn per capita: 80¢ member per mo.
regardless of full
time / part time