

RH  
EXECUTIVE COMMITTEE MEETING  
7 JULY, 1988  
ADDENDUM TO MINUTES--BYLAWS  
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A concern was expressed that the committee required more preparation time before decisions could be made on the bylaws, and that trustees should be present. However, it was felt that a) ample time had been allowed for preparation, and b) we currently have no trustees.. It was decided to proceed with proposals for amendments to the bylaws as follows:

- A. NAME: Add "Canadian Union of Public Employees Local 2950"  
APPROVED
- C. JURISDICTION: replace "service" with "library"  
add "and its outlying campuses"  
APPROVED (Diana Ellis  
abstaining)
- D. MEMBERSHIP: Replace "may be" with "will be" (second line).  
Line 6: new paragraph after "Union".  
Line 15: new paragraph after "requirement"  
Line 17: "...without paying dues as per the lay off  
provisions in the Collective Agreement"--delete  
rest of section.  
APPROVED (Diana Ellis  
abstaining)
- E. Replace "Association" with "Union"  
APPROVED
- E.1 Replace "Association" with "Union"  
APPROVED  
Amended to add "and Chairs of other Standing Committees"  
Amend "Chief Steward" to "Chief Shop Steward"  
APPROVED
- E.2 Replace "Board" with "Committee" throughout  
Replace "Association" with "Union"  
"Trustees shall be non-voting members of the Executive  
Committee"  
APPROVED
- E.3.1 No changes
- F.1 No changes
- F.2 Delete "Annual" (line 10)  
Insert #1:  
"If no nominations for a position have been received by the  
close of nominations in November, these positions will  
remain open for nomination until such time as a  
nomination(s) is received."

At each monthly membership meeting, the Chair will ask for nominations for the vacant positions.

Delete "Notwithstanding..." to "...ballot".

APPROVED (Diana Ellis  
abstaining)

F.3 No change

F.4 No change

F.5 Pamela circulated a revision for study as follows:

"Each of the Divisions shall hold a December election to be held by ballot or by a December meeting of all members within the Division for the purpose of electing one member who shall be a Division Steward to serve as a member of the Grievance Committee.

In the event that a Division Steward is recalled or resigns, a by-election to fill the vacancy will take place by ballot or at a meeting of the members within the Division, by secret ballot, following 2 weeks' notice."

Retained from text:

"In addition to the divisional representatives of the Grievance Committee, three (3) members "at large" may be elected to the Grievance Committee."

APPROVED (Diana Ellis  
abstaining)

F.6 Replace titles with "Standing Committees"

APPROVED

F.7 Line 1--replace "shall" with "may"

Line 3--replace "Executive Representative" with "Steward"

Line 7--delete "divisional assignment of"

APPROVED

F.8 No change

G. Pamela circulated Insert #2 for study.

"Executive Committee

a) The Executive Committee shall comprise all officers as per Article E.1. All Executive Committee members shall have one vote, except for the Trustees.

b) The Executive Committee shall meet at least once a month.

c) A majority of the Executive Committee constitutes a quorum

d) The Executive Committee shall take such action and

render such decisions as may be necessary to carry out fully the decisions and instructions of the membership. All committees are responsible to the membership through the Executive, and, as such, the Executive Committee shall be held responsible for the proper and effective functioning of all committees. All committees shall report through their Chair to the Executive Committee at Executive Committee meetings. These reports shall be minuted, along with all other Executive Committee business, and these minutes shall be provided to the membership on a regular basis."

APPROVED

- G.1 Change "his/her" to "her/his" (throughout)  
Delete "and Divisions"  
Change "Local Association Executive" to "Union Executive Committee"

APPROVED (Diana Ellis  
abstaining)

- G.3 Add heading "SECRETARY/TREASURER"

DEFERRED

- G.4 No change

- G.5 Heading to read "Trustees" (plural)

APPROVED

- G.6 Heading to read "Sergeants-at-Arms" (two positions)

Replace existing text with:

"The Sergeants at Arms shall guard the inner doors at membership meetings and admit no one but members in good standing (on presentation of current Membership Card), except on the order of the President, and by consent of the membership present. They shall

- assist in maintaining the record of membership attendance at meetings if so required; and
- perform such other duties as may be assigned by the Executive Committee.

The Sergeants at Arms shall attend Executive Meetings."

APPROVED

- G.7 Communications Committee

DEFERRED

- G.8 Contract Committee

Add "and ratification" after "discussion" (line 2)

APPROVED

- G.9 Strike Committee

Revised to read as follows:

"Shall be the elected Executive Committee and any other members designated by the membership in the event of a strike. The Strike Committee shall assist the Contract Committee and implement the strike strategy as directed by the membership.

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APPROVED

G.10 Grievance Committee

Revised to read as follows:

"Shall be responsible for the processing of all grievances in order to ensure that the rights of individual members on the job are respected and for representing the interests of individual members in respect to their working conditions."

APPROVED

G.11 No Change

G.12 Change to "Job Evaluation Committee". Text to read:

"Shall be responsible for researching information pertaining to job classifications and/or reclassifications in collaboration with the grievance committee when applicable. Shall be responsible for submitting proposals on job classification amendments to the Contract Committee for negotiations. Shall assist members with reclassification requests and appeals."

APPROVED

G.13 Health & Safety/Working Conditions Committee

Text to read as follows:

"Will ensure that there is representation on all local Department/Area/Building Safety (DABS) Committees of the University to monitor the safety programs within their areas and make recommendations. That these representatives monitor the safety practices of the University in order to ensure a safe and healthy working environment. Shall be responsible for researching and presenting proposals on Health & Safety issues to the Executive and Membership.

The Chairperson shall be elected by the Health & Safety/Working Conditions Committee. The Committee shall include a Working Conditions subcommittee.

The Chairperson and one other member shall represent the Union on the University Health and Safety Committee."

APPROVED

G.14 Education Committee

Text to read as follows:

- will arrange for representation of the Local at any appropriate and available educational seminar or conference and submit recommendations accordingly to the Executive Board;

- arrange educational seminars for local Union members

- instruct delegates in the preparation of reports to the membership on seminars and conferences and maintain a reference file of these reports;
- co-operate with the Education and Public Relations Departments of CUPE, and with the regional Education Representative, in implementing both the Local's and CUPE's policies in these fields;
- arrange for in-house education seminars/courses for Union Membership.

APPROVED

It was decided to defer the remaining by-law items for discussion at the next Executive Meeting.

Motion to adjourn (8:30 p.m.) MOVED Gordon SECONDED McMurchy  
CARRIED

18.add